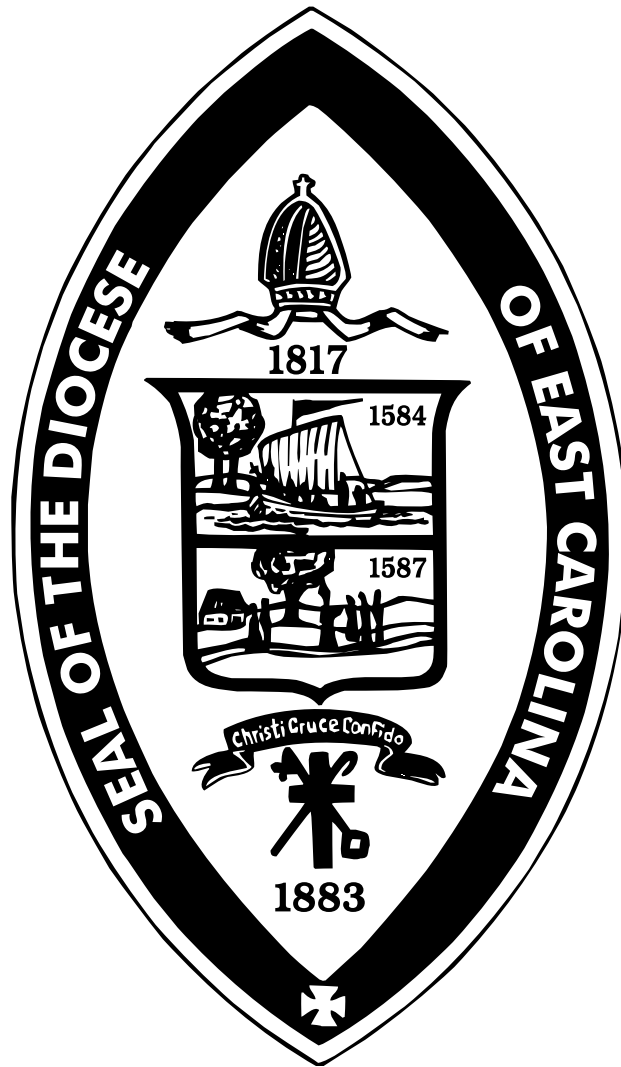

Journal of Convention



The Episcopal Diocese of
East Carolina

2015

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 THIRTY-SECOND
ANNUAL CONVENTION
OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE
DIOCESE OF EAST CAROLINA
IN
NEW BERN, NORTH CAROLINA
FEBRUARY 6 and 7, 2015

Including the Constitution,
Canons and Rules of Order

Charter and By-laws
of the Episcopal Foundation

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Mission Statement

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

2015 ELECTED OFFICES OF THE DIOCESE

SECRETARY OF CONVENTION

The Rev'd Canon Matthew E. Stockard to 2016

CHANCELLOR

Mrs. Joan Geiszler-Ludlum to 2016

DISCIPLINARY BOARD

Mrs. Bettie Lyons to 2016

The Rev'd Richard Elliott to 2017

Mr. Richard Alligood to 2017

The Rev'd Paul Canady to 2017

Mr. Robert Richardson to 2017

The Rev'd Phil Glick to 2018

The Rev'd Deacon Katherine Mitchell to 2018

Mr. Thomas Secules to 2018

Mr. James Robins to 2018

EXECUTIVE COUNCIL

The Rt. Rev'd Robert S. Skirving, Chair

Pamlico Deanery Representatives

To 2017:

Mrs. Judy Tucker

To 2018:

The Rev'd Andrew Canaan

Upper Cape Fear Deanery Representatives

To 2017:

Ms. Melene Hatcher

To 2018:

The Rev'd Teddra Hussey-Smith

Albemarle Deanery Representatives

To 2017:

The Rev'd Jeffrey Douglas

To 2018:

Ms. Beth Harrington

Trinity Deanery Representatives

To 2017:

Ms. Mary Duane Hale

To 2018:

The Rev'd Jill Beimdiek

Lower Cape Fear Deanery Representatives

To 2017:

The Rev'd Dena Bearl

To 2018:

Mr. Robert Swindell

At-Large Members

To 2016:

The Rev'd Mary Frances Curns

Ms. Jo Anne Kilday

The Very Rev'd Catherine Powell

To 2017:

The Rev'd John Carlisto

Mr. Allan Jantz

Diocesan President of Episcopal Church Women: Mrs. Ginger Jacocks

Ex-Officio Members:

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Tess Judge, Treasurer

Mr. Hodges Hackney, President, Foundation

The Rev'd Jim Horton, 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 John Pollock, 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 and Vice-Chair

HISTORIOGRAPHER

Ms. Mamre' Wilson

STANDING COMMITTEE

The Rev'd James Horton to 2016

Mrs. Tess Judge to 2016

Mrs. Nancy Broadwell to 2017

The Very Rev'd John Bonner to 2017

The Rev'd Jeremiah Day to 2018

Mrs. Jo Parrott to 2018

TREASURER

Mrs. Tess Judge to 2016

TRUSTEES OF THE DIOCESE

The Rt. Rev'd Robert Skirving

The Rev'd Dr. Thomas Barnett to 2016

Ms. Jo Anne Kilday to 2016

The Rev'd Robert Alves to 2017

Dr. Thomas Warren to 2017

Mrs. Joan Geiszler-Ludlum, Chancellor, Ex-Officio

TRUSTEES - UNIVERSITY OF THE SOUTH

The Rt. Rev'd Peter James Lee

Mr. Thomas Sutton to 2015

Mr. John Haroldson to 2016

The Rev'd Robert Alves to 2017

2015 APPOINTMENTS BY THE BISHOP

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 Rt. Rev'd Robert Skirving, Chairman
Mr. Hodges Hackney, President
Mrs. Joan Geiszler-Ludlum, Chancellor
Mrs. Tess Judge, Treasurer
The Rev'd Robert Alves, Trustee
Dr. Thomas Warren, Trustee
Ms. Jo Anne Kilday, Trustee
The Rev'd Dr. Thomas Barnett, Trustee

To 2016:

Mr. Jordan Whichard, III
Mr. Philip Stine
Ms. Jane Horrocks

Mr. Frank Hamilton
Ms. Annette Bryant

To 2017:

Mr. Nehemiah Parker
Mrs. Dencie Lambdin

Mr. Terry Everett
Dr. Thomas Warren

To 2018:

The Rev'd Ronald Abrams
Mr. Ray Tait

Mrs. Susan Holmes

To 2019:

Mr. Hodges Hackney
The Rev'd Teddra Hussey Smith

The Rev'd Robert Hudak
Mr. Doug Chesson

BOARD OF TRINITY CENTER

To January 31, 2016:
The Rev'd Paul Canady
Mr. Adam Livengood

Mrs. Jo Parrott
Mrs. Betsy Randall

To January 31, 2017:
The Rev'd Dena Bearl
Mrs. Annie Jacobs

Mr. Carlon Mercer
Mr. Earl Klinck

To January 31, 2017:

Mr. David Smtih
Mr. Hannah Brownlow

Mr. Charles Phillips
Mrs. Sylvia Smith

Ex-Officio:

Mr. Penn Perry
The Rt. Rev'd Robert Skirving

CHAPLAIN TO RETIRED CLERGY

The Rev'd Nan Chandler

CHRISTIAN FORMATION EDUCATION

Millie Hart, Chair

COMMISSION ON MINISTRY

To 2016:

Ms. Jacquelyn Warren
The Rev'd Eugene Carpenter
The Rev'd Anne Natoli

The Rev'd Deacon Kay Swindell
The Rev'd Blair Both, Chair

To 2017:

The Rev'd Nan Chandler
Mr. Phil Stine

The Rev'd Mary Reese

To 2018:

The Rev'd Bonnie Smith
Mrs. Virginia Woodruff

The Rev'd Robert Spainhour

To 2019:

The Rev'd Thomas Warren
Mrs. Barbara Lassiter

The Rev'd Deacon Andy Atkinson

CLERGY CONTINUING EDUCATION COMMITTEE

The Rev'd Phillip Glick, Chair
The Rev'd Deacon Catherine Davis
The Rev'd Eugene Carpenter
The Rev'd Pamela Stringer

COMMISSION ON ANTI-RACISM

The Rev'd Mary Reese, Co-Chair
Mr. Charles Hannibal, Co-Chair
The Rev'd Bonnie Smith
The Rev'd Mary Frances Curns
The Rev'd Jeffrey Douglas
The Very Rev'd John Frazier
Ms. Linda Hadden

The Rev'd Deacon Herrietta Williams
Mrs. Ann Harrison
The Rev'd Robert Hudak
Ms. Dionne Johnson
Mr. Samuel Lloyd
Ms. Caroline Parham-Ramsey
Mr. Jeff Sarvey

COMMITTEE ON THE BISHOP'S ADDRESS

The Rev'd Thomas Warren	The Rev'd Deacon Katherine Mitchell
Mr. David Smith	Mrs. Annie Jacobs
Ms. Jillian Flom	

COMMITTEE ON CONSTITUTION AND CANONS

Mrs. Mary Duane Hale, Chair
Mr. Stephen Batten
The Rev'd Richard Elliott
The Rev'd Raymond Brown
Mrs. Joan Geiszler-Ludlum, Ex-Officio
The Rev'd Canon Matthew E. Stockard, Ex-Officio

COURTESY COMMITTEE

The Rev'd Deacon Grace Marie Wood, Chair
Ms. Ginger Jacocks
Mr. Carl Salisbury

CREDENTIALS COMMITTEE

The Rev'd Pamela Stringer, Chair
Mrs. Janet Heath
Mr. Gib Ash
The Rev'd Phil Glick

DIOCESAN CONVENTION COMMITTEE

Mrs. Annie Jacobs, Chair
Mrs. Susan Holmes, Floor Chair
The Rev'd Jeffrey Douglas
The Rev'd Christopher Adams
Mrs. Jo Parrott
The Rev'd Deacon Kay Swindell
The Rev'd Robert Spainhour
Mr. Alex Russell
Local Committee:
The Rev'd Paul Canady
Mrs. Delle Curry
Ex-Officio:
The Rt. Rev'd Robert Skirving
The Rev'd Canon Matthew E. Stockard

COMPANION DIOCESE COMMITTEE

The Rt. Rev'd Robert Skirving
The Rev'd Michael Singer
Ms. Jo Anne Kilday
The Rev'd Jeffery Douglas
Dr. Richard Taft
Dr. Pack Hindsley
Mrs. Jan Hindsley
Ms. Carol Milam

EDUCATION FOR MINISTRY (EFM)

Ms. Lisa Richey

ELECTIONS COMMITTEE

The Rev'd Robert Spainhour, Chair
The Very Rev'd Mimi Lacy
Mr. Charles Hannibal
Ms. Jo Anne Kilday

EMPLOYEE COMPENSATION & BENEFITS COMMITTEE

The Rev'd Richard Elliott, Chair
Mrs. Katherine Dodd
Mrs. Janet Heath
The Very Rev'd John Pollock
Ms. Jennifer Spivey
Mrs. Tess Judge
Mrs. Arleen Oliver
The Rt. Rev'd Robert Skirving

EPISCOPAL RELIEF & DEVELOPMENT REPRESENTATIVE

Dr. Thomas Warren

FARMWORKER'S MINISTRY BOARD

The Rt. Rev'd Robert Skirving
Mr. Lowell Warnecke
Ms. Tempe Garriott
The Rev'd Ronald Abrams
Dr. Eden Suguitan
The Rev'd Deacon Katherine Mitchell

FINANCE COMMITTEE

Trinity Deanery:
The Rev'd Jill Beimdiek
Mr. Ray Tait
Mr. Tommy Sutton

Pamlico Deanery:
The Very Rev'd Mimi Lacy
Mrs. Judy Whichard

Albemarle Deanery:
The Rev'd Thomas Wilson
Mrs. Teresa Osborne
Mrs. Tess Judge, Treasurer

Upper Cape Fear Deanery:
The Rev'd Ray Brown
Mrs. Jean Moore
Mrs. Dencie Lambdin

Lower Cape Fear Deanery:
Mr. John Jordan
The Rev'd David Davis

HISTORY & ARCHIVES COMMITTEE

Ms. Mamre Wilson, Chair
Mr. Chris Burti
Ms. Betty Cochran
Mr. Charles Pollock
Mr. David Skaggs

INTERFAITH/ECUMENICAL RELATIONS COMMITTEE

The Rev'd Robert Hudak

LITURGICAL COMMISSION

To 2016:
Mr. Lewis Moore
Mr. Carl Salisbury

To 2017:
Ms. Linda Thornton
Mr. Lee Harris
Mr. John Sullivan

To 2018:

The Rev'd Christopher Adams

Mr. Lee Harris

Mr. John Sullivan

The Rev'd Canon Matthew E. Stockard, Ex-officio

The Rt. Rev'd Robert Skirving

MILLENNIUM DEVELOPMENT GOALS

The Rev'd Michael Singer, Chair

Dr. Walker Campbell

Mrs. Charlotte Campbell

Mrs. Rosemary Stark

Ms. Mamre Wilson

Mrs. Betty Anderson

The Rev'd Nan Chandler

Mrs. Lee Ann Fordyce

The Rev'd Robert Hobgood

Mrs. Jane Merritt

Ms. Jane Swint

The Rev'd Dr. Richard Warner

Dr. Thomas Warren

Ms. Linda White

PERSONNEL COMMITTEE

The Rev'd Mimi Lacy

Mr. John Holmes

Mrs. Cynthia Davis

Mrs. Jane Martin

The Rev'd Mary Frances Curns

The Rev'd Ray Brown

Mrs. Tess Judge

RESOLUTIONS COMMITTEE

The Rev'd Mary Reese, Chair

The Rev'd Ronald Abrams

The Rev'd Andrew Canaan

The Rev'd Robert Alves

Ms. Leslie Flom

Ms. Martha Blount Simpson

Mr. Thomas Secules

Mrs. Jane Merritt

Diocesan House Staff

(as of February 2015)

Bishop

The Rt. Rev'd Robert S. Skirving

Canon to the Ordinary

The Rev'd Canon Matthew E. Stockard

Executive Assistant

to the Office of the Bishop

and to the Canon to the Ordinary

Mrs. Jimi Paderick

Director for Administration

Mrs. Bonnie Holton

Program Officer for Youth, Young Adult and Campus Ministry

Mrs. Emily Gowdy Canady

Administrative Assistants

Ms. Beth Nagy

Ms. Hannah Jarman

Mrs. Chanda Platania

Directory of Churches

(as of February 2015)

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

Bath

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

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

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

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

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

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 Jim Reed, Interim 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 Edward Mullins, Interim 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 (910) 484-2134 Phone
1601 Raeford Road (910) 484-3198 Fax
www.holytrinityfay.org

St. John's Episcopal Church (910) 483-7405 Phone
302 Green Street (910) 483-8980 Fax
www.stjohnsfayetteville.com

The Rev'd Robert Alves, Rector

St. Joseph's Episcopal Church (910) 323-0161 Phone
509 Ramsey Street (910) 323-9970 Fax
www.stjoseph-episcopal.org

The Rev'd Teddra Hussey Smith, Rector

St. Paul's in the Pines Episcopal Church (910) 485-7098 Phone
1800 St. Paul's Avenue (910) 485-6627 Fax
www.stpaulsinthepines.net

The Very Rev'd John Frazier, Rector

Gatesville

St. Mary's Episcopal Church
207 Church Street

Goldsboro

St. Andrew's Episcopal Church (919) 734-0550 Phone
901 Harris Street (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

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

The Rev'd Jill Beimdiek, Interim Rector

Greenville

St. Paul's Episcopal Church
401 E. 4th Street
www.stpaulsepiscopal.com

(252) 752-3482 Phone
(252) 830-0229 Fax

The Rev'd Bob Hudak, Rector
The Rev'd Andrew Canaan, Assistant Rector

St. Timothy's Episcopal Church
107 Louis Street
www.st-tim.org

(252) 355-2125 Phone
(252) 355-1993 Fax

The Very Rev'd Mimi Lacy, Rector
The Rev'd Deacon James Smith

Grifton

St. John's Episcopal Church
2000 Cannon Price Road/6980 Church Street

(252) 524-5860 Phone

Hampstead

Holy Trinity Episcopal Church
107 Deerfield Road
www.holytrinityhampstead.org

(910) 270-4221 Phone
(910) 270-4221 Fax

The Rev'd Pamela Stringer, Rector

Havelock

St. Christopher's Episcopal Church
1100 East Main Street

(252) 447-3912 Phone
(252) 447-3912 Fax

The Rev'd Christine Carlin, Priest in Charge

Hertford

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

(252) 426-5542 Phone

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 Smith, Priest in Charge

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

(252) 523-4032 Phone
(252) 523-4032 Fax

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

(252) 523-6146 Phone
(252) 523-5134 Fax

The Rev'd Michael Singer, Rector

The Rev'd Thomas Warren, Associate Rector

Lumberton

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

(910) 739-3717 Phone
(910) 739-3718 Fax

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 Rev'd Dr. William Thomas, Interim Rector
The Rev'd Paul Canady, Associate Rector

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.stphilipschurch.org

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

The Rev'd Betty Glover, Interim Rector

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. 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
The Rev'd Deacon Katherine Mitchell
The Rev'd Deacon Janet Suerio Rodman

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

(252) 946-3367 Phone

Whiteville

Grace Episcopal Church
105 S. Madison Street
www.gracechrist.bizland.com

(910) 642-4784

The Rev'd Anne Natoli, Rector

Williamston

Church of the Advent Episcopal Church
126 W. Church Street

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

The Rev'd Robert Spainhour, Rector

Wilmington

Church of the Good Shepherd Episcopal Church
515 Queen Street
www.goodshepherdepiscopalchurch.blogspot.com

(910) 763-6080 Phone

Church of the Servant Episcopal Church
4925 Oriole Drive
www.cosepiscopal.com

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

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 Christopher Adams, Assistant Rector

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 Jay Sidebotham, Associate Rector

The Rev'd Deacon Catherine Davis

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

The Rev'd Dr. Thomas Barnett, Rector

St. Mark's Episcopal Church (910) 763-3858 Phone
600 Grace Street
www.saintmarksepiscopal.net

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

The Rev'd Dena Bearl, Rector

Windsor

St. Thomas Episcopal Church (252) 794-3420 Phone
302 South Queen Street (252) 794-1283 Fax

The Rev'd Joseph Cooper, Priest in Charge

Woodville (Lewiston)

Grace Episcopal Church (252) 793-3295 Phone
349 NC Hwy 11 South

**Canonical Listing of Clergy for
132nd Annual Convention
as of February 6, 2015
(*indicates they attended 132nd Convention)**

*The Rt. Rev'd Robert S. Skirving, Bishop

*The Rev'd Ronald G. Abrams, Rector

St. James Episcopal Church, Wilmington

*The Rev'd Christopher Adams

St. Andrew's on the Sound, Wilmington

*The Rev'd Robert Alves, Rector

St. John's Episcopal Church, Fayetteville

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 Dena Bearl

St. Paul's Episcopal Church, Wilmington

*The Rev'd Jill Biemdiek, Interim Rector

St. Stephen's Episcopal, Goldsboro

*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 Chip Broadfoot

Christ Episcopal Church, Elizabeth City

*The Rev'd Raymond Brown, Retired

*The Rev'd Joseph Malcolm Browne, III, Rector	Trinity Episcopal Church, Chocowinity
The Rev'd Elizabeth Buck, Retired	
*The Rev'd Hoyt Paul Canady, III, Associate Rector	Christ Episcopal Church, New Bern
*The Rev'd Andrew Canaan	St. Paul's Episcopal Church, Wilmington
*The Rev'd Christine Carlin, Priest in Charge	St. Christopher's Episcopal Church, Havelock
*The Rev'd John Carlisto, Rector	St. Paul's Episcopal Church, Beaufort
*The Rev'd Eugene Carpenter, Retired	
The Rev'd Barbara Chaffee, Retired	
The Rev'd David Chamberlain, Retired	
*The Rev'd Nan Chandler, Retired	All Soul's Episcopal Church, Leland
The Rev'd Ralph Clark, Military Chaplain	
*The Rev'd John Conners, Non- Parochial	
*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 Rev'd C. Phillip Craig, Retired	
*The Rev'd Mary Frances Curns, Priest in Charge	St. Anne's Episcopal Church, Jacksonville

The Rev'd Anne Dale, Non-Parochial

*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, Retired Deacon

*The Rev'd Jeffrey Douglas, Rector

St. Thomas Episcopal Church, Ahoskie

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

*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 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 Ven. John Gaskill, Jr., Archdeacon

St. Andrew's Episcopal Church, Morehead City

*The Rev'd Phillip Glick, Rector

St. Andrew's by the Sea, Nags Head

*The Rev'd Betty Glover, Interim Rector

St. Philip's Episcopal Church, Southport

The Rev'd Dr. Raleigh Hairston, Retired

*The Rev'd Robert B. Hobgood, Retired

*The Rev'd James R. Horton, Retired

The Rev'd Barbara Houston, Retired Vocational Deacon

*The Rev'd Robert Hudak, Rector

St. Paul's Episcopal Church, Greenville

The Rev'd Marquita Hutchens, Non-Parochial

The Rev'd Margaret Hutchins, Retired

*The Rev'd Kevin Johnson

St. Peter's Episcopal Church, Washington

*The Rev'd Augustine Joseph, Retired

The Rev'd Roger Kappel, Retired

The Rev'd Barry Kubler, Retired

*The Very Rev'd Mary Lacy

St. Timothy's Episcopal Church, Greenville

The Rev'd Deacon Caleb Lee,, Non- Parochial

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

The Rev'd Robert MacSwain, Non-Parochial

The Rev'd Marjorie McCarty, Retired

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

*The Rev'd Deacon Jean Miller

St. James the Fisherman, Shallotte

*The Rev'd Deacon Katherine Mitchell, Vocational Deacon

St. Peter's Episcopal Church, Washington

*The Rev'd Eric Moulton, Associate

St. John's Episcopal Church, Wilmington

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 Mary Ogus, Retired

The Rev'd John James Ormond, Retired

The Rev'd Donald Overton, Retired

The Rev'd Thomas Hayes Perdue, Military Chaplain

The Rev'd Lynn Peterman, Non-Parochial

*The Very Rev'd John Pollock, Rector

St. Andrew's Episcopal Church, Morehead City

*The Very Rev'd Catherine Powell, Rector

Church of the Servant Episcopal Church, Wilmington

The Rev'd Mark Powell, Non-Parochial

The Rev'd Deacon Gloria Price, Retired Vocational Deacon

The Rev'd William Privette, Retired

*The Rev'd Mary Reese, Rector	St. Andrew's Episcopal Church, Goldsboro
*The Rev'd Thomas M. Rickenbaker, Retired	
The Rev'd Malcolm Roberts, Retired	
The Rev'd Pauling Roberts, III, Non-Parochial	
The Rev'd Deacon Sonja Robinson, Vocational Deacon	
*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, Retired	
*The Rev'd Michael Singer, Rector	St. Mary's Episcopal Church, Kinston
*The Rev'd Bonnie Smith, Priest in Charge	Holy Innocents Episcopal Church, Seven Springs
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	Church of the Advent Episcopal Church, Williamston
The Rev'd Renfro Sproul, Retired	
*The Rev'd Canon Matthew Stockard, Non-Parochial	Canon to the Ordinary, Kinston
*The Rev'd Pamela Stringer, Rector	Holy Trinity Episcopal Church, Hampstead
The Rev'd Deacon Daniel Stroud, Non-Parochial	

The Rev'd Deacon Kay Swindell, Vocational Deacon

St. Philip's Episcopal Church, Holly Ridge

*The Rev'd Everret Thomas, Rector

St. Francis by the Sea, Salter Path

*The Rev'd Dr. Patricia Thomas, Retired

*The Rev'd Dr. William Thomas, Interim Rector

Christ Episcopal Church, New Bern

The Rev'd Michael Thompson, Non-Parochial

*The Rev'd Diane Tomlinson, Rector

St. Thomas Episcopal Church, Bath

The Rev'd Stephen Turner, Non-Parochial

The Rev'd Christian Umeofia, Non-Parochial

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

*The Rev'd 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

Necrology

(Canonical Resident Priests who have died since the 2014 Convention)

April 18, 2014.....	The Rev'd Lawrence Houston
April 21, 2014.....	The Rev'd William Gilfillin
May 21, 2014.....	The Rev'd King McGlaughon
July 13, 2014.....	The Rev'd Alfred Durrance
July 20, 2014.....	The Rev'd Judson Mayfield
September 2, 2014.....	The Rev'd Robert Cook

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

LAY DELEGATE

LAY ALTERNATE

St. Thomas, Ahoskie

*Hugh Davis
*Daniel McCamish

St. Thomas, Bath

*Patti Phelps
*Muffy Bowman
*Judy Weisner

Sue Nicholson
Betty Bowers

St. Paul's, Beaufort

*Allison DuBuisson
*Mary Duane Hale
*Walter Phillips
*Bedford Smith
*Sarah Smith

Jan Carlisto
*Alicia Ragsdale
Patti Dill
Jack Gardner

St. James, Belhaven

*Mary Ellen Wahab

St. Mary's, Burgaw

*Jimbo Robbins
*Armin Jancis

Linda Hadden

Trinity, Chocowinity

*Harry Douglas
*Hank Capuano
*Ginger Powell

*Mary Jo Latham

St. Paul's, Clinton

*David Hall
*Shurley Ray Weddle

Barbara Werner

St. Andrew's, Columbia

*Suzanne Griffin

*Martha Blount Simpson

Christ Church, Creswell

*Anne Woodley

~ Galilee Mission, Creswell

LAY DELEGATE**LAY ALTERNATE****St. Luke's, Currituck**

*Gerry Forbes

*Lyle Forbes

St. Paul's, Edenton

*William Shultz

Virginia Waff

*Robert Adams

*Judy Adams

*Linda Thornton

Wood Mordecai, Youth Representative*Christ Church, Elizabeth City**

*Suzanne Thomson

*Mickey Golden

*Peter Thomson

*Myrtle Pritchard

*Roy Golden

St. Christopher's, Elizabethtown

*Betty Butler Cole

St. George's, Engelhard

*Kathy Anderson

Anthony Russ

*Abby Anderson

Janet Russ

Emmanuel, Farmville

*Janet Heath

April Brown, Youth Representative*Church of the Good Shepherd, Fayetteville**

*Darlene Bradshaw

Holy Trinity, Fayetteville

*Kasmin Davis

*Nancy Broadwell

*Beth Early

Amy St. Peter

*Rob Richardson

*Mary Mac Shields

*Robert Yoakum

Elizabeth Scott, Youth Representative*St. John's, Fayetteville**

*Drew Young

*Arleen Young

*Richard Evans

*Richard Alligood

*Ruth Gates

LAY DELEGATE

LAY ALTERNATE

St. Joseph's, Fayetteville

*Donald LaHuffman

*Bernice Motley

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

*Jillian Flom

Tara Bartal

*Leslie Flom

St. Mary's, Gatesville

*William Cowper

St. Andrew's, Goldsboro

*Vanessa Stovall

Thomasina Barnes

St. Francis, Goldsboro

*Jane Anthony

*Zeb Jones

*Betsy Powell

Nina Silverthorne

*Stan Stedner

Eldica Cyrus

**Mikaela Freeman, Youth Representative*

St. Stephen's, Goldsboro

*David Jackson

Frances Brame

*Allan Pedersen

John Peacock, Jr.

*Betty Anderson

St. Paul's, Greenville

*Murrell McLeod

Greg Weigum

*Monty Pollard

*Alex Griffin

*Carolyn Myers

*Matt Babcock

Lauren Elliott, Student Lay Delegate

St. Timothy's, Greenville

*Sharyn Lennox

*Judy Tucker

*Frank Crawley

St. John's, Grifton

*Ella Brooks

*Sandra Garrison

Holy Trinity, Hampstead

*Patricia Gopsill

Rhonda Butler

*Norman Gopsill

St. Christopher's, Havelock

*Ginger Jacocks

LAY DELEGATE**LAY ALTERNATE****Holy Trinity, Hertford**

*Kent Saunders
*Lorraine Saunders
*Barbara Kehayes

Deborah Bonner

St. Philip's, Holly Ridge

*Jim Foster
*Joan Foster

St. Anne's, Jacksonville

*Kathy Morgan
*Ruth Roberts
*Brent Meadows

*Devon Holson
*Kendra Warlick

St. Augustine's, Kinston

*Margaret Dixon

*Calvin Dixon

St. Mary's, Kinston

*Adrianne King
*Ike Hines
* P.C. Barwick

**Melissa Glen, Youth Representative*

Holy Innocents, Kinston

*Curtis Smith

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

*Dencie Lambdin
*Lisa Donovan
Kathy Hansen

**Morgan Pettigrew, Student Lay Delegate*

St. Andrew's, Morehead City

*Tommy Sutton
*Jo Anne Kilday
*Claudia Sulloway

*Phil Gerolstein

St. Andrew's by the Sea, Nags Head

*Lib Fearing
*Cola Vaughan
*Megan Vaughan

*Barbara Glick

LAY DELEGATE

LAY ALTERNATE

Christ Church, New Bern

*David Cook
*Jane Merritt
*William Rivenbark
*James Hadley
*Susan Husson

*Gay Stuart
Betty Clarke
Alice Underhill

**Alex Norwood, Youth Representative*

St. Cyprian's, New Bern

*Shirley Guion

La Iglesia de la Sagrada Familia, Newton Grove

*Arturo Cabrera
*Lilia Oloyo
*Francisca Rios

*Tania Granados

All Souls, Northwest

*Robin Hamilton

*Stacey Jones

St. Thomas, Oriental

Ginnie Goodwin
*Ed Bryant
*Bob Whitfield

*Marian Day
*Kay Whitfield

Grace, Plymouth

*Audrey Outten
*Dana Outten

John Dunn
Janice Dunn

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

*Eric Hill

~ St. Francis by the Sea, Salter Path

*Stover Morris
*Larry Castle

St. James the Fisherman, Shallotte

*Dan Kubley
*Susan Kubley

All Saints, Southern Shores

*Tom Secules
*Jennifer Adams
*John Fricker

Pat Wilson
*Tom O'Brien

LAY DELEGATE

LAY ALTERNATE

St. Philip's, Southport

*Jimbo Smith
*Ruth Smith
*Don Hill
*Tricia Hill
*Rick Pearce

*Fallon Pearce

**Jacob Beamer, Youth Representative*

St. Peter's, Sunbury

*Connie Fuhrer

*Barbara Lassiter

St. Peter's by the Sea, Swansboro

*Jean Hislop
*Rosemary Dowe
Anne Hume

Carol Eaton

~ Grace, Trenton

~ St. Paul's, Vanceboro

St. Peter's, Washington

*Ed Hodges
*Sonia Privette
*John Tate
*Bill Rianhard

Lex Mann

Zion, Washington

*Deb Ash
*Gib Ash

Grace, Whiteville

*William Horne
*Kay Horne

Paula Blanchard

Church of the Advent, Williamston

*Douglas Chesson
*Christine Chesson
*Stephen Batten

Lucia Peele

Church of the Servant, Wilmington

*Michael Bliss
*Michelle Colby
*Carl Salisbury
*Philip Stine

*David Smith

**Jacob Koehler, Youth Representative*

LAY DELEGATE

LAY ALTERNATE

Holy Cross, Wilmington

*Bob Underwood
*Ted Guilford
*Jim Scott

~ St. Andrew's on the Sound, Wilmington

*Scott Dodd
*Richard Rhoads
*Cody Rieman
*Maria Ross

*Katherine Dodd

**Emily Summerlin, Youth Representative*

St. James, Wilmington

*David Abbott
*Frank Tutza
*Hannah Brownlow
*Ginny Woodruff
*Steve Thomas

Kathleen Abrams
Jane Martin
Frances Trask
David Brownlow
Samantha Franklin

**Millie Cowden, Youth Representative*

Church of the Good Shepherd, Wilmington

*Alice Evans
*John Evans

St. John's, Wilmington

*Florence Lee
*Al Clyburn
*Alice Brooks
*Mike Roberts
*Jim Warren

St. Paul's, Wilmington

*Herb Gant
*Keith Calder
*Ed Ablard

MJ Giammaria
Joe Farri

St. Mark's, Wilmington

*Thomas Warren
*Jacquelyn Warren

*Annie Jacobs

St. Thomas, Windsor

*Karen Ray
*John Hill
*Lanny Hiday

**JOURNAL OF PROCEEDINGS
ONE HUNDRED AND THIRTY-SECOND ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA
February 6-7, 2015**

On Friday, February 6, 2015, at 8:30 A.M., The Rt. Rev'd Robert S. Skirving called the 132nd Annual Convention of the Diocese of East Carolina to order followed by Morning Devotions delivered by Lisa Kirby, School of the Deacons.

Bishop Skirving then appointed members of the Credentials Committee as follows: The Rev'd Pamela Stringer, Chair, Holy Trinity, Hampstead; The Rev'd Phillip Glick, St. Andrew's by the Sea, Nags Head; Mr. Gib Ash, Zion, Washington, and Mrs. Janet Heath, Emmanuel, Farmville.

Bishop Skirving called on The Rev'd Pamela Stringer, Chair of the Committee on Credentials, for quorum certification. The Rev'd Stringer reported that a quorum was present at the Convention. There were 60 Clerical Delegates. The number of canonically resident parochial clergy duly registered and present was 42. There were 132 Lay Delegate and 1 Student Lay Delegate with 133 duly registered and present. In addition, there were 22 Alternate Delegates, 9 Seminarians, 9 Youth Representatives and 4 Pages in attendance.

The Rev'd Stringer then requested that clergy licensed to serve in the Diocese of East Carolina and duly registered for this Convention be granted seat and voice at the 132nd Convention of the Diocese of East Carolina. Bishop Skirving granted seat and voice to all such persons present.

Bishop Skirving announced the 2015 Committee appointments as follows:

COMMITTEE ON THE BISHOP'S ADDRESS: The Rev'd Thomas Warren, Chair, St. Mary's, Kinston; The Rev'd Deacon Katherine Mitchell, St. Peter's, Washington; Mr. David Smith, Church of the Servant, Wilmington; Mrs. Annie Jacobs, St. Mark's, Wilmington, and Ms. Jillian Flom, St. Paul's in the Pines, Fayetteville.

COMMITTEE ON COURTESY: The Rev'd Deacon Grace Marie Wood, Chair, Christ Church, Elizabeth City; Ms. Ginger Jacocks, St. Christopher's, Havelock, and Mr. Carl Salisbury, Church of the Servant, Wilmington.

Bishop Skirving then introduced the officers of the 132nd Annual Convention as follows: The Rev'd Canon Matthew Stockard, Non-Parochial, Winterville, Secretary of Convention and Canon to the Ordinary; Mrs. Joan Geiszler-Ludlum, Church of the Servant, Wilmington, Chancellor; Ms. Mamre Wilson, St. Paul's, Beaufort, Historiographer; Mrs. Tess Judge, All Saints, Southern Shores, Treasurer, and Mrs. Teresa Osborne, St. Andrew's by the Sea, Nags Head, Vice-Treasurer. Bishop Skirving appointed Mr. Stephen Batten, Church of the Advent, Williamston, as Parliamentarian and Chair of Dispatch of Business.

Bishop Skirving called on Mrs. Annie Jacobs, Chair of the Convention Committee, for her report and comments. Rather than the usual motion and second of same, Bishop Skirving offered a resolution to adopt the agenda of Convention. The members voted and the agenda was unanimously adopted.

Mrs. Jacobs announced that it is very important that clergy and lay delegates pick up their packets at registration or in the Convention Office. To participate in voting, one must register. It is essential that clergy register in order to confirm their presence at the Convention whether they be in parishes, non-parochial or retired.

All additional resolutions and meeting requirements set forth for resolutions must be given to the Secretary of Convention in writing by 10:00 A.M. Nominees for offices, including those persons nominated as potential Deputies to General Convention, have an opportunity to gather and meet informally with interested persons in the Berne Room from 12:15 to 12:45 P.M. Everyone must be seated in plenary by 1:00 P.M. in order to proceed with the next legislative session which shall include elections.

Mrs. Jacobs reminded everyone that additional information may not be placed on delegates' tables without permission of the Convention Office. There is a designated table on the Convention floor for supplemental Convention materials; however, a copy of the material with its source and the name of the submitter must be given to the Convention Office for approval prior to the distribution of such information.

Bishop Skirving offered thanks to the members of Christ Church, New Bern, for their hospitality and to Archdeacon Sonny Browne, the musicians and everyone who participated in the leadership of worship. Bishop Skirving also expressed gratitude to Mrs. Jo Parrott, St. Mary's, Kinston, and the members of the Transition Committee for their efforts. Mrs. Parrott's father, Fletcher Roberts, passed away recently and she is not present at Convention.

Bishop Skirving thanked the Diocesan House Staff by name as follows: Bishop Peter Lee during the time of transition in the Diocese, The Rev'd Canon Matthew Stockard, Jimi Paderick, Hannah Jarman and Chanda Platania, Bonnie Holton, Beth Nagy and Emily Gowdy Canady. He also thanked the members of the Diocese who have welcomed him and been patient in helping him find his way and pointing him in the right direction when necessary.

Bishop Skirving then delivered his Address to the 132nd Convention of the Diocese of East Carolina.

Following a brief recess, a video was shown to the members entitled Living the Five Marks of Mission. Bishop Skirving asked The Rev'd Robert Alves, St. John's, Fayetteville, and Chair of the Standing Committee for his report. The Rev'd Alves noted that the formal report of the Standing Committee was prepared and has been submitted by the Secretary of the Standing Committee, Cheryl Taft, while his report is a bit different. The Standing Committee developed a time line for the selection of the eighth Bishop of the Diocese, formed a Search Committee which did its work and reported at Convention a year ago and then a Transition Committee which led to three months of transition. The Rev'd Alves' plan was to thank Mrs. Jo Parrott, the Chair of the Transition Committee, and ask her to give her report. Due to the death of Mrs. Parrott's father, she could not attend the convention but her spirit is with everyone present. On behalf of Mrs. Parrott, The Rev'd Alves read the names of the Transition Committee and asked them to stand and be recognized. Patty Adams, Kathleen Abrams, Nancy Broadwell, The Rev'd Sonny Browne, The Rev'd Paul Canady, Betty Cochran, The Rev'd Jeremiah Day, The Rev'd Phillip Glick, Melene Hatcher, Dencie Lambdin, Barbara Lassiter, Bill Orr, Jo Parrott, Chair, Ginger Powell, Alex Russell, Martha Blount Simpson, The Rev'd Michael Singer, Lee Stroud, Judy Whichard and The Rev'd Deacon Henrietta Williams.

Bishop Skirving announced deaths in the Clergy Order as follows: The Rev'd Robert Cook, The Rev'd Judson Mayfield, The Rev'd Joseph Dunlap, The Rev'd Alfred Durrance, The Rev'd William Gilfillin, The Rev'd Mayo Little, The Rev'd King McGlaughon and The Rev'd Lawrence Houston.

Deaths in the Lay Order included Mr. Joseph Hampton Holinshed, St. Paul's, Beaufort; Dr. Cathee Huber, St. Paul's, Greenville; Mrs. Margaret Huffman, St. James, Wilmington; Midshipman Hans Loewen, Holy Trinity, Hampstead; Mrs. Helen Albanese, St. Thomas, Oriental; Mr. John Carter, St. Paul's, Wilmington; Mrs. Margaret Hayward, St. James, Wilmington, and Mr. Fred Mahlstedt, St. Thomas, Oriental.

Since the 2014 Convention, Bishop Skirving has received Letters Dimissory as follows: The Rev'd Dena Bearl, St. Paul's, Wilmington; The Rev'd Walter Broadfoot, Christ Church, Elizabeth City; The Rev'd Andrew Cannan, St. Paul's, Greenville; The Rev'd Betty Glover, St. Philip's, Southport; The Rev'd Teddra Hussey-Smith, St. Joseph's, Fayetteville; The Rev'd Eric Moulton, St. John's, Wilmington, and The Rev'd Diane Tomlinson, St. Thomas, Bath.

Those not canonically resident but licensed to serve in East Carolina this past year are as follows: The Rev'd Donna Kraus, East Carolina University and Pitt Community College Campus Ministry; The Rev'd Daniel Cenci, St. Paul's, Clinton, and The Rev'd Jeffrey Thornberg, Holy Trinity, Fayetteville.

Bishop Skirving then introduced the Deacon Postulants; Linda Murdock and Pamela Hayes. The Deacon Candidates are Carol Eaton, Lisa Kirby and Rebecca Bean. The Priest Postulants are Paula Griffin, James Rickenbaker, Sarah Smith, Cheryl McFadden, Stephen Batten and Adam Pierce.

Bishop Skirving asked the Seminarians to come forward and be recognized. Senior: Paula Griffin. Middlers: James Rickenbaker and Sarah Smith. Junior: Cheryl McFadden. Mrs. Mary Duane Hale, St. Paul's, Beaufort, was asked to come forward and give the report on the Church Periodical Club. Mrs. Hale spoke briefly about the activities of the Church Periodical Club and on behalf of the CPC, she presented checks to each of the Seminarians.

Bishop Skirving then called on Ms. Ginger Jacocks, St. Christopher's, Havelock, and President of the Episcopal Church Women to speak to the members. Ms. Jacocks advised that the Diocesan ECW has adopted the National ECW Board's theme of Stir Up the Spirit and that's exactly what the ECW intends to do. They would also like to concentrate on providing an atmosphere within the Diocese where all women of all ages can feel a kinship with and a comfort of being among sisters. The Diocesan Board is attempting to find ways to effectively reach out and work more closely with all of the parishes whether they have an organized ECW or not in an effort to stir up the spirit. As we all transition into the future, it's important to be open and to try new ways to meet the changing and enlarging needs of our parishes, our communities and our world.

Ms. Jacocks highlighted some of the activities of the ECW in the past year and advised that two ECW Memorial Scholarships will be awarded this year to Seminarians Paula Griffin, St. Francis, Goldsboro, and Sarah Smith, St. Peter's by the Sea, Swansboro. The Memorial Scholarship Fund is supported solely by donations made in the name of women in the Diocese who have passed away.

Bishop Skirving requested that all first-time delegates to Convention stand and be recognized.

The Rev'd Rob Spainhour, Church of the Advent, Williamston, and Chair of the Committee on Elections, was called on by Bishop Skirving to come forward and introduce the nominees for Diocesan elections as follows:

STANDING COMMITTEE, THREE-YEAR TERM, CLERGY: The Rev'd Ron Abrams, St. James, Wilmington, and The Rev'd Jeremiah Day, St. Thomas, Oriental.

STANDING COMMITTEE, THREE-YEAR TERM, LAY: Mrs. Jo Parrott, St. Mary's, Kinston, and Mr. Monty Pollard, St. Paul's, Greenville.

EXECUTIVE COUNCIL, ALBEMARLE DEANERY, THREE-YEAR TERM, LAY: Ms. Beth Harrington, Holy Trinity, Hertford.

EXECUTIVE COUNCIL, LOWER CAPE FEAR DEANERY, THREE-YEAR TERM, LAY: Mr. Bob Swindell, St. Philip's, Holly Ridge.

EXECUTIVE COUNCIL, PAMLICO DEANERY, THREE-YEAR TERM, CLERGY: The Rev'd Andrew Cannan, St. Paul's, Greenville.

EXECUTIVE COUNCIL, TRINITY DEANERY, THREE-YEAR TERM, CLERGY: The Rev'd Jill Beimdiek, St. Stephen's, Goldsboro.

EXECUTIVE COUNCIL, UPPER CAPE FEAR DEANERY, THREE-YEAR TERM, CLERGY: The Rev'd Teddra Hussey-Smith, St. Joseph's, Fayetteville.

TRUSTEE FOR THE UNIVERSITY OF THE SOUTH, THREE-YEAR TERM, LAY: Mr. Tommy Sutton, St. Andrew's, Morehead City.

DISCIPLINARY BOARD, THREE-YEAR TERM, CLERGY: The Rev'd Phillip Glick, St. Andrew's by the Sea, Nags Head, and The Rev'd Deacon Katherine Mitchell, St. Peter's, Washington.

DISCIPLINARY BOARD, TWO-YEAR TERM, LAY: Mr. Jimbo Robbins, St. Mary's, Burgaw, and Mr. Tom Secules, All Saints, Southern Shores.

DISCIPLINARY BOARD, TWO-YEAR TERM, CLERGY: The Rev'd Paul Canady, Christ Church, New Bern.

DISCIPLINARY BOARD, TWO-YEAR TERM, LAY: Mr. Rob Richardson, Holy Trinity, Fayetteville.

Nominations for officers for the 133rd Convention are as follows: Secretary of Convention for a one-year term, The Rev'd Canon Matthew Stockard, Non-Parochial, Winterville; Treasurer of Convention for a one-year term, Mrs. Tess Judge, All Saints, Southern Shores, and Historiographer for a one-year term, Ms. Mamre Wilson, St. Paul's, Beaufort.

Dr. Thomas Warren, St. Mark's, Wilmington, was asked to come forward and speak to the members regarding Episcopal Relief and Development. Dr. Warren and his wife have just returned from Disaster Preparedness Training. Dr. Warren highlighted the various activities of the ERD and read portions of his report which appears in full in the Convention workbook.

Bishop Skirving asked Ms. Emily Gowdy Canady to come forward and present her report on the College Chaplaincy Ministry. Ms. Canady acknowledged Jillian Flom, Morgan Pettigrew, Kendall Bauer, Polly Henson, Adam Pierce and The Rev'd Donna Kraus. The question "Where were you on your faith journey when you were twenty years old and where was church?" was posed for reflection and discussion. Several members came forward and shared their experiences with the group.

Bishop Skirving called on Dr. Richard Taft, St. Paul's, Greenville, and Chairman of the Companion Diocese Committee for his report. Dr. Taft advised that the Diocese of East Carolina has had a long-standing relationship with the Diocese of the Dominican Republic and mission teams have been sent there. In 2014, a team from the Church of the Servant in Wilmington led by Ms. Carol Milam went to the Dominican Republic to do infrastructure work and home repairs. While there, they discovered a real need for a playground. Since then, over \$60,000.00 was raised for this purpose and a team has returned to help with the playground construction and a basketball court. There is also the possibility of a Diocesan effort to construct a new church building. Dr. Taft presented a series of slides showing the ongoing activities in Jimani.

Following a brief recess, Bishop Skirving asked all Youth Representatives, Pages, Alternates and Delegates to come to the microphone and introduce themselves.

YOUTH REPRESENTATIVES: Jacob Koehler, Church of the Servant, Wilmington; Alex Norwood, Christ Church, New Bern; Millie Cowden, St. James, Wilmington; Wood Mordecai, St. Paul's, Edenton; Jacob Beam-er, St. Philip's, Southport; Melissa Glen, St. Mary's, Kinston; April Brown, Emmanuel, Farmville; Elizabeth Scott, Holy Trinity, Fayetteville; Micky Freeman, St. Francis, Goldsboro, and Emily Summerlin, St. Andrew's on the Sound, Wilmington.

STUDENT LAY DELEGATES: Morgan Pettigrew, Trinity Church, Lumberton, representing ELM at UNC-Pembroke; Lauren Elliott, St. Paul's Greenville, representing The Well: ELCM at ECU

YOUTH PAGES: Cameron Rieman, St. Andrew's on the Sound, Wilmington; Julia Ross, St. Andrew's on the Sound, Wilmington; Dequan Williams, Christ Church, New Bern, and William Sargeant, St. Mary's, Kinston.

Bishop Skirving called on The Rev'd Michael Singer, St. Mary's, Kinston, and Chair of the Millennium Development Goals Committee, for his report. Following a brief video, The Rev'd Singer stressed the importance of providing clean water and spoke of the devastating consequences that result from the lack of same. Every fundamental staple of life begins with access to clean water. Another brief video was then shown to the members.

Following several announcements by Mrs. Annie Jacobs, Chair of the Convention Committee, special thanks were expressed to Alice Winters and Jan Atkinson of Christ Church, New Bern, for providing the lovely flowers at Convention. Mrs. Jacobs commented on the new UTO boxes and encouraged everyone to make a generous donation.

Bishop Skirving then asked Mrs. Mary Duane Hale, St. Paul's, Beaufort, and Chair of the Committee on Constitution and Canons, to come forward. On behalf of the Committee on Constitution and Canons, Mrs. Hale introduced the proposed changes to the Canons as follows:

CCC 2015.01 Title I. Convention of the Diocese; Diocesan Officers and Representatives. Canon 1, Members of Convention.

CCC 2015.02 Title I. Convention of the Diocese; Diocesan Officers and Representatives. Canon 9, Deputies to General Convention.

CCC 2015.03 Title I. Convention of the Diocese; Diocesan Officers and Representatives. Canon 12, Trustees of

the Diocese.

CCC 2015.04 Title I. Convention of the Diocese; Diocesan Officers and Representatives. Canon 8, The Executive Council.

Bishop Skirving announced the following clergy transitions: The Rev'd Kevin Johnson will be leaving St. Peter's, Washington, later this spring and going to the Diocese of Fort Worth, Texas. The Rev'd Mary Frances Curns will be leaving St. Anne's, Jacksonville, and going to the Diocese of Western Massachusetts.

Bishop Skirving then asked the members of the Anti-Racism Commission led by The Rev'd Mary Reese, St. Andrew's, Goldsboro, to come forward. The Rev'd Reese spoke about the six scheduled workshops entitled Seeing the Face of God in Each Other and how they help us be aware of ways to interact with each other as sisters and brothers in the Body of Christ and encouraged everyone to attend and bring friends and family as well.

The schedule for the upcoming workshops is listed in the report in the workbook. Bishop Skirving acknowledged the birthday of The Rev'd Joseph Cooper as well as others and the members sang Happy Birthday to all.

Following Noonday prayers delivered by The Rev'd James Cooke, Retired, Greenville, and the luncheon recess, Bishop Skirving called the Business Session of the 132nd Annual Convention of the Diocese of East Carolina to order at 1:00 P.M.

Bishop Skirving expressed his gratitude to the Deans and asked each of them to accept an appointment for another year. The Deans who will be installed on Saturday morning are as follows: The Very Rev'd John Bonner, III, Albemarle; The Very Rev'd Mimi Lacy, Pamlico; The Very Rev'd John Pollock, Trinity; The Very Rev'd John Frazier, Upper Cape Fear, and The Very Rev'd Catherine Powell, Lower Cape Fear.

Bishop Skirving then recognized Archdeacons John Gaskill and Sonny Browne who serve in a number of roles. Archdeacon Gaskill works directly with the Deacons in the School of Deacons and Archdeacon Browne supports that work but also has a role as Liturgical Officer.

Bishop Skirving called on The Rev'd Rob Spainhour, Church of the Advent, Williamston, and Chair of the Elections Committee. The Rev'd Spainhour 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 are to have been present for at least one of the last three conventions in order to vote. For those who are canonically resident in East Carolina but retired and non-parochial, ballots will be at the retired nonparochial table. For those who are canonically resident in East Carolina and registered with a parish, ballots will be at that parish's table. Youth Representatives and alternate delegates may not vote. Student Lay Delegates may vote as long as they are confirmed Episcopalians who are sixteen years of age or older.

There are two basic approaches to elections; plurality or majority. When an election is decided by plurality, the first candidates to receive the largest number of votes in their favor are elected in order of highest votes received. When an election is decided by majority, those elected must receive at least one more than half of the total ballots cast.

In the election of the Standing Committee, one person will be elected in the lay order and one in the clergy or-

der and nominations were displayed on the screen. On behalf of the Committee on Elections, The Rev'd Spainhour moved that the nominations for the Standing Committee be closed at this time. There was no discussion, the members voted and the motion was carried.

The Committee on Elections then moved that Convention elect members of the Standing Committee by plurality. The person receiving the highest number of votes in each order shall be elected as a member of the Standing Committee. There was no discussion, the members voted and the motion was carried.

The Rev'd Spainhour then advised that in considering the elections of the Disciplinary Board, Deanery Representatives to Executive Council and Trustee of General Convention, the number of candidates for each position equals the number of available seats. On behalf of the Committee on Elections, The Rev'd Spainhour moved that nominations be closed and that these persons be election by acclamation. Although not necessary, the motion was seconded, there was no discussion, the members voted and said persons were duly elected by acclamation.

Bishop Skirving then asked The Very Rev'd John Frazier, Chair of the Committee on Resolutions, to come forward and present this year's resolutions for adoption. The Rev'd Frazier presented the proposed resolutions as follows:

RESOLUTION #1: Resolution urging the inclusion of Bishop Thomas Atkinson in the calendar of the commemorations of the Episcopal Church.

RESOLUTION #2: In Thanksgiving for the Life and Ministry of The Rev. Robert Daniell Cook (1933-2014).

RESOLUTION #3: In support for absentee voting during annual parish meetings.

RESOLUTION #4: Resolution concerning conversations about gun violence.

RESOLUTION #5: In Thanksgiving for the Life and Witness of Clara Bond Bell (1925-2014).

RESOLUTION #6: In Thanksgiving for The Right Reverend Peter James Lee.

Bishop Skirving then called on Mr. Penn Perry, St. Francis by the Sea, Salter Path, and Executive Director of Trinity Center for his report. Mr. Perry started by reciting a poem to the members which in a way suggests that somehow by losing yourself, you are finding yourself. At Trinity Center, things have changed over the last three years and the accomplishments include replacement of all the original rooms and everything that was built in 1985 or 1986 is now gone. Mr. Perry took a moment to recognize the efforts of Carl Ragsdale and the rest of the volunteers who were in charge of The Trinity and Beyond Campaign and thanked everyone for their continued support.

Bishop Skirving nominated the following persons for election to the Board of Trinity Center as follows: The Rev'd Paul Canady, Christ Church, New Bern; Mr. David Smith, Church of the Servant, Wilmington; Mr. Charles Phillips, St. Paul's, Beaufort, and Ms. Hannah Brownlow, St. James, Wilmington. A motion was made for their election by acclamation, the members voted and the nominees were elected by acclamation.

Bishop Skirving asked Mrs. Tess Judge, All Saints, Southern Shores and Treasurer, to come forward and discuss

the Treasurer's Report for 2014. Mrs. Judge referred the members to the report in the workbook and advised that this year, income exceeded expenses which has allowed additional funding for Trinity Center in the amount of \$30,000.00 and \$25,000.00 for the Farmworkers Ministry.

Bishop Skirving brought up the subject of Thinking Together About Deaneries. He then called on the deanery members to form small groups and asked several questions for discussion regarding the strengths of each congregation, the meaning of the word mission, identifying two or three congregations as ones that they could most imagine working with and ways to envision deanery life being more effective and supportive of the life of the congregation.

Bishop Skirving then called on Mrs. Tess Judge, All Saints, Southern Shores and Treasurer, to present the 2015 Proposed Budget. Mrs. Judge referred the members to the workbook for the 2015 Ministry Budget for the Episcopal Church of East Carolina and invited members to attend the budget hearing to ask questions or make any comments on the budget. Mrs. Judge noted that the 2015 Proposed Budget provides for some new and exciting initiatives in 2015. Just to mention a few, the mission of Spanish speaking congregations, the small church conference as well as the leadership conference and increased funding for Trinity and Farmworkers Ministry.

Bishop Skirving announced that The Rev'd Jeremiah Day, St. Thomas, Oriental, and Mrs. Jo Parrott, St. Mary's, Kinston, have been elected to the Standing Committee by a majority vote.

Bishop Skirving then asked The Rev'd Tom Warren, St. Mary's, Kinston, to come forward and give the Report of the Committee on the Bishop's Address. The Rev'd Warren spoke at length to the members and highlighted various portions of the Bishop's Address.

Following hearing and meeting announcements by Mrs. Annie Jacobs, Bishop Skirving recessed the 132nd Annual Convention of the Diocese of East Carolina at 2:35 P.M. on Friday, February 6, 2015.

Following Morning Devotions delivered by Sarah Smith, Seminarian, Bishop Skirving reconvened the 132nd Annual Convention of the Diocese of East Carolina at 8:30 A.M. on Saturday, February 7, 2015.

Bishop Skirving nominated the following persons for election to the Commission on Ministry: The Rev'd Blair Both, Chair, Non-Parochial, Wilmington; The Rev'd Anne Natoli, Grace Church, Whiteville; The Rev'd Tom Warren, St. Mary's, Kinston; The Rev'd Deacon Andy Atkinson, Holy Cross, Wilmington, and Ms. Barbara Lassiter, St. Peter's, Sunbury. Bishop Skirving called for their election by acclamation, the members voted and the nominees were elected by acclamation.

Mrs. Mary Duane Hale, St. Paul's, Beaufort, and Chair of the Committee on Constitution and Canons, was asked to come forward. On behalf of the Committee on Constitution and Canons, Mrs. Hale moved for the adoption of CCC 2015.01 with one typographical change from appointed to nominated. There was no discussion, the members voted and the motion was carried.

On behalf of the Committee on Constitution and Canons, Mrs. Hale moved for the adoption of CCC 2015.02. There was no discussion, the members voted and the motion was carried.

On behalf of the Committee on Constitution and Canons, Mrs. Hale moved for the adoption of CCC 2015.03. There was no discussion, the members voted and the motion was carried.

On behalf of the Committee on Constitution and Canons, Mrs. Hale moved for the adoption of CCC 2015.04.

There was no discussion, the members voted and the motion was carried.

Bishop Skirving then appointed the members of the Committee on Constitution and Canons for the coming year as follows: Mrs. Mary Duane Hale, Chair, St. Paul's, Beaufort; The Rev'd Michael Singer, St. Mary's, Kinston; The Rev'd Ron Abrams, St. James, Wilmington; The Rev'd Jim Cooke, Retired, Greenville; Mr. Tom Holt, Holy Trinity, Fayetteville, and Ms. Shurley Ray Weddle, St. Paul's, Clinton.

Bishop Skirving then asked The Rev'd Ron Abrams, St. James, Wilmington, for his report on the Episcopal Farmworkers Ministry. The Rev'd Abrams spoke briefly to the members and recognized the Vice-Chair of the Board of Episcopal Farmworkers, The Rev'd Lisa Fishbeck. The Rev'd Abrams noted that the first year was about trouble, the second year was about time and treasure and this year, it is Triple T; thanksgivings, transitions and transportation. It is now the 33rd year of the Episcopal Farmworkers Ministry and The Rev'd Abrams thanked the Executive Council and the Finance Committee for their continued support, encouragement and assistance in providing necessary funding.

The Rev'd Abrams introduced the new Interim Executive Director, Juan Carbana, who began with the Farmworkers Ministry in mid November and has worked closely with The Rev'd Jesus Rojas since then. The Report of the Farmworkers Ministry appears in full in the workbook. Bishop Skirving advised that from this point forward, for every congregation that gives the equivalent of three household commitments to Harvest for Hospitality, he and his wife, Sandy, will match it with one household commitment.

Bishop Skirving then asked Mr. Hodges Hackney, St. Peter's, Washington, to come forward and speak briefly to the members about the work of the Episcopal Foundation of East Carolina. Mr. Hackney advised that during 2014, the Foundation continued to fulfill its duty of investing and managing the funds entrusted to it. The Foundation ended 2014 with total assets of \$11,233,000.00 broken down as follows: Designated funds, 4.4 million dollars, Church and Other Beneficiary Funds, 5.4 million dollars and Undesignated funds, 1.4 million dollars. The Foundation awarded grants from the undesignated funds to various churches, ministries and Trinity Center in 2014 totaling \$59,400.00 as follows: Church of the Servant, Wilmington, \$5,000.00; the Companion Diocese, \$3,500.00; the Episcopal Farmworkers Ministry, \$20,000.00; St. Andrew's, Columbia, \$5,000.00; St. Mark's, Wilmington, \$8,700.00; St. Paul's in the Pines, Fayetteville, \$7,300.00; St. Philip's, Holly Ridge, \$4,900.00 and Trinity Center, \$5,000.00. The Foundation has approved grants totaling \$62,522.00 for 2015.

Bishop Skirving expressed his appreciation to Mr. Ray Tait, Christ Church, New Bern, for his service as the leader of the Episcopal Foundation of East Carolina for many years. He has now retired and Mr. Hackney has taken over that responsibility.

Bishop Skirving then nominated the following persons to the Episcopal Foundation Board: Mr. Hodges Hackney, President, St. Peter's, Washington; The Rev'd Teddra Hussey-Smith, St. Joseph's, Fayetteville; The Rev'd Robert Hudak, St. Paul's, Greenville, and Mr. Doug Chesson, Church of the Advent, Williamston. The members voted and the nominations were confirmed.

Bishop Skirving then nominated the following persons as Trustees of the Diocese: The Rev'd Robert Alves, St. John's, Fayetteville, and Dr. Thomas Warren, St. Mark's, Wilmington. The members voted and the nominations were confirmed.

Bishop Skirving then called on Wood Mordecai, St. Paul's, Edenton, for a word from the East Carolina Youth

Council. Mr. Mordecai advised that the ECYC is made up of young people representing each deanery in the Diocese and at a recent annual retreat, it was decided that in order to reach places in the community, they wanted to visit the parishes in the Diocese and are planning to do so. A short video was shown to the members outlining what it means to be a member of the ECYC. The members of the ECYC were then asked to stand and be recognized.

Mrs. Tess Judge, All Saints, Southern Shores and Treasurer, was then asked to come forward and present the 2015 Proposed Budget. On behalf of the Executive Council, Mrs. Judge moved for the adoption of the 2015 Budget. There was no discussion, the members voted and the budget was duly adopted. Mrs. Judge thanked the members of the Finance Committee who have worked so diligently and also Bonnie Holton for her tremendous help. Mrs. Judge asked for thanksgiving and prayers for Mrs. Harriette Wagner, St. John's, Wilmington, who has served on the Finance Committee for many years and has now moved out of the area and for Mr. Pete Clow who has also served.

Following a brief recess and a few announcements by Mrs. Annie Jacobs, Bishop Skirving then asked The Very Rev'd John Frazier to come forward and present this year's resolutions.

RESOLUTION #1: Resolution urging the inclusion of Bishop Thomas Atkinson in the calendar of the commemorations of the Episcopal Church. The Committee moved for its adoption and following brief discussion, the members voted and the resolution was adopted.

RESOLUTION #2: In Thanksgiving for the Life and Ministry of The Rev. Robert Daniell Cook (1933-2014). The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #3: In support for absentee voting during annual parish meetings. The Committee moved for its adoption and following lengthy discussion for and against, the members voted and the resolution was defeated. A show of hands was called for by one of the members and the resolution was again defeated.

RESOLUTION #4: Resolution concerning conversations about gun violence. The Rev'd Frazier pointed out one correction and a phrase substitution was offered and made and will be shown in the resolution. The Committee then moved for its adoption and following brief discussion, the members voted and the resolution was adopted as amended.

RESOLUTION #5: In Thanksgiving for the Life and Witness of Clara Bond Bell (1925-2014). The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #6: In Thanksgiving for The Right Reverend Peter James Lee. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

Bishop Skirving asked The Rev'd Rob Spainhour, Church of the Advent, Williamston, and Chair of the Elections Committee to come forward. The Rev'd Spainhour announced nominations for officers of the 133rd Convention as follows: Secretary, The Rev'd Canon Matthew Stockard, Non-Parochial, Winterville; Historiographer, Ms. Mamre Wilson, St. Paul's, Beaufort, and Mrs. Tess Judge, All Saints, Southern Shores. There being no further nominations, The Rev'd Spainhour moved that the nominations be closed and that these

persons be elected by acclamation. The members voted and The Rev'd Canon Matthew Stockard, Ms. Mamre Wilson and Mrs. Tess Judge were elected by acclamation.

Bishop Skirving nominated Mrs. Joan Geiszler-Ludlum, Church of the Servant, Wilmington, as Chancellor of the 133rd Convention. The members voted and Mrs. Joan Geiszler-Ludlum was elected by acclamation.

Bishop Skirving appointed the following persons to serve on committees for the 133rd Convention:

COMMITTEE ON ELECTIONS: The Rev'd Rob Spainhour, Church of the Advent, Williamson; Mr. Charles Hannibal, St. Augustine's, Kinston; Mrs. Jo Anne Kilday, St. Andrew's, Morehead City, and The Very Rev'd Mimi Lacy, St. Timothy's, Greenville.

COMMITTEE ON RESOLUTIONS: The Rev'd Mary Reese, St. Andrew's, Goldsboro; The Rev'd Ron Abrams, St. James, Wilmington; The Rev'd Andrew Cannan, St. Paul's, Greenville; The Rev'd Robert Alves, St. John's, Fayetteville; Ms. Leslie Flom, St. Paul's in the Pines, Fayetteville; Mr. Thomas Secules, All Saints, Southern Shores; Mrs. Jane Merritt, Christ Church, New Bern, and Mrs. Martha Blount Simpson, St. Andrew's, Columbia.

COMMITTEE ON FINANCE TRINITY DEANERY: The Rev'd Jill Beimbiek, St. Stephen's, Goldsboro; Mr. Ray Tait, Christ Church, New Bern, and Mr. Tommy Sutton, St. Andrew's, Morehead City. PAMLICO DEANERY: The Very Rev'd Mimi Lacy, St. Timothy's, Greenville, and Mrs. Judy Whichard, St. Paul's, Greenville. ALBEMARLE DEANERY: The Rev'd Thomas Wilson, All Saints, Southern Shores; Mrs. Tess Judge, Treasurer, All Saints, Southern Shores, and Mrs. Teresa Osborne, St. Andrew's by the Sea, Nags Head. UPPER CAPE FEAR DEANERY: The Rev'd Ray Brown, Retired, Fayetteville; Mrs. Jean Moore, St. John's, Fayetteville, and Mrs. Dencie Lambdin, Trinity Church, Lumberton; LOWER CAPE FEAR DEANERY: Mr. John Jordan, St. James, Wilmington, and The Rev'd David Davis, St. James the Fisherman, Shallotte. Mrs. Annie Jacobs announced that the 133rd Annual Convention of the Diocese of East Carolina will again be held at the New Bern Convention Center on February 4-6, 2016.

Bishop Skirving then appointed the members of the Convention Committee as follows: Mrs. Annie Jacobs, Chair, St. Mark's, Wilmington; Mrs. Susan Holmes, St. Timothy's, Greenville; Mr. Alex Russell, St. Andrew's, Morehead City, Mrs. Jo Parrott, St. Mary's, Kinston; The Rev'd Jeff Douglas, St. Thomas, Ahoskie; The Rev'd Deacon Kay Swindell, St. Philips's, Holly Ridge, and The Rev'd Christopher Adams, St. Andrew's on the Sound, Wilmington. Mrs. Delle Curry, Christ Church, New Bern, and The Rev'd Paul Canady, Christ Church, New Bern, will serve as members of the local community to share in the arrangements.

Bishop Skirving called on The Rev'd Deacon Grace Marie Wood for the report of the Committee on Courtesy. The Rev'd Wood presented a resolution to express appreciation to Trinity Deanery for their warm hospitality and inviting spirit; to the New Bern Convention Center and staff; to Christ Church, New Bern and to the Diocese of East Carolina for Bishop Skirving. As always, many thanks to the Liturgical Commission, the Convention Committee, the many committees that are involved in the Convention and the Diocesan House Staff.

Bishop Skirving then installed the Deans as follows: The Very Rev'd John Bonner, Albemarle; The Very Rev'd Mimi Lacy, Pamlico; The Very Rev'd John Pollock, Trinity; The Very Rev'd John Frazier, Upper Cape Fear, and The Very Rev'd Catherine Powell, Lower Cape Fear.

There being no further old or new business, following Closing Prayers delivered by Mr. James Rickenbaker,

Seminarian, Bishop Skirving adjourned the 132nd Annual Convention of the Diocese of East Carolina at 11:00 A.M. on Saturday, February 7th, 2015.

Respectfully submitted.

Peter B. Ruffin, III, President

AURELIA RUFFIN & ASSOCIATES, INC.

The Bishop's Address
to the 132nd Annual Convention of the
Episcopal Diocese of East Carolina
February 6, 2015

Just about a week ago, the Rt. Rev. Anne Hodges-Copple, Bishop Suffragan of the Diocese of North Carolina, was welcomed as the Episcopal Visitor of the Society of St. Anna the Prophet. The members of this society describe themselves as:

“a dispersed community of Episcopal women over 50 years old who are living the Christian life within vows of simplicity, creativity, and balance. We are lay and ordained. We are single, married, partnered, divorced, and widowed. Some of us are retired, some work part-time, and some are working actively in full-time positions.”

Founded in 2005, the Society understands its mission to be prophetic. Here's how they describe their mission on their website:

“We are called to be like blessed Anna in the temple, prophets of Christ, perceiving and proclaiming to the church and to the world God's transforming presence and power in old and young.”

Last evening, as we gathered for worship at Christ Church, here in New Bern, we remembered Anna and Simeon, elders of their own religious community, who perceived and proclaimed that God's transforming presence and power was at work in their midst in the form of a tiny child. In our own time, I believe that we are called to perceive and proclaim the new things that God is doing in our midst, and that is what I hope to accomplish in the offering of this address.

In one of my early meetings with our diocese's Standing Committee, I was asked to share my understanding of my first priorities for my work as a new bishop. I told them that I wanted to work hard at three things; building relationships, learning about systems and discovering resources. Now this language may not seem deeply spiritual, on first glance, but it does provide a practical framework for learning about an organization. This morning, I'm going to use this framework as I share perceptions and proclamations about the new things God is doing in our midst.

For this introvert, the work of building relationships across a diocese like ours can seem a little overwhelming. So far, I have made Sunday morning visits to eighteen of our congregations, including seven with Bishop Lee and eleven on my own. I've participated in my first diocesan clergy conference, gathered with four of our five deanery clergy groups for lunch, and have had private meetings with a good number of our clergy, and with some of those who are at one stage or another in their formation for ordination. With three days and two nights in Fayetteville, I've had my first “residential” visit to a deanery, when I participated in Veterans Day worship, spent time visiting Fort Bragg and Fayetteville's VA hospital, and took time for private meetings with a number of people. I intend to have these sorts of residential visitations on a more regular basis in the months and years to come. I have attended two deanery ECW meetings, board meetings with Trinity Center and the Episcopal Farmworkers Ministry, have spent time with diocesan teens at YouthReach and a Happening weekend and have met with groups such as Standing Committee, Executive Council, Finance Committee, Personnel Committee and Cursillo Secretariat. I've become a part of the staff of Diocesan House, joining Beth, Bonnie, Chanda,

Emily, Hannah, Jimi, Matt and, for a time, Bishop Lee. As a representative of our diocese, I participated in the ordination of Brian Seage as bishop coadjutor in Mississippi. I've also attended my first meeting with the House of Bishops for our Province, and now, in these last days, my first session of training with the College of Bishops, an experience known affectionately as "baby bishop school." And then there was that little celebration in Greenville in November, with eleven hundred or more people gathered from across the diocese and from across our church for my ordination and consecration as your eighth bishop. Since my arrival in this diocese, last September, I have entered a web of relationships beyond anything I have ever known. Your welcome to Sandy and me has been phenomenal, and your graciousness outstanding, as we have started to put down roots in our new home.

As I have worked to build relationships with you, I have become even more deeply aware of the challenges we face in building relationships across and beyond our diocese. It is often in the face of these challenges, however, that we can see God at work, doing a new thing!

Let me offer some observations:

-Great distances separate some of our congregations from one another, and many of us can feel isolated from the rest of the church. Social media and other digital technology, however, provide us with opportunities to be connected in new ways.

-Some congregations are very large and some are very small. A number of our larger congregations share their clergy with our smaller congregations. Retired clergy living in our midst support many congregations that might otherwise be without a priestly presence.

-Some have described themselves to me as "congregational" with support from supply clergy, while others have one or more full time clergy on staff. Increasingly, God is making clear that there are new models for congregational life, some of which may look much different than the familiar patterns of our recent past.

-Several of our congregations bring Episcopal and Lutheran Christians together in one body. Others work ecumenically in ministries of compassion and service in their own local communities.

-Many of us have battled theological, cultural and economic wars that have, in some cases, left our congregations wounded and weakened. In some places, however, we can see clear signs of a renewed commitment to rebuild the unity and strengthen the diversity of congregational life, while engaging in ministries that serve the needs of the local community.

-Many of our people have deep, deep roots in eastern North Carolina, but our congregations also include many who are relative newcomers from other parts of this country and the world. Intentional welcoming ministries are evident in some of our congregations.

-Our diocese includes a number of historic African American congregations, some of which struggle to survive. Participation in "Seeing the Face of God in Others" workshops, designed to help us counteract the influence of racism in our churches and communities, is low while at the same time clear signs of racial tensions abound across our nation. However we can also see signs that some of our congregations, at least, are actively involved in standing up against racism in their own communities, and we can rejoice in the enthusiasm and commitment of the members of our diocese's Anti-Racism Committee to give leadership in the work that lies ahead.

-For many years, we have supported the Episcopal Farmworkers Ministry in their work with a largely Hispanic population, and yet relatively few of us have been effective in inviting, welcoming, or incorporating these new neighbors into our congregations. As I travel from place to place, however, I hear ideas about making Spanish language Cursillo available, or about reshaping our "School for Deacons" so that formation could be offered in Spanish. I am also hearing much enthusiasm for a new initiative to support Spanish language congregations, something to which I will return later in this address.

-Many members of our diocese are enthusiastically engaging in building relationships with mission partners in the Dominican Republic, while working alongside them to construct a playground or provide much needed medical care. Three or four teams from our diocese will travel to the Dominican Republic this year!

-In more than one place in our diocese, congregations are giving space and energy to forming relationships with Muslims from their local communities. In case you did not realize it, a strong and diverse representation of ecumenical and interfaith partners were present with us in November in Greenville, to support us in our celebration of this new chapter in our life and ministry.

As I've engaged in building these new relationships with you, and as I've perceived God at work in our midst, I've found myself drawn to these words from the apostle Paul:

"if anyone is in Christ there is a new creation"

2 Corinthians 5:17

and

"There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus."

Galatians 3:28

With other followers of Jesus Christ, we who are members of the Episcopal Church in the Diocese of East Carolina are called to be a new creation, our relationships transformed and our bonds of unity strengthened. Our differences should not divide us from one another. Rather, our diversity ought to make us stronger while also bearing witness to the power of God to overcome the sorts of conflicts and polarizations that we find present in the world around us. Our confession that "Jesus is Lord" ought to be our primary rallying cry, with all other claims taking a lower priority. The quality of our relationships with one another ought to demonstrate our willingness and ability, in Christ, to live together and to love one another even in the midst of great differences.

In recent years, there has probably not been any greater challenge to our unity in Christ than that which has come through our various responses to matters of human sexuality and, most particularly, our various positions regarding the blessing of same-gender unions and now marriages. In our diocese, we have had in place a policy regarding the blessing of same-gender unions that has been understood as provisional, with the expectation that a new bishop would work with you to revise this policy as necessary. In October of last year, the state of North Carolina moved to make civil marriage a reality for same-gender couples, and we have adapted our policy accordingly. Our nation has not yet reached a final resolution regarding the legality of same-gender civil marriage, although many hope that such a resolution will be reached later this year. When General Convention meets this summer, it will give consideration to recommendations made by The Episcopal Church's Task Force on Marriage, and released earlier this week, concerning our church's path forward regarding the marriage of same-gender couples.

It is my proposal that we, in the Diocese of East Carolina, understanding ourselves to be “a new creation in Christ Jesus,” commit ourselves to walking forward together on a journey that includes at least the following three steps:

-First, a day of prayer and study for the clergy of our diocese, to be hosted at Trinity Center during the season of Lent, and to include consideration of the final report of The Episcopal Church's Task Force on Marriage and its recommendations

-Second, a series of meeting for lay and clergy leaders of our congregations to take place, one in each deanery, during the season of Easter, at which time we will consider the range of responses available to us in the face of the changing understanding of marriage in our nation and in our church

-Third, a consultation, following this summer's General Convention, to work at appropriately revising our diocese's policy on the blessing of same-gender unions and civil marriages

These steps will be taken with at least two clear goals:

-First, to build and strengthen the unity of the church, in our congregations and across the diocese, as we grow in our identity as a community in which human differences fade in the face of our primary relationship with Christ Jesus, who makes us a new creation, and

-Second, to establish a diocesan policy that will properly guide our clergy and congregations in right practices regarding blessings of unions and marriage for same-gender relationships in the church, with clear boundaries that are wide enough to allow a variety of acknowledged responses while expressing an expectation of respect between those who differ.

While I will lead this journey forward, I will do so with the support of others from across the diocese, including, but not limited to our chancellor, our deans and others whom they have recommended, and our elected deputies to this summer's General Convention. Those who served on our diocese's Episcopal Search and Nominations Committee have agreed to assist us in this process, serving in the capacity of observers, reporters and perhaps even facilitators during the series of deanery meetings. In their time together during the bishop search process, they developed strong working relationships, even in the face of significant personal and theological differences.

This work will be difficult and perhaps painful, but I believe that it is necessary work in the life of our diocese and that it requires our best efforts. God will be present with us at every step, inviting us more and more deeply into relationship with one another as the body of Christ. In the words of an old hymn, I pray “they will know we are Christians by our love.”

Along with building relationships, it has also been a priority for me during these first months to learn about systems in our diocese, that is, to learn how things work. And what an education this has been! With The Episcopal Church, and with many other human organizations, we continue to recognize that structures and systems that effectively supported our best efforts in years past are less effective for our present needs, and will likely not be the most effective forms to support our movement into the future. Often, however, we stay with systems that have been effective in the past because they are familiar to us, and many of us are most comfortable with

those things that are familiar. In their report titled, *Engaging God's Mission in the 21st Century*, the Task Force for Reimagining The Episcopal Church (known as TREC) offers an invitation to the church.

"We invite local congregations, dioceses, and wider Church structures to enter into a season of sustained focus on what it means for us in this moment, in our various local contexts, to follow Jesus, together, into the neighborhood, and to travel lightly.

We must learn how to form Christian community and practice Christian witness in environments where the culture no longer supports Christian identity, practice, and belonging as it once did. This work of learning and discovery must take place at all levels of the Church, although it is primarily local work.

While the primary challenges facing the Church in today's world are theological, spiritual, and cultural, the members of the Task Force have come to believe that meeting those challenges will require organizational and structural evolution."

In a highlighted text box following these words, the authors have included these words from scripture,

"Neither do people pour new wine into old wineskins. If they do, the skins will burst; the wine will run out and the wineskins will be ruined. No, they pour new wine into new wineskins, and both are preserved."
Matthew 9:17

There is no doubt in my mind. God is present in our midst, making new wine for which our old wineskins may sometimes be inadequate. Let me offer you some perceptions and some questions about our wineskins.

-Members of our Executive Council express real enthusiasm for the possibility of strengthening the life and ministry of our diocese, and have committed themselves to working with me to build supportive structures to encourage the growth of existing and new diocesan ministries. To that end, this year they will hold some of their meetings on Saturdays, rather than Thursdays, in order that more members of our diocese will be able to be present for their meetings. As they work together, members of our Executive Council will need to resist the temptation to engage in top down organizing of ministry, and instead find helpful ways of nurturing and, where possible, resourcing emerging ministries of our diocese, whether they are ministries that involve all congregations or just some.

-Currently we have five deaneries, Albemarle, Pamlico, Trinity, and Upper and Lower Cape Fear. We are fortunate to benefit from the willing leadership of a fine group of deans, Catherine Powell, Mimi Lacy and the three Johns ...Bonner, Pollock and Frazier. Deanery life, however, is experienced as uneven across our diocese. In some deaneries, there is the active participation of lay leaders. In others, lay members of our congregations only participate in the annual preconvention meetings. Some have raised questions as to the size and composition of our current deaneries. Does it make sense, for example, for Goldsboro and Swansboro to be in the same deanery? What common understandings of mission and ministry would engage our clergy and lay leaders to gather together with regularity, passion and purpose? Should our deanery structures be renewed, or should they be replaced with other structures that might differently support our congregations in shared local and regional mission?

-Our Diocesan staff is small and probably has responsibility for more work than it can reasonably handle in a year. I'm still learning about this, but you should know that my desire is not to set out to grow a bigger staff but to lead our current staff into finding ways to effectively support and empower the work of diocesan leaders

in our various areas of ministry. What are the proper ways for diocesan staff to do this work without taking on responsibilities that would better be assumed by members of our diocese?

-Our efforts to communicate effectively with one another across this diocese must continue to be a priority. We send printed materials to one another by mail and we exchange emails. Our diocesan website is an important tool for communications, along with our digital newsletters and Facebook posts. But we all use communications differently and we must work at developing strategies that will enhance our ability to connect with one another across our diocese using our current technologies and others, so that all can feel equally a part of our life and ministry. It is my hope that in the coming year we will develop a diocesan communications team that will lead us in the development of such strategies and support the congregations of our diocese in getting better connected with one another.

In sharing these perceptions and questions about our wineskins, about the structures and systems that support the life and ministry of our diocese and which empower us to live more and more fully into God's mission for the church, my goal has been to emphasize the importance of being willing to let go of ways of being church that are no longer effective in our time, while at the same time being willing to embrace new ways of being church, as God reveals these to us.

Let me end this section with the story of something that could become a new ministry in the life of our church. New wine, as it were, in search of new wine skins. As a new bishop, I've had opportunities for conversations and connections with a wide variety of people from across our diocese. In some cases, I've been able to see links and patterns in our diocesan life that might not be visible to others. One pattern I've seen might best be understood as a cluster of distinct activities which each respond to our call as Christians "to strive to safeguard the integrity of creation and sustain and renew the life of the earth. These words represent the fifth of the Five Marks of Mission, a set of standards used increasingly across the Anglican Communion to measure our efforts to live in fulfillment of God's mission for our church.

-At least three of our churches, St. Timothy's in Greenville, Holy Cross in Wilmington, and St. Mary's in Kinston, support community gardens that engage individuals in caring for creation while also producing food for hungry people. I expect that other congregations are also involved with community gardens.

-During these past months, I've learned that Trinity Center and their Sound to Sea staff attracted state level recognition for work they have been doing to protect and build up their Bogue Sound shoreline through environmentally friendly methods.

-I've learned that Episcopalians in Fayetteville have become involved in advocacy work to protect their local environment in the face of proposed expansion of agricultural business, and that there are Episcopalians in Wilmington concerned about the impact on the health of the Cape Fear River from possible industrial expansion in their community.

-Recently, I met with Amanda Norwood, of Christ Church in New Bern. Amanda is deeply involved with North Carolina Interfaith Power and Light, an organization committed to engaging faith communities in creation care programs that might, in some cases, even lead to significant savings in energy costs. As she told me of this work, Amanda also told me of her congregation's newly formed "Earth Stewards" ministry.

Those who would like to see their congregations more involved in creation care ministries are invited to find Amanda's display table, outside of this room, and add their names and contact information to a list that she has

created for us. We will then host a meeting for those who are interested, in order to support those across our diocese who are committed to sharing resources for creation care ministries of one sort or another. This is just one example of how we can work to build new wineskins for the new wine that God is providing for our life together!

Having now spoken about building relationships and learning about systems, I want to turn my attention to the third priority I identified at the beginning of my address, that of discovering resources. Contrary to popular opinion, I do not believe that we live with a scarcity of resources. It has been my long held conviction that God provides us with everything we need to embrace and fulfill God's mission for the church in the world ...that there will always be enough. My early experience in the Diocese of East Carolina is that this conviction has been proven true yet again. God is good, and God has provided us with everything that we will need. It's all in how we choose to perceive our reality and how willing we are to proclaim God's transforming power in the face of apparent evidence to the contrary!

Let's look at money first. As you should have learned during preconvention meetings, in 2014 our diocese's revenues exceeded our expenses. That means that in spite of an unusual year that included all of the expenses for a bishop search process, an electing convention, an ordination, our family's move, and the employment costs for two bishops for part of the year, the received pledges of the congregations of our dioceses were higher! There was even enough extra money at the end of the year that funding for extra work was sent to Trinity Center and to the Episcopal Farmworkers Ministry. We owe a debt of gratitude to all who have worked to make our financial reporting systems clear and transparent, and to everyone across the diocese whose financial support of their own congregation has allowed diocesan pledges to be paid at such a high level. Thank you!

It's exciting to see that our budgeting for 2015 allows us to continue in this same direction, and to plan support for some new ministry initiatives. Let me name a few, and speak about our plans.

-Under the leadership of Bishop Peter Lee, we made application for a grant from beyond the diocese to fund a conference for the leaders of our small churches. While we were ultimately unsuccessful in receiving this grant, we are able to go ahead with our plans because our 2015 budget includes funding for this important initiative. Dean John Bonner is leading a team from across our diocese that is planning for and will host this conference this spring at Trinity Center. I will be one of the presenters. Our goal is to encourage and nurture the leadership present in our smaller churches, and to find ways of strengthening the bonds between our smaller churches and the rest of the diocese. If you come from one of our smaller churches, I hope that you will help to make certain that someone from your congregation will participate in this conference.

-As you will hear, later in convention, the Episcopal Farmworkers Ministry has come to a new chapter in their life and ministry. Father Tony Rojas is no longer the director of this ministry, but continues as priest of three Spanish language congregations. Each weekend he leads worship in Smithfield, in the Diocese of North Carolina, at La Iglesia de la Sagrada Familia in Newton Grove, and at St. Francis Church in Goldsboro. Additionally, St. Peter's Church in Washington hosts a Spanish language liturgy every Sunday, supported by the Rev. Deacon Janet Rodman. With resources made available from diocesan funds designated for this purpose, from grant money received through the efforts of Emily Gowdy Canady, and from the offerings of the congregations served by Fr. Tony, we have created a position titled "Missioner for Spanish Language Congregations." Fr. Tony has been appointed to this position for 2015 and will work with Canon Matthew Stockard, with me, and

with others from across our diocese and from the Diocese of North Carolina to strengthen our current Spanish language congregations, and to develop strategies and a sustainable plan for growing this ministry in the years to come. This is good and important work that is made more possible through the abundance of resources available to us.

-For 2015, we have made the committed to increase our funding of Trinity Center and its important work, a commitment that I hope and trust we will continue in future years. Later in convention, Penn Perry will speak to us of Trinity Center and the work that lies ahead, and I don't want to steal his thunder. Let me simply say that I believe very deeply that the ministry of Trinity Center and Camp Trinity holds a very special place in the hearts of many in our diocese and I look forward to working with you and with our faithful staff at the Trinity Center to ensure that this ministry will continue into the future. This summer, for the first time in my life, I will be on the staff of a church camp. With help from Mary Beth Bradberry and her staff, I will have a leadership role in a week of camp for 7th to 9th graders. Please keep me, and them, in your prayers! And, in case you didn't know this, as a sign of my understanding of the importance of Trinity Center to our diocese, I asked that my new pectoral cross incorporate what I call the "dancing dolphins" of the Trinity Center logo. If you can get close enough to me during convention, I hope that you'll take a look at it.

Our people resources are no less abundant!

Early on, I learned from members of the Bishop Search and Nominations Committee how much they had enjoyed working together, many of them for the first time, with others from across the diocese. They were energized by their experience and have committed themselves to finding new ways of serving our diocese. I am fairly certain that the members of the Transition Committee would say something similar. Certainly they are to be commended for their efforts to mobilize this diocese for the walk-about, for an electing convention, and for our celebration in November.

Happily, I can say that I have found this same abundance to be present in other times and places. My invitations to members of the diocese for appointment to, or nomination for, offices and committees of convention have met with a near universally positive response. I'm grateful for this generosity of spirit, but I'm also mindful that we need to develop methods of inviting people into diocesan ministries through paths that are not so heavily dependent upon my office and me. I hope that, beginning next year, I will be able to work with a nominating committee that will assist me, or us, in the work of identifying and calling members of our diocese into work for which they are gifted and passionate, and that we will do so in ways that will incorporate people who represent the fullness of our diocesan life.

It would be wrong to speak of the abundant human resources God has provided for the church without speaking of our faithful clergy leaders, deacons and priests. More than eighty women and men gathered at our last clergy conference, and I was impressed by the energy, passion and diversity of opinion expressed by my ordained colleagues. They have demonstrated their support for me and for the church that we love in many practical ways. As I work to learn what it means to be a bishop, I look forward to finding right ways of providing pastoral care for our clergy and their families, and nurture and encouragement for those women and men upon whom our church depends so heavily for leadership. Together, in our congregations, we must all watch for those living in our midst that God could be calling to serve the church as deacons or priests and then properly support them through their formation for ordained ministry. As a sign that God continues to provide us with everything we need for the work of ministry, let me announce that we plan to ordain as many as four individuals this spring, most likely in a celebration being planned for Saturday, June 20th at St. Mary's in Kinston. I hope that many of you will be able to be with us! We will publish details as they are established.

Over the years, as I have considered that Christian leadership includes being stewards of the church's resources, I have found inspiration in these words from Matthew's gospel:

"Every scribe who has been trained for the kingdom of heaven is like the master of a household who brings out of his treasure what is new and what is old."

Matthew 13:52

Many of the resources that God provides for the church have been carried forward by the generations that have come before us...our Book of Common Prayer, our buildings, and our wealth, as some examples. Other resources are brand new, and we may not yet have even discovered them. As we move forward together, I hope and pray that we will draw freely from both the old and the new, from all of the treasures we have been given for God's mission for the church.

Building relationships, learning about systems and discovering resources. These have been my priorities during my first months as your bishop. As I have worked at these priorities, there has been no doubt in my mind that I have witnessed many instances of God at work in our midst, doing the sorts of new things which God does in every new generation. Like Anna and Simeon and so many more who have come before us, I pray that we may have eyes and ears ready to perceive the new things that God is doing in our midst, and I pray that God's Holy Spirit will give us the courage to boldly proclaim the good news that we perceive!

May we be faithful in our calling as the Body of Christ in the Episcopal Diocese of East Carolina!

The Rt. Rev'd Robert S. Skirving
VIII, Bishop of the Diocese of East Carolina

Response from the Committee on the Bishop's Address

On behalf of the committee responsible for this response to Bishop Skirving's address, greetings to the part of the Body of Christ that is the Episcopal Diocese of East Carolina. Good afternoon!

Two years ago at convention, we said thank you and bid farewell and Godspeed to Bishop Daniel after 17 years of ministry together and we wondered about the plans that God had for our future. At last year's convention, midway through our year under Bishop Lee's wise & faithful leadership, we were introduced to a slate of four candidates whose presence in our lives during the transition process inspired us to imagine in more concrete ways what those plans that God has for us might look like. This year, as this committee has heard from so many people throughout the diocese, our gathering is marked by thanksgiving to God for, to use a baseball and a Biblical phrase, the new season that has begun with Bishop Skirving as our episcopal leader. On behalf of the whole diocese, we welcome you and Sandy and praise God for calling us together. This is indeed a good time to be called to live and serve Christ in the Diocese of East Carolina!

Bishop Skirving, in your address this morning and in your sermon last evening, we heard you reflect back to us what you have perceived so far through your process of building relationships with us, learning about the systems of our diocese, and discovering the rich variety of resources contained among the people and church communities in East Carolina. You have been a busy man! You've jumped right in with both feet and you've impressed us with your ability to effectively and truthfully call our attention to the values that you've sense that we hold, the strengths that we have displayed, and the challenges that we face. For example, we appreciate that you have taken seriously our desires to bolster the postures of Christian witness by Trinity Center and the Episcopal Farmworker Ministries, and we have noticed these ministries finding a place close to your heart as well. In just a short time, you clearly have worked hard to learn a great deal about the Church in our region.

As your schedule indicates, we recognize that we are a demanding group. We hope that you'll take seriously one more request: we ask you, not to slow your pace, but to ensure that you also set for us a visible example of one who observes God's gift of the Sabbath commandment. We want you with us for a long time and in today's world of non-stop everything-my-way-on-demand, we need to see faithful rhythms of work and rest embodied in our leaders.

Bishop Skirving's address resonated with us on many levels. First, we are thankful to be reminded of the never-ceasing work of God's Holy Spirit rejuvenating the lives of the faithful and urging the Church to follow the Way of Jesus in ways that are unique to its own day. Jesus claims "See I am making all things new": a new heaven, a new earth, and thanks be to God, new people – us! – for we are always being invited to let Christ change the hurting and broken parts of ourselves into new creations that better reflect His glory in the world. With these examples of 'new wine' that God is seeking to make out of us and our efforts, we agree that our systems of relating with one another may also need to be fashioned into 'new wineskins' and we look forward to seeing what this might look like.

This leads us to a second point. While we are glad to have a creative new leader with us, we are also thankful that his leadership style is not one that will allow us to expect the work of diocesan ministry to be done for us. Bishop Skirving highlighted some of the exceptional parish ministries that help to shape local identities, but he also shed light on what we sense to be a call for us to step up and take ownership of discerning a diocesan identity afresh.

We are also thankful that our new bishop has proposed that part of this identity-shaping work should include honest, truthful, and meaningful conversations with one another about topics that matter, beginning with the blessing of same-gender unions and marriages. Of course, this proposal may be, to use Bishop Skirving's words, "difficult and perhaps painful" because we are not all of one mind on this and many issues. But the church ought to have conversations like this because without them, secular voices on all sides fill the void, and the world doesn't have the opportunity to hear what its creator and Lord has to say.

During our committee's conversations in crafting this response, we noted two phrases being employed: "Middle Ground" and "Common Ground." While the terms were often used interchangeably, we offer the following distinction that we pray will be helpful to us moving forward in these sensitive conversations together. Middle Ground suggests concession or compromise on both ends of a spectrum. While there are some instances in which reaching Middle Ground is a possibility, in other cases this result is unlikely and probably shouldn't be the goal. However, Common Ground should always be attainable and fruitful. Common Ground is contained in what Bishop Skirving described as the "clear boundaries that are wide enough to allow a variety of responses." Common Ground is the foundation for respect between those who differ. For followers of Jesus Christ, baptized into His one death and one resurrection, Common Ground is the ground around which we gather at the foot of the cross, acknowledging our differences, but looking together for guidance from the same Lord.

To the people of our diocese, we ask that you consider this question: What are some of the ways in which you see your parish, and even in which you see yourselves, answering the invitation of our bishop to engage in the formative and substantial work of helping this diocese be a more visible reflection of Jesus Christ in the world? Bishop Skirving is encouraging us to engage in conversation with each other as a diocese beyond annual convention gatherings. And we believe that he is challenging us to ask the right questions with one another - questions that have the potential to lead us to faithful actions celebrating the new things that God is doing in this diocese.

In closing, Bishop Skirving, you suggested to us that a role of church leaders is to be stewards of the treasures of the church: old treasures and new ones alike. With that in mind, we'd like to close by inviting this convention to join us in a prayer from our Prayer Book that is an old treasure, but one that may also be new to many of us. And since thankfulness is a thread that has been woven through this address, it is fitting that this is a prayer of thanksgiving which may help guide us forward into our new season or perceiving and proclaiming Christ's Good News together. You will find the text of this prayer projected on the screens around you. Please pray with us:

Accept, O Lord, our thanks and praise for all that you have done for us. We thank you for the splendor of the whole creation, for the beauty of this world, for the wonder of life, and for the mystery of love.

We thank you for the blessing of family and friends, and for the loving care which surrounds us on every side.

We thank you for setting us at tasks which demand our best efforts, and for leading us to accomplishments which satisfy and delight us.

We thank you also for those disappointments and failures that lead us to acknowledge our dependence on you alone.

Above all, we thank you for your Son Jesus Christ; for the truth of his Word and the example of his life; for his steadfast obedience, by which he overcame temptation; for his dying, through which he overcame death; and for his rising to life again, in which we are raised to the life of your kingdom.

Grant us the gift of your Spirit, that we may know him and make him known; and through him, at all times and in all places, may give thanks to you in all things. Amen.

Respectfully Submitted,

Miss Jillian Flom (St. Paul's in the Pines, Fayetteville)

Mrs. Annie Jacobs (St. Mark's, Wilmington)

The Rev'd Deacon Katherine Mitchell (St. Peter's, Washington)

Mr. David Smith (Church of the Servant, Wilmington)

The Rev'd Thomas Warren, Chair (St. Mary's, Kinston)

Bishop Provisional's 2014 Calendar of Events

Official Acts

Ordination to Diaconate

June 7 Daniel Stroud St. Andrew's on the Sound Church, Wilmington

Ordinations to Priesthood

July 23 Eric Moulton St. John's Church Wilmington

Acceptance of Letters Dimissory

February 1 The Rev. Deacon Katherine Mitchell from the Diocese of Virginia

March 1 The Rev. Dena Bearl from the Diocese of Atlanta

March 1 The Rev. Andrew Cannan from the Diocese of Atlanta

March 18 The Rev. Betty Glover from the Diocese of Kansas

December 19 The Rev. Walter Broadfoot, III from the Diocese of Alabama

Transfer of Letters Dimissory

January 31 The Rev. Eric Zubler to the Diocese of the Central Gulf Coast

Consents to Consecration of Bishops and other Consents 7

Lay Licenses

Eucharistic Ministers 692

Eucharistic Visitors 193

Worship Leaders 134

Catechists 12

Preachers 12

Deaths

April 18 The Rev. Lawrence Houston

April 21 The Rev. William Gilfillin

May 21 The Rev. King McGlaughon

Newly Licensed to Serve

March 3 The Rev. Andrew Cannan St. Paul's Greenville

March 3 The Rev. Polk Culpepper Washington

June 12 The Rev. Richard Crozier Goldsboro

Parish Visitations (Sundays)

The Rt. Rev. Peter Lee's Visitations

January 5	St. Paul's Beaufort
January 12	St. Peter's By-the-Sea Swansboro
January 19	St. Francis Goldsboro
January 26	St. Paul's in the Pines Fayetteville
February 2	St. Cyprian's New Bern
February 9	St. Augustine's Kinston
February 16	St. Mark's Wilmington
March 2	St. Paul's Wilmington
March 16	St. Mary's Kinston
March 30	Holy Trinity Fayetteville
April 6	Trinity Lumberton
April 13	St. Andrew's On-the-Sound, Wilmington
April 27	St. Andrew's Morehead City
May 4	St. James Wilmington
May 11	St. Andrew's By-the-Sea, Nags Head
May 18	St. Timothy's Greenville
June 1	St. Paul's Edenton
June 8	Grace Plymouth
June 15	St. James the Fisherman Shallotte
June 22	Emmanuel Farmville
September 14	Zion Washington
September 21	St. Thomas Ahoskie
September 28	St. Andrew's Columbia
October 5	St. Thomas Bath
October 12	St. Peter's Sunbury
October 19	St. Philip's Holly Ridge
October 26	St. Christopher's Havelock
November 2	All Saints Southern Shores

Total Confirmations and Receptions 159

Judgments for Remarriage of Divorced Persons 14

Celebrations of New Ministry

March 12 The Rev. Dena Bearl St. Paul's Wilmington

Other Visitations Meetings and Events

Diocesan Annual Convention

February 7-8 131st Diocesan Convention New Bern

Conferences and Meetings

January 2 Meeting with Candidates at overnight Trinity Center
January 8 Meeting with Chancellor and Canon to the Ordinary Diocesan House Kinston
 Meeting with Trinity Chocowinity Vestry Diocesan House Kinston
 Meeting with Postulant Diocesan House Kinston
January 14 Meeting with Layperson Diocesan House Kinston
January 15 Meeting with Clergy Diocesan House Kinston
 Meeting with Clergy, Diocesan House Kinston
January 28 Standing Committee Meeting Diocesan House Kinston
February 17-18 Trinity Board Overnight
March 12 Meeting with Clergy Diocesan House Kinston
 Staff/Personnel Meeting Diocesan House Kinston
March 18 Standing Committee Meeting Diocesan House Kinston
 Meeting with Layperson Diocesan House Kinston
March 21-26 House of Bishops Camp Allen Texas
April 2-3 BEST Conference New Bern
April 5 Lex Matthews Event Good Shepherd Raleigh
April 9 Meeting with Clergy Diocesan House
April 10 Executive Council Meeting St. Andrew's Morehead City
April 15 Renewal of Vows
April 22 Standing Committee Meeting Diocesan House Kinston
April 23 FOCCUS Conference Call
April 24 ECW St. James Wilmington
April 26 Daughters of the King Assembly Christ Church New Bern
April 27 Clasura Trinity Center
April 30 Clergy Clericus with Bishop Candidates St. Peter's Washington
May 5 9 Friends of Canterbury Cathedral New York City New York
May 7 FOCCUS New York City New York
May 17 Special Electing Convention St. Paul's Greenville
May 20 Standing Committee Meeting Diocesan House Kinston
June 3 6 Province IV Bishop and Synod Meeting Kanuga
June 11 Meeting with Postulant Diocesan House Kinston
 Meeting with Clergy Diocesan House Kinston
June 12 Trustees Meeting Diocesan House Kinston
June 17 Standing Committee Meeting Diocesan House Kinston
 Meeting with Postulant Diocesan House Kinston

June 24 Convention Committee Meeting Diocesan House Kinston
July 9-11 EYE Philadelphia Pennsylvania
August 5 Phone Appointment Diocesan House Kinston
August 6 Meeting with Clergy Diocesan House Kinston
August 13 Meeting with Nominee Diocesan House Kinston
August 14 Finance Committee Meeting Diocesan House Kinston
August 19 Standing Committee Meeting Diocesan House Kinston
September 16 Standing Committee Meeting Diocesan House Kinston
September 23 Personnel Committee Meeting Diocesan House Kinston
October 1 Meeting with Archdeacon Diocesan House Kinston
October 14 Meeting with Archdeacon Diocesan House Kinston
October 20 Staff Meeting Diocesan House Kinston
October 21 Standing Committee Meeting Diocesan House Kinston
Farewell Lunch
October 23 Trustees Meeting Diocesan House Kinston
Meeting with Brian Buss
November 8 Ordination and Consecration of The Rev. Robert Skirving

Bishop Diocesan's 2014 Calendar of Events

Official Acts

Ordinations to Priesthood

December 13 Daniel Stroud St. Thomas Church Whitemarch Pennsylvania

Acceptance of Letters Dimissory

December 19 The Rev. Walter Broadfoot, III from the Diocese of Alabama

Admission to Postulancy

November 4 Stephen Batten Church of the Advent Williamston

November 4 Linda Murdock Christ Church New Bern

November 4 Adam Pierce Church of the Servant Wilmington

Clergy Changes

Retired

Parish Visitations (Sundays)

The Rt. Rev. Robert Skirving's Visitations

Bishop Diocesan's 2014 Calendar of Events
The Rt. Rev'd Robert S. Skirving

Official Acts

Ordinations to Priesthood

December 13 Daniel Stroud, St. Thomas Church ,Whitemarch, Pennsylvania

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November 4 Stephen Batten, Church of the Advent, Williamston

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November 4 Adam Pierce, Church of the Servant, Wilmington

Parish Visitations (Sundays)

November 9 Christ Church, New Bern

November 16 Good Shepherd, Fayetteville

November 23 St. James, Belhaven

December 7 Grace, Whiteville

December 14 St. Philip's, Southport

December 21 Church of the Advent, Williamston

Total Confirmations and Receptions 35

Celebrations of New Ministry

December 3 The Rev. W.M Chip Broadfoot ,Christ Elizabeth City

Other Visitations Meetings and Events

November 8 Ordination and Consecration of The Rev. Robert Skirving

November 11 Breakfast with Trinity Clergy

Lunch with Lower Cape Fear and Pamlico Clergy

November 12 Farmworker Ministry Board Meeting, Newton Grove

Veterans Day Service, Fayetteville

November 13 Tour of Fort Bragg

Visit to Veterans Hospital, Fort Bragg

November 15 St. Francis 50 Years Gala, Goldsboro

November 17	Staff Meeting, Diocesan House, Kinston Filming for Christian Formation video, Diocesan House, Kinston Appointment with Clergy, Diocesan House, Kinston
November 18	Meetings with Clergy Convention Committee Meeting, Diocesan House, Kinston Meeting with Staffperson, Diocesan House, Kinston
November 19	Province IV Bishops Meeting, Camp Weed, Florida
November 25	Meeting with Clergy Diocesan House Kinston
December 1	Staff Meeting, Diocesan House, Kinston
December 2	Trinity Board Meeting, Trinity Center, Pine Knoll Shores
December 4	Executive Council Meeting, Church of the Advent, Williamston
December 9	Episcopal Farmworker Ministry Board Meeting
December 10	Meeting with Staffperson, Diocesan House, Kinston Meetings with Clergy, Diocesan House, Kinston Phone Appointment with Bishop, Diocesan House, Kinston
December 11	Phone Appointment with Bishop,,Diocesan House, Kinston Phone Appointment with Postulant, Diocesan House Kinston
December 15	Staff Christmas Lunch The Skriving's Home, Kinston Meeting with The Rev. Tony Rojas, Diocesan House, Kinston
December 16	Standing Committee Meeting, Diocesan House, Kinston Meeting with Postulant, Diocesan House, Kinston
December 17	Visit from The Rt. Rev. Don Johnson, Diocesan House, Kinston
December 18	Meeting with Archdeacon, Diocesan House, Kinston

RESOLUTION #1**Resolution urging the inclusion of Bishop Thomas Atkinson
in the calendar of the commemorations of the Episcopal Church**

Resolved, that this 132nd Convention of the Diocese of East Carolina joins with the Diocese of North Carolina to memorialize the Standing Commission on Liturgy and Music to recommend that the General Convention add a commemoration on or about January 4th of each year of Thomas Atkinson, third bishop of the Episcopal Diocese of North Carolina to Holy Women, Holy Men [or its successor collection], with appropriate propers assigned; and be it further

Resolved, that the Secretary of the Convention forward to the Secretary of the General Convention a copy of this resolution within sixty days of the adjournment of this Convention.

Explanation:

Thomas Atkinson (1807-1881) served as the third Bishop of North Carolina from 1853 until his death on January 4, 1881. Atkinson became Bishop in the wake of his predecessor's defection to the Roman Catholic Church. Atkinson restored respect for the episcopate and won the devotion of his clergy and diocese through his clear and consistent leadership.

Atkinson shared with his two predecessors, John Stark Ravenscroft and Levi Silliman Ives, a commitment to high church principles, emphasizing the importance of apostolic succession to valid ministry and sacraments. But he coupled this emphasis with an equally strong commitment to building a church in which divisions of race, class, and wealth would be overcome.

At his second diocesan convention in 1855, Bishop Atkinson set forth a plan for realizing his vision of a more capacious church by calling for flexibility in the conduct of worship, for opening the ordained ministry to those without formal education, and for abolishing pew rents. But Thomas Atkinson did not wait for others to implement these reforms. In 1858, he personally oversaw the formation of a new congregation near his home in Wilmington, North Carolina, St. Paul's, where no pew rents would be charged. The result was a mixed-race congregation, where the musical leadership was provided by the African-American members. The same year, Bishop Atkinson delivered an address at the University of North Carolina on the unity of the races, in which he concluded, "The Gospel everywhere appeals to the same affections and the same experience and every where on earth it finds a responsive chord in the human bosom, it wakes up among all men, fear, shame, reverence, gratitude, love, joy. Since men then are of one nature they must be of one blood."

In 1862, when the yellow fever engulfed the southeast coast of the United States, Bishop Atkinson remained present to the congregations under his charge. When the rector of St. James Parish, Wilmington; the largest church in the state; died, Bishop Atkinson became Rector in addition to his responsibilities as Bishop. Bishop Atkinson's commitment to the unity of the church was much on display during the Civil War and its aftermath. He stood apart from the prevailing Southern sentiment in his refusal to equate the fact of political secession with a corresponding split in the Church itself. And in October, 1865, he again defied much Southern sentiment by attending General Convention and helping to effect a reunification of the Church.

On the heels of reunification, Bishop Atkinson forged a strong working relationship with the newlycreated Freedman's Commission of the Episcopal Church. By May 1866 North Carolina had more schools and teachers

for the freedmen than did any other diocese. It had established three parochial schools – in New Bern, Wilmington, and Raleigh – with six teachers and about five hundred students. And in 1867, the Commission established St. Augustine’s School in Raleigh to train black teachers and ministers. Perhaps most significantly, the Episcopal Church was the only predominantly white denomination in North Carolina to accept black ministers as well as lay delegates into diocesan conventions on an equal basis.

But as historian George Freeman Bragg has noted, Thomas Atkinson’s positions were not always popular within his own diocese. “Bishop Atkinson... battling in the face of a hard, bitter and unrelenting prejudice, organized colored parishes and had them admitted into union with his diocesan convention. And when the Standing Committee refused to pass the papers of a colored candidate for holy orders, invited two...Negro priests from the North to come into his diocese, and admitted them into full privileges in his convention.”

Nevertheless, Thomas Atkinson’s exemplary leadership did inspire others. One of his successors, Joseph Blount Cheshire, fifth Bishop of North Carolina said: “It has long been my deliberate judgment that in his wonderful combination of spiritual elevation, moral earnestness, intellectual power, and sound judgment, Bishop Atkinson was the greatest man I have ever known.” Another of his successors, Michael B. Curry, eleventh Bishop of North Carolina, devoted a portion of his 2008 convention address to republishing Atkinson’s 1855 vision for an inclusive and unified church. “What an incredible, what a stunning, what a glorious vision in 1855,” proclaimed Bishop Curry. It is in keeping with these words from the current Bishop of the Diocese of North Carolina, that we seek inclusion of Bishop Thomas Atkinson in Holy Women, Holy Men.

Submitted by
The Rev. Ronald G. Abrams
Rector, St. James Parish, Wilmington

The Rev. Robert Alves
Rector, St. John’s Church, Fayetteville

RESOLUTION #2
In Thanksgiving for the Life and Ministry of
The Rev. Robert Daniell Cook
(1933-2014)

WHEREAS, the Rev. Robert Daniell Cook graced the Diocese of East Carolina for forty-two years as a priest, mentor and friend; serving as Rector of St. James Parish, Wilmington for twenty years and for twelve years as Priest-in-Charge of St. Mary's Church in Burgaw;

WHEREAS, the Rev. Robert Daniell Cook served the Diocese of East Carolina in many capacities including President of the Standing Committee and Deputy to General Convention;

WHEREAS, the Rev. Robert Daniell Cook served as a spiritual guide throughout the state of North Carolina for those in recovery from the disease of alcoholism and as a faithful servant of Christ working with Habitat for Humanity throughout the United States and beyond our national borders;

BE IT THEREFORE RESOLVED, that this One Hundred Thirty Second Convention of the Diocese of East Carolina give thanks to God for the incredible gifts of love, humor, inquisitiveness, compassion, friendship and empathy that the Rev. Robert Daniell Cook so freely gave to parishioners, fellow clergy, neighbors, the homeless and the Alcoholic Anonymous community.

AND BE IT FURTHER RESOLVED, that the Convention directs the Secretary of Convention to convey a copy of this resolution to his beloved wife, Ann.

Respectfully Submitted
The Rev. Ronald G. Abrams
Rector, St. James Parish
The Rev. Canon Matthew E. Stockard
Secretary of Convention

RESOLUTION #4
A Resolution Concerning Conversations about Gun Violence

WHEREAS, as inheritors of Judeo-Christian teachings and people seeking to live out our faith, we call to mind the commandments “Choose life” (Deuteronomy 30:10) and “Do violence to no one” (Luke 3:14),

AND WHEREAS we are shocked and saddened at the 30,000 deaths which occur in America each year from gunshot wounds, and heartsick that annually approximately 3,000 of those who die are children,

AND WHEREAS we believe we are called to seek a way forward, in the midst of the crisis of gun violence in our cities, state and country, to achieve a diminishment of gun violence,

AND WHEREAS we believe in the second amendment rights of citizens and do not feel addressing gun violence will hinder the rights of those citizens;

WE THEREFORE support our federal, state, and city governments as they actively pursue ways to prevent gun violence.

AND WE AFFIRM our commitment to seek middle ground between those who disagree about this subject, and we call upon each parish to name a representative to communicate with the congregation about opportunities for discussion and action.

Respectfully submitted,
The Rev. Betty Glover, St. Philip’s, Southport
Michael Bliss, Church of the Servant, Wilmington
The Rev. Dave Davis, St. James the Fisherman, Shallotte
James Smith, St. Philip’s, Southport
Ruth Smith, St. Philip’s, Southport
The Rev. Blair Both, Church of the Servant Wilmington
The Rev. Pamela Stringer, Holy Trinity Hampstead
Jim Scott, Holy Cross Wilmington
Maria N. Ross, St. Andrew’s On the Sound, Wilmington
Robert T. Swindell, Jr., St. Philip’s Holly Ridge
The Rev. Catherine R. Powell, Church of the Servant, Wilmington
Philip Stine, Church of the Servant, Wilmington

RESOLUTION #5
In Thanksgiving for the Life and Witness of
Clara Bond Bell
(1925-2014)

WHEREAS Clara Bond Bell was a lifelong lay leader of the Diocese of East Carolina, a delegate to this Convention for many decades, a noted social worker, and the helpmeet of longtime diocesan Historiographer Holley Mack Bell;

WHEREAS Clara Bond Bell, as the wife of a Foreign Service Officer, served the Episcopal Church on vestries and as Treasurer and Senior Warden in parishes in the United States and overseas- particularly in Chile, Colombia, Ecuador and the Dominican Republic, where she worked closely with clergy and national lay leaders, and was appreciated as an angelic soprano in every choir;

WHEREAS Clara Bond Bell, highly regarded by the members of the Diocese of Central Ecuador, was elected by them an alternate delegate to the 1976 General Convention of the Episcopal Church in Minneapolis, MN;

WHEREAS Clara Bond Bell in her ongoing support for historic preservation promoted the conservation and restoration in Bertie and adjoining counties of several small Episcopal church buildings and other historic structures;

BE IT THEREFORE RESOLVED, that this One Hundred Thirty Second Convention of the Diocese of East Carolina give thanks to God for the contribution to the mission of this Diocese and of the church worldwide of Clara Bond Bell.

Respectfully Submitted,

The Reverend Joe Cooper
Priest-in-Charge, St. Thomas Parish, Windsor

Ms Mamre Wilson, Historiographer
St. Paul's Parish, Beaufort

RESOLUTION #6

IN THANKSGIVING FOR THE RIGHT REVEREND PETER JAMES LEE

WHEREAS the Rt. Rev. Peter James Lee has faithfully served the Episcopal Church as bishop for nearly 30 years;

AND WHEREAS, in a time of transition he provided clear and strong leadership for the Diocese of East Carolina;

WHEREAS, he provided guidance and inspiration in the early days of the ministry of the Rt. Rev. Robert Skirving;

BE IT RESOLVED, that this 132nd Annual Convention of the Diocese of East Carolina express its heartfelt thanks to the Rt. Rev. Peter James Lee. And be it further

RESOLVED that each parish of the Diocese of East Carolina give thanks to God for the Ministry of the Rt. Rev. Peter James Lee, and ask God's blessing on his continuing ministry in the Church in the Prayers of the People on February 15, 2015, the Last Sunday after the Epiphany.

Respectfully submitted,

The Rev. Richard G. Elliott, St. Andrew's On-the-Sound, Wilmington

Mr. Richard Rhoads, St. Andrew's On-the-Sound, Wilmington

The Rev. Ron Abrams, St. James, Wilmington

Mr. Frank Tutza, St. James, Wilmington

Ms. Virginia Woodruff, St. James, Wilmington

Mr. Jim Foster, St. Philip's, Holly Ridge

Ms. Joan Foster, St. Philip's, Holly Ridge

The Rev. Dr. William Thomas, Christ Church, New Bern

The Rev. Anne M. Natoli, Grace Church, Whiteville

The Rev. John R. Spainhour, Church of the Advent, Williamston

The Rev. Blair Both, Retired, Wilmington

COURTESY RESOLUTION

BE IT RESOLVED THAT, the 132nd Convention of the Diocese of East Carolina expresses its appreciation to Trinity Deanery for your warm hospitality and inviting spirit.

Again we thank the New Bern Convention Center and its staff.

We wish to express our heart-felt appreciation to Christ Church for an inspiring Eucharist.

We are truly blessed that the Holy Spirit led Bishop Rob Skirving to the Diocese of East Carolina. We appreciate your immediate immersion into the life of the Diocese as we begin this new journey together.

As always we thank the Liturgical Commission and the Convention Committee for such an organized, well-planned convention.

We are so fortunate to have been enlightened by the Millennium Development Goals Committee and their presentation and also by Episcopal Relief and Development's challenge to us to embrace the awareness of the lack of clean water globally.

We thank the Anti-Racism Commission for the thought provoking exercise of highlighting social perceptions and how we can move forward as individuals and as a Diocese.

We are also blessed by the involvement of so many young people in the life of our Diocese. They have demonstrated the gift of true evangelism.

And last but not least, where would we be without our outstanding and dedicated Diocesan staff who exhibits such love and compassion?

Respectfully submitted,

The Rev. Deacon Grace Marie Wood
Christ Church, Elizabeth City

Ms. Ginger Jacobs
St. Christopher's Church, Havelock

Mr. Carl Salisbury
Church of the Servant, Wilmington

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

CANON 1
Members of Convention

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 nominated** by the **Bishop Ecclesiastical Authority and confirmed by** at the Annual Convention. The Chancellor and the Secretary of the Convention shall be ex officio members of the **e**Committee. The Committee on Constitution and Canons shall recommend amendments, changes, additions, deletions and rewrites of the Constitution and Canons for Convention's consideration. The Committee shall also review all changes proposed to Convention by the delegates, Departments or other committees and recommend the proper form of any Constitution or Canon changes before Convention acts. The Committee shall conduct any hearing on a proposed change during Convention and may recommend to Convention any revised versions arising out of the hearings as the Committee may in its discretion determine appropriate and helpful to Convention's consideration.

~~(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention. The clerical deputy elected by the largest number of votes shall chair the committee. The Committee on Relations to and Communications from the General Convention shall report the actions of the General Convention to the Diocesan Convention and its Regular Committees and shall assure that any necessary action in response to the actions of General Convention is taken and communicated back to the General Convention.~~

~~(e)~~**(b)** The Diocesan Convention Committee shall consist of three members of the clergy and four lay persons, **appointed nominated** by the **Bishop Ecclesiastical Authority and confirmed by the Annual Convention**. The Secretary of the Convention and the Chair of the Liturgical Commission shall be ex-officio members of the **e**Committee. The **e**Committee shall make recommendations with regard to the dates and places of Annual and Special Conventions, shall make proper arrangements for each meeting, shall set

registration fees and other charges, shall prepare and submit annually to the Finance Committee a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Ecclesiastical Authority.

(d)(c) The Committee on Resolutions shall consist of four clergy and four lay persons, **appointed nominated** by the **Bishop Ecclesiastical Authority and confirmed by the Annual Convention**. ~~The Ecclesiastical Authority who~~ shall appoint one of the ~~clergy~~ members as Chair. The ~~e~~Committee shall receive and organize the resolutions for submission to the Convention and shall determine the order of their presentation. The Committee shall conduct any hearing on a proposed Resolution scheduled during the Convention and may recommend to Convention any revised versions arising out of the hearings as the Committee may in its discretion determine appropriate and helpful to Convention's consideration.

(e) (d) The Finance Committee shall consist of the Treasurer and additional members, one lay person and one clergy person, representing each Deanery of the Diocese, **appointed nominated** by the **Bishop Ecclesiastical Authority and confirmed by the Annual Convention**. The members should have expertise or experience in budgeting, financial management or accounting. The ~~e~~Committee shall advise the **Bishop Ecclesiastical Authority**, Executive Council and the Convention on the financial affairs of the Diocese. The Finance Committee shall conduct any hearings scheduled for discussion and consideration of the annual budget and shall recommend changes, amendments and revisions for Convention's consideration.

(f) (e) The Elections Committee shall consist of two clergy and two lay persons, **appointed nominated** by the **Bishop Ecclesiastical Authority and confirmed by the Annual Convention**. The ~~e~~Committee shall receive nominations for the offices to be filled by the Convention, recommend nomination and voting procedures, prepare ballots and act as tellers for all elections during the Convention. The ~~e~~Committee shall examine the qualifications of nominees to assure conformity with any Constitutional or Canonical requirements for the office.

EXPLANATION

The proposed amendments clarify the roles of the Bishop or the Standing Committee when acting as the Ecclesiastical Authority of the Diocese according to Article IV of the Constitution of The Episcopal Church and Article IX of the Constitution of the Diocese of East Carolina and the Annual Convention in the appointment of Committees of the Annual Convention. These Committees are charged with responsibilities that continue during the time between Annual Conventions and assist and support the Convention in its work. Section (b) is deleted, moved to Canon I.9, which sets out the duties of the Deputies to General Convention, and revised (See CCC 2015.02). The following subsections renumbered accordingly. Minor editorial corrections noted during review are also proposed.

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

CANON 9
Deputies to General Convention

Section 1. At each annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four Clerical Deputies, who are Presbyters or Deacons canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be confirmed communicants in good standing of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies, subject to the same qualifications as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. (a) The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each. In the case of the same number of votes having been cast for two or more nominees in either Order, precedence shall be given to the Clerical Deputies and Alternates in the order of date of canonical residence, and to Lay Deputies and Alternates in the order of date of confirmation or reception in The Episcopal Church. The Secretary shall insert the names of the Deputies and Alternates in this order upon the Journal. (b) The members of the deputation shall elect one of their members to serve as Chair of the deputation. (c) The deputies **and first alternates** so elected shall also serve as the representatives of this Diocese to the Provincial Synod of Province IV, Province of Sewanee.

Section 3. Deputies **and first alternates** elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary, who shall at once notify the proper alternate.

Section 4. Each Deputy **and first alternate** to the General Convention and the Provincial Synod, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council

Section 5. The elected clergy and lay deputies and alternates to the General Convention shall report the actions of the General Convention and, together with the Secretary of the Annual Convention, shall assure that any necessary action in response to the actions of General Convention is taken and communicated back to the General Convention.

EXPLANATION

Diocesan practice is to budget for the attendance of the deputies and first alternates to General Convention. The proposed amendments clarify the canon to apply this practice to the Provincial Synod as well. This practice enables preparation for the work of General Convention for those who will be representing the Diocese.

Canon I.4 (b) created a Convention Committee called the Committee on Relations to and Communications from the General Convention, consisting of the deputies to General Convention with up to four additional members appointed by the Bishop. The Deputation of this Diocese has held meetings in each deanery before and after General Convention to communicate timely with the people of this Diocese about the proposals to and actions of General Convention. These deanery meetings are scheduled closer in time to General Convention than the Annual Convention which takes place months later. In addition the deputies communicate during General Convention through the Diocesan website and blog postings.

Certain actions of General Convention, such as amendments to the Constitution of The Episcopal Church (Const. Art. XII, TEC) and amendments to the Book of Common Prayer (Const. Art. X, TEC), require notice to the Conventions of the Dioceses between first and second readings at two regular General Conventions. General Convention may also require or request review and response by Diocesan Conventions on other matters where wider discussion and discernment is desired.

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 use and benefit of the Parish, the ~~said~~ Trustees shall have the power to convey ~~said the~~ property upon the written request of the Vestry of such Parish, subject to the written consent of the Bishop and the Standing Committee, if in the opinion of ~~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 use and benefit of any Mission or organization of the Diocese other than a Parish, the ~~said~~ Trustees shall have the power to convey ~~said the~~ property upon written request and written approval of the Bishop and 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 the~~ 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 Bishop and the Standing Committee.

EXPLANATION

The proposed amendments bring the language of the Canon in line with Canon I.7.3 of the Canons of The Episcopal Church and `Article IX of the Diocesan Constitution, requiring written consent of the Bishop and the Standing Committee when the Trustees are involved in transactions involving real property. Property owned by the Diocese in its own right or for the use and benefit of congregations or institutions of the Diocese cannot always be conveyed in fee simple due to the lack of a clear chain of title. Additional changes clean up unnecessary language.

CCC 2015.04**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 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 **second** 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.

EXPLANATION

The amendment deletes bridge language that was necessary in 1994 when the term and membership of the Executive Council was changed. One additional change is proposed to clarify term limits.

Executive Council Minutes
April 10, 2014
St. Andrews Episcopal Church, Morehead City, NC

Members Present: The Rt. Rev'd Peter James Lee, The Rev'd Jeffery Douglas, Ms. Jo Anne Kilday, Mrs. Judy Tucker, The Rev'd Bert Eaton, Mrs. Mary Duane Hale, Mrs. Melene Hatcher, the Rev'd Dena Bearl, The Rev'd Mary Frances Curns, Mr. Robert Swindell, Mr. Allan Jantz, The Rev'd Raymond Brown, The Rev'd John Carliso, Ms. Beth Harrington, The Very Rev'd Mimi Lacy, The Rev'd John Pollock, The Rev'd Robert Alves, The Very Rev'd John Frazier, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge, The Rev'd Canon Matthew E. Stockard, The Very Rev'd John Bonner and Mrs. Ann Parker. Also present: Mrs. Emily Gowdy Canady.

The meeting began with Morning Prayer lead by The Rev'd John Pollock, Rector of St. Andrews Episcopal Church. Ms. Dorothy Raney, a member of the parish, offered a history of the last fifteen years or so of the life of St. Andrews Episcopal Church.

Council returned to the parish hall, and Bishop Lee called Executive Council to order.

Canon Stockard confirmed the presence of a quorum.

Dean Bonner offered a correction to minutes of the January meeting: item describing Albemarle Deanery function should read "the women of Christ Church, Elizabeth City fed the members of the deanery and we all went to see the St John's Bible Exhibit." The minutes were approved with the correction.

Mrs. Judge offered the Report of the Treasurer. She noted that there were no outstanding or particularly noteworthy elements of the financial reports, at 25% of the year, pledge income stands at 23%, expenses at 17.8%.

Mrs. Judge gave thanks for the work of Bonnie Holton, observing that for the reports everything was in line. A brief Trinity and Beyond status report was given.

Mrs. Judge noted that Youth Council at Annual Convention offered a resolution requesting the escrow of unexpended funds toward a scholarship development fund. The Convention's Finance Committee wanted to develop specific funding for this, rather than rely upon a pattern of unexpended funds. It seems that in an area as important as this, a specific line item is needed for tracking and expending appropriate funding.

Emily Goudy Canady noted the helpful process of the Convention finance officers meeting with members of Youth Council during Convention to develop a way forward. The Youth Council resolution was withdrawn at Convention, believing that the Finance Committee's recommendation to Executive Council would address the need.

The motion from the Finance Committee is to take \$3500 from line 5199 and move this to youth program funds (perhaps a new line in the 5350s in the budget). Motion from Finance Committee needs no second - motion is adopted with no opposed.

Dean Lacy, Chair of the Personnel Committee, introduces the draft of the Personnel Manual. Discussion follows, inviting feedback. Council members offered a number of concerns and some discomfort in terms of reducing employee benefit to valued long time workers. Dean Lacy assured Council that these were ongoing conversations and that all feedback was welcomed.

Bishop Lee suggested that final approval of this manual take place at the November meeting, face to face, and that the committee produce the final draft of the manual by October. Mr. Swindell offers the suggestion of Paid Time Off (PTO) instead of the current approach to vacation and sick time. Dean Lacy responds that Committee had considered that methodology, and returned to a modification of a prior method.

Mrs. Emily Gowdy Canady, Program Officer for Youth, University and Campus, and Young Adult Ministries reported to Council the following:

- She gives thanks for approval of scholarship funds and articulates a methodology available through her for the process of scholarship.
- Youth Council is, for the first time since we began this new structure, completely full.
- 750 to 800 pairs of socks were collected during Mission on Convention which have been routed to community services in the five deaneries of the diocese.
- Annual Youth calendar is being mailed next week.
- 14 young people are representing this diocese at the Episcopal Youth Event - and a diocesan mission project. The Rev'd Mark Powell and The Rev'd Stephen Mazingo will be leading a group.
- The Youth Council submitted six questions to the Bishop's Search Q&A.
- New emergent campus ministry in Pembroke.
- We have three DMFS grants in, one in support of new work in campus ministry in Pembroke.
- Moving to the completion of a new search for ECU campus ministry chaplain.

Pamlico Deanery Report given by Dean Lacy:

- Clericus conversation around Personnel Manuel and Bishop Search.

Trinity Deanery Report given by Dean Pollock:

- Trinity deanery Q&A on April 30.
- Trinity deanery youth event at St Mary's. Kinston.

Upper Cape Fear Deanery report given by Dean Frazier:

- excitement about emergent campus ministry in Pembroke and its new advisory council
- work to be more hospitable and inviting to military presence there
- notes the gifts of interim clergy working in the deanery

Lower Cape Fear Deanery Report was given by the Rev'd Dena Bearl for Dean Catherine Powell:

- Mr. Adam Pierce doing great job connecting with local parishes there in campus ministry.
- The Rev'd Ron Abrams keeping farmworker ministry in front of deanery.

Albemarle Deanery Report given by Dean Bonner:

- Very successful Acolyte Festival hosted by St Andrews by the Sea, Nags Head
- The Rev'd Jim Reed, interim at St. Paul's, Edenton, helping congregation re-engage wider community
- Deanery wide confirmation service at Grace, Plymouth
- New building for St Luke's, Moyock.

ECW Report given by Mrs. Ann Parker

- Shared that the Annual meeting is on April 24.

Bishop Lee

- speaks of encouraging engagement of African-American young people in Upper Cape Fear Deanery visits
- Renewal of Ordination Vows on Tuesday in Holy Week at Christ Church, New Bern

Walkabouts for Bishop Search

- Mrs. Hatcher gives an overview of the travel, locations and experiences of people, and offers some suggestions for best walkabout experiences.

Dean Bonner articulates thanks to the Transition and Search Committee.

There being no further business Council is adjourned.

Respectfully submitted,

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

**Executive Council Minutes
Diocesan House, Kinston
July 31, 2014**

Council members present were: The Rt. Rev'd Peter James Lee, The Rev'd Canon Matthew E. Stockard, Mrs. Melene Hatcher, The Rev'd Raymond Brown, The Rev'd Albert Eaton, Mrs. Judy Tucker, The Rev'd James Cooke, Mr. Robert Swindell, Mrs. Beth Harrington, Ms. Jo Anne Kilday, The Rev'd Mary Frances Curns, The Rev'd John Carlisto, Ms. Ginger Jacocks, The Very Rev'd Mimi Lacy, The Very Rev'd John Frazier, The Rev'd Robert Alves, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge and Mr. Ray Tait. Also present: Mr. Brian Buss (Trustee and Chair of the Historical Properties Committee), Mrs. Jimi Paderick and Mrs. Bonnie Holton.

Bishop Lee opened the meeting with prayer and then asked Mr. Brian Buss, Trustee and Chair of Diocesan Historical Properties Committee, to address the Council.

Mr. Buss stated that at the 131st Annual Convention of the Diocese accepted a report from the Bishop Provisional and the Standing Committee, which approved their recommendation to dissolve the congregation of Church of the Holy Cross, Aurora.

After discuss, the Executive Council adopted by majority the following resolution:

Resolved, that the Executive Council of the Diocese of East Carolina received the report and recommendations of the Historic Properties Committee and the Trustees of the Diocese, regarding the potential for mission and ministry at the site of certain real estate previously held for the use and benefit of Holy Cross, Aurora which has been dissolved by action of the 131st Diocesan Convention pursuant to Canon II.6, and concurs that a parish or mission should not be reorganized at this site; and be it further

Resolved, that this property, now held in trust by the Trustees of the Diocese for this dissolved Parish, is now freed of the trust and shall hereafter be held, administered and disposed of by the Trustees as property of the Diocese in its own right in accordance with Canon I.12.”

Mr. Buss stated that the Trustees of the diocese would dispose of properties they deem appropriate and that Ms. Mamré Wilson, Diocesan Historiographer, will obtain contents of value or historical nature.

Council excused Diocesan House staff to discuss personnel related business. During that time Mrs. Hatcher made a motion to recommend to the Finance Committee to consider paying up to 50% of the cost of family coverage acquired outside the coverage offered by Church Medical Trust in the first year (2015) and 25% of the cost of the second year (2016), not to exceed the cost of the amount due for Church Medical family coverage. The motion was seconded and approved.

Ms. Hatcher made a motion to approve the Personnel Manual with the following change to the section “Outside Employment” to read:

“All regular, full-time employees are expected to devote their full energies to the work of the Diocese during work hours. Employees may take outside employment with the prior knowledge and written approval of the Bishop, with the advice of the Personnel Committee.” The motion was seconded and approved.

Mrs. Judge shared that Mr. Richard Seale, Finance Chair of Trinity Center, had contacted her regarding a Line of Credit for Trinity Center. She stated that she, Bishop Lee, Mr. Seale, Mrs. Joyce Loughlin (Chair of the Trinity Board of Managers) and Mrs. Teresa Osborne (Assistant Treasure of the Diocese) met and agreed on a proposal to be presented to the Finance Committee. On June 2, 2014 the Finance Committee discussed at length the request and the following motion was seconded and approved unanimously to be presented to Executive Council for approval:

The Rev’d Ray Brown moved a \$50,000 line of Credit for Trinity Center. It is to be used for short term, cash flow and operational needs. With this line of credit comes the requirement of quarterly financial reports with narrative to be approved by the Diocesan Finance Committee. It is expected that Trinity Center will increase their Unrestricted Net Operating assets from their negative position. This line of credit would be at 0% interest and would require a \$0 balance for 60 consecutive days in any given year. This agreement shall be for a term of three years.

After discussion, Mrs. Judge moved to adopt the recommendation of the Finance Committee. The motion was seconded and approved.

With there being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary for Convention

**Executive Council Minutes
Church of the Advent, Williamston
December 4, 2014**

Council members present were: The Rt. Rev'd Robert Skirving, The Rev'd Raymond Brown, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev'd James Cooke, The Rev'd Dena Bearl, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, Mrs. Jo Anne Kilday, The Rev'd Mary Frances Curns, The Very Rev'd Catherine Powell, The Rev'd John Carlisto, Ms. Ginger Jacocks, The Very Rev'd Mimi Lacy, The Very Rev'd John Pollock, The Very Rev'd John Frazier, The Very Rev'd John Bonner, The Rev'd Robert Alves, Mrs. John Geiszler-Ludlum, Mrs. Tess Judge and Mr. Ray Tait. Also present: The Rev'd James Horton, Mrs. Jimi Paderick and Mrs. Bonnie Holton.

Mr. Spainhour led Morning Prayer and Ms. Kit Reddick gave a brief history of Church of the Advent.

Bishop Skirving verified a quorum was present. The July 31, 2014 Executive Council Minutes were approved with one correction – to add that the line of credit for Trinity Center will come from the General Fund.

Mrs. Holton stated that on September 23, 2014, the Executive Council of the Diocese of East Carolina approved via email by majority of its members the following resolution:

Whereas, the Rev'd Robert S. Skirving is compensated by The Diocese of East Carolina exclusively for services as a minister of the gospel; and

Whereas; the Diocese of East Carolina does not provide Fr. Skirving with a rectory, therefore, it is hereby

Resolved, that the total annual rate of compensation for Fr. Skirving for the calendar year 2014 shall be \$162,767, of which \$28,300 is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$28,300 as a housing allowance shall apply to calendar year 2014 and all future years unless otherwise provided.

Bishop Skirving called on the deans to give their reports:

Dean Bonner of the Albemarle Deanery stated that there was good representation at The Rev'd Chip Broadfoot's Celebration of New Ministry. He shared that he is working with Bishop Skirving on a Small Church Conference (for leaders of small parishes in communities of 10,000 or less) to be held at Trinity Center April 19-21, 2015. Dean Bonner told council that he, Bishop Lee, Bishop Skirving and Canon Stockard worked together and later submitted a grant to the Roanridge Trust to cover the cost of this conference. He shared that a planning team is being formed and will meet early next year.

Dean Lacy of the Pamlico Deanery stated that the clergy continue to meet monthly. She shared that stewardship resources were needed on a diocesan level. Mr. Cooke added that of the 12 congregations in the Pamlico Deanery only 4 have full-time rectors and the other depend on Priest in Charge or Supply Priests. He hopes that Diocesan Leadership will look into ways of joint ministry for those parishes without full-time rectors.

Dean Pollock of the Trinity Deanery shared that they recently had a ECW Deanery Meeting with Jane Merritt who discussed Camp Hope and Prison Ministry. He shared that Ms. Jacocks and Bishop Skirving were also present. Dean Pollock told council that the clergy continue to meet and recently they met at Holy Innocents in Seven Springs with Bishop Skirving being present.

Dean Frazier of the Upper Cape Fear Deanery stated that a Veterans' Day Service was held at St. John's in Fayetteville. He told Council that he preached and wore his dress uniform. Bishop Skirving attended the service and the next day toured Fort Bragg Military base with Chaplain Ralph Clark and then visited the Veterans' Hospital. Dean Frazier shared that about clergy of the deanery continue to meet. He shared that St. Paul's in the Pines hosted a EFM gathering. He added that he hopes to have a quarterly deanery representative meeting in the future.

Dean Powell of the Lower Cape Fear Deanery shared that the clergy continue to meet for lunch monthly. She then shared other happenings and upcoming ministries in the Lower Cape Fear Deanery: The Rt. Rev'd Michael Curry, Bishop of North Carolina and author of Crazy Christians did a presentation at St. James Wilmington. St. Mark's Outreach Food Ministry prepared dinners for those in need on November 22. Volunteers for this outreach event included Bishop and Mrs. Skirving, people from St. Paul's Church and Church of the Servant, as well as the surrounding community. St. Paul's, Wilmington is in the process of being a boy's choir. Church of the Servant, Wilmington is developing a statement on gun violence and with plans on submitting resolution at the upcoming Annual Convention. The Rev'd James Franklin of St. James, Wilmington is planning a young adult retreat at Trinity Center in the Spring of 2015. A Dr. Martin Luther King Service is being planned for January. Creating Common Good" a webcast to address economic inequality from Trinity Institute will be hosted at St. Andrews on the Sound, Wilmington in January 2015.

Dean Lacy, Pamlico Deanery, added that The Most Rev. Dr. Katharine Jefferts Schori met with youth engaged with Campus Ministry at St. Timothy's Greenville during her visit for the consecration. She shared it was wonderful to see how interested Bishop Katharine was in hearing from them.

Ms. Gowdy Canady was not able to be present today, but her written report was distributed to Council Members.

Bishop Skirving shared that the 132nd Annual Convention of the Diocese of East Carolina's theme is "BE-HOLD, I AM DOING A NEW THING..." ISAIAH 43:19 He stated that he plans for the focus of convention to be the new things God is doing in our midst. He added that this would be highlighted more in his address and in the worship.

Mrs. Judge gave her Treasurers Report. She stated that expenses and incomes at normal rate and that no expenses or receivables are outside the norms. Council received the report unanimously. She informed Council that she will present to Council at the January 2015 meeting a proposed budget for 2015 and a presentation from the Diocesan Auditor. Mrs. Judge stated that 20 parish pledges have been received for 2015.

Bishop Skirving and Council gave thanks for the work of Mrs. Judge and Mrs. Teresa Osborne, Assistant Treasurer for their good work. The motion was approved unanimously. Mr. Cooke made a motion for words of thanks to be share to those on the Transition Committee and Diocesan Staff for their faithful work during the consecration. The motion passed unanimously.

Ms. Jacocks, Episcopal Churchwomen (ECW) President, shared that all deaneries with the expectation of Lower Cape Fear have had a deanery meeting. She announced that the ECW will hold their annual meeting in April 2015 at St. Francis, Goldsboro.

Mr. Tait, President of the Foundation, stated that the diocesan endowment now exceeds eleven million (this includes endowment of parishes). He shared that the Foundation Grant Committee received over \$52,000 in requests from 5-6 parishes in the diocese. He stated that he hopes to grow awareness of what Foundation Sunday is. Council discussed what designated Sundays were and who decides which areas of fund raising are allowed.

Mr. Alves, President of the Standing Committee, shared with Council that the Standing Committee offers special thanks to the Search Committee, Transition Committee and Diocesan Staff for all their work and efforts in the process of calling the VIII Bishop of East Carolina. He stated that a letter would be sent from the Standing Committee expressing this. Mr. Alves also expressed thanks to Mr. Brian Buss, former chair of the Historic Properties Commission and asked that Council extend thanksgiving to these individuals as well.

Bishop Skirving shared with Council that the Trinity and Beyond Capital Campaign goal of 1 million in cash reserve had been met, letters are being sent to those who have pledge amounts remaining for end of year payments. He updated Council on the Harvest for Hospitality Campaign that was introduced at the 131st Annual

Convention asking each household to contribute at least \$50. At this time not many pledges have been reserved. Bishop Skirving states that the Episcopal Farmworker board is working on this and hopes to increase pledges. More on this will be shared at the upcoming convention next year.

Bishop Skirving stated that The Rev'd Tony Rojas is no longer the Executive Director of the Episcopal Farmworker Ministry (EFwM), although he will still be compensated until the end of 2014. An interim Executive Director, Juan Carabana, is in place while the EFwM Board works to build the Executive Director position separately from the sacramentalist role. Mr. Rojas will continue to have an office at the EFwM site in Newton Grove, from which he will continue to serve as priest with La Iglesia Episcopal de la Sagrada Familia, and with the Spanish language congregations in Smithfield and Goldsboro.

Bishop Skirving proposed that Mr. Rojas be named "Missioner for Spanish Language Ministry" for the diocese for a one-year appointment beginning January 1, 2015. This appointment can be renewed on an annual base, subject to terms established in the first year. Bishop Skirving shared with Council a draft job description.

Bishop Skirving stated that in the coming year he plans to gather leadership from existing Spanish language congregations and other interested leaders to develop strategies for this ministry to become sustainable for 2015 and beyond. Discussion followed. Bishop Skirving share with Council a possible plan for conversations on Same Sex Marriages in North Carolina.

There being no further business, the meeting adjourned.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary for Convention

**Executive Council Minutes
Diocesan House, Kinston
January 14, 2015**

Council members present were: The Rt. Rev'd Robert Skirving, The Rev'd Canon Matthew E. Stockard, Mrs. Melene Hatcher, The Rev'd Raymond Brown, The Rev'd Albert Eaton, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev'd James Cooke, The Rev'd Dena Bearl, Mr. Robert Swindell, The Rev'd Jeffrey Douglas, Ms. Beth Harrington, Mrs. Jo Anne Kilday, The Rev'd Mary Frances Curns, The Very Rev'd Catherine Powell, Ms. Ginger Jacocks, The Very Rev'd Mimi Lacy, The Very Rev'd John Frazier, The Very Rev'd John Bonner, The Rev'd Robert Alves, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge and Mr. Ray Tait. Also present: Mrs. Teresa Osborne, Mrs. Emily Gowdy Canady, Mrs. Jimi Paderick and Mrs. Bonnie Holton.

Canon Stockard confirmed the presence of a quorum.

Bishop Skirving reviewed the proposed agenda with Council and asked for any modifications. Report on Hispanic Missioner was added to the agenda. The agenda was moved, seconded and adopted.

The minutes from the January 14 meeting were approved as written with two minor corrections.

Upper Cape Fear Deanery Report: Dean Frazier shared that the Veterans' Day service held last year raised funds which were directed to a Veteran Jubilee Mission which focuses on the special needs of female veterans.

Albemarle Deanery Report: Dean Bonner stated that there will be a hospitality room at the Marriott on Thursday and Friday night during convention and all are welcome.

Pamlico Deanery Report: Dean Lacy shared that the deanery traveled to Belhaven in December for time together. She announced that the Pamlico Deanery's Preconvention Meeting would be held next week.

Lower Cape Fear Deanery Report: Dean Powell announced that there will be an interfaith Dr. Martin Luther King, Jr. service this Sunday and a parade on Monday and that Bishop Skirving would be attending both.

Mrs. Gowdy Canady gave her report for Youth, University and Campus and Young Adult Ministries. She shared that she with a team of three high school youth will be going to the Diocese of Kansas to attend "Miqra." She explained "Miqra" is a youth event that promotes biblical literacy and stated that the funding from the Letho Grant made this trip possible.

She told Council that she continues to work with Trinity Church in Lumberton on being the host and supporting the parish for creating a campus ministry at UNC-Pembroke. Once established, Trinity Church will be eligible for a student lay delegate at convention.

Mrs. Gowdy Canady enthusiastically shared that Mission on Convention will be at the same time during Annual Convention. She stated that Mission on Convention is open to all 6th – 12th graders. The focus this year will be on Mark of Mission #6 – to treasure and guard the earth. Neuse River Keepers will present to the attendees.

Canon Stockard shared the 132nd Annual Convention of the diocese was fast approaching. He highlighted that there would be three different conversation opportunities on Thursday afternoon during convention: Christian Formation, Small Church and Property Insurance.

Bishop Skirving shared that the banquet's entertainment would be Skip and Kia Walker who are members of Good Shepherd in Fayetteville. They are talented musicians and vocalists.

Mr. Alves, President of the Standing Committee, extended thanks to all for their work during the bishop's transition but reminded Council that transition is a continuing process. Bishop Skirving recognized that Mr. Alves' term on Standing Committee ends at Convention and gave thanks to his hard work and dedications. Council members gave their thanks as well.

Ms. Jacocks, President for the Episcopal Churchwomen (ECW) stated that ECW would hold its annual meeting in April. She shared how she had recently connected with someone in a parish who hopes to start an ECW Chapter.

Foundation President, Mr. Ray Tait, announced that the Foundation has gone beyond 11 million (this included those parishes who have placed there endowments with the Foundation). He shared that five different parishes will be receiving grants totaling \$55,000. He added that for every dollar granted this year, \$2.30 has been requested.

Mrs. Osborne, Vice-Treasurer, shared the favorable audit report for 2014 that was received on January 6, 2015. Mr. Brown made a motion to accept the audit report. Discussion followed. The motion was then second by Mrs. Curns and carried.

Mrs. Osborne then asked Council to review with Council the current financials for the Trinity and Beyond Campaign. She reported that the Finance Committee recommends to Council to forgive the initial cost associated with the Trinity and Beyond Campaign. Mrs. Hatcher made a motion to release Trinity Center from the reimbursement of the initial capital expenses to the Diocese of East Carolina of \$61,529. The motion was seconded by Ms. Kilday and carried.

Bishop Skirving shared that Council would have the opportunity to review the Finance Policies in the future. He shared that clarity in the work of the Finance Committee and Executive Council would be helpful.

On behalf of the Finance Committee, Mrs. Judge presented to Council a memo from the Finance Committee:

The Diocesan Finance Committee presents the 2015 Proposed Budget to Executive Council for approval to submit to Diocesan Convention on February 5-7, 2015.

A summary of the 2015 proposed budget totaling \$1,285,000 is as follows:

- Pledge revenue is estimated at \$1,275,000 based on pledges received and estimates for those not yet received.
- Salary increases as recommended by personnel committee.
- Implementation of 0% employee contribution for family coverage as approved by Executive Council in July 2014.
- Implementation of Hispanic Missioner position costing \$50,000 to be funded in part by congregational contributions (\$10,000), existing reserve funds (\$30,000) and operating budget (\$10,000).
- Increased operating budget support to Trinity Center of \$18,000.
- Increased operating budget support of \$8,000 to Episcopal Farmworker Ministry to support development position.

- Increased pledge to general convention from 12.9% to 15% (\$150,000 in 2014 to \$178,716 in 2015). Assessment was for 19%.
- \$10,000 transfer to restricted fund to begin saving for a long-term future Bishop transition (to prevent a large budget expenditure similar to what we faced in 2013/2014).
- \$10,000 budgeted for small church conference to be led by Bishop and \$3,000 budgeted for wardens' conference.
- Clergy conference fully funded by operating budget.
- Contingency budget of \$46,180 for unexpected expenses, future planning and outreach opportunities.

A motion was made to receive the recommendations of the Finance Committee, and present to convention. The motion was seconded and carried. Mr. Cooke and other council members expressed concerns on the timeliness of receiving the proposed budget and encouraged to get this to Council members earlier to allow more time for review prior to the meeting.

Bishop Skirving asked Mrs. Holton to read the following resolution:

Whereas, the Rev'd Jesus Antonio Rojas is compensated by the Diocese of East Carolina exclusively for services as minister of the gospel; and

Whereas; the Diocese of East Carolina does not provide Fr. Rojas with a rector, therefore, it is hereby

Resolved, that the annual rate of compensation for Fr. Rojas for the calendar year 2015 shall be \$36,000, of which \$24,000 is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$24,000 as a housing allowance shall apply to calendar year 2015 and all future years unless otherwise provided.

Mrs. Hatcher made a motion to accept the resolution. It was seconded and carried.

Bishop Skirving reviewed and discussed with Council Canon I.8 regarding the work of Council.

There being no further business, the meeting adjourned.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary for Convention

Convention Reports

REPORTS TO THE 133rd ANNUAL CONVENTION OF THE DIOCESE OF EAST CAROLINA (FILED BY TITLE)

ANTI-RACISM COMMISSION

March 1, 2014 training was held at St. Thomas's Windsor in the Albemarle Deanery (Dean John Bonner) with a collective total of 19 participants from St. Thomas, Windsor, St. Thomas, Ahoskie, Holy Trinity, Hertford, St. Andrew's by the Sea, Nags Head, All Saints, Southern Shores and Trinity, Chocowinity. Facilitators were The Rev'd Mary Reese, The Rev'd Deacon Herrietta Williams and The Rev'd Jeffrey Douglas.

May 3, 2014 training was scheduled to be held at St. Joseph's, Fayetteville in the Upper Cape Fear Deanery (Dean John Frazier) however due to one participant registering the training was cancelled.

July 15, 2014 training was held with Interfaith Refugee Ministry with a total of 7 participants. Facilitators were Millie Hart and The Rev'd Mary Reese.

September 27, 2014 training was held at St. Anne's, Jacksonville in the Trinity Deanery (Dean John Pollock) with a collective total of 5 participants from St. Anne's, Jacksonville and St. Peter's by the Sea, Swansboro. Facilitators were The Rev'd Mary Reese, The Rev'd Deacon Herrietta Williams, Charles Hannibal, The Rev'd Mary Frances Curns.

October 11, 2014 training was held at St. Paul's, Beaufort in the Trinity Deanery (Dean John Pollock) with a collective total of 19 participants from St. Paul's, Beaufort, St. Paul's, Edenton, St. Christopher's, Havelock and St. Anne's Jacksonville. Facilitators were The Rev'd Mary Frances Curns and the Very Rev'd John Frazier.

October 25, 2014 training was held at St. Paul's, Wilmington in the Lower Cape Fear Deanery (Dean Catherine Powell) with a collective total of 8 participants from St. Paul's and St. Mark's, Wilmington. Facilitators were The Rev'd Mary Reese and The Rev'd Deacon Herrietta Williams.

Currently confirmed workshops for 2015 include:

Pamlico, Dean Lacy, January 10, 2015 at Trinity, Chocowinity

Albemarle, Dean Bonner, April 18, 2015 at Church of the Advent, Williamston

Upper Cape Fear, Dean Frazier, May 2, 2015 at St. Joseph's, Fayetteville

The Commission scheduled six "Seeing the Face of God in Each Other" workshops in 2014. One workshop was cancelled due to insufficient pre-registrations. A total of 58 participants were served including seven from the Interfaith Refugee Ministry. The 2014 workshop scheduled for the Pamlico Deanery was rescheduled due to the number of activities on the 2014 Diocesan calendar and is planned for January 2015 as noted above. Two workshops are presented in the Trinity Deanery due to its geographical layout.

The Commission continues to measure the effectiveness of the workshops via the evaluations submitted by workshop participants. The evaluations indicate an improved awareness of our own experiences, - the experiences of our heavenly Father's children, - the experiences of our sisters and brothers in Christ. The evaluations also highlight those exercises that are especially valuable in promoting the awareness of the effect racism and

other ‘isms’ have on our society and our church family. Unlike diversity training that educates us on how to interact with different cultures, the “Seeing the Face of God in Each Other” dialogues help us to understand how to interact with each other as children of God.

In 2014 the Commission reviewed and updated the workshop materials to include more contemporary information. Workshop sessions were adjusted to include three opportunities, instead of one, for participants to evaluate their impressions of workshop activities. Notices concerning scheduled workshops were posted in the Diocesan newsletter News and Notes, on the Diocesan Calendar, and on the Diocese of East Carolina website under Ministries. Letters were sent to Chairpersons of Diocesan Committees and Commissions as well as to Deans and Clergy. Direct contact between Commissioners, Deans and potential workshop host rectors continues to be essential in promoting participation.

Goals for 2015 include the renaming of the Commission; changing the calendar year of workshops to serve the five deaneries from October through May, to a January through November cycle; and development of additional communication tools.

The “Seeing the Face of God in Each Other” workshop is an interactive, leadership development dialogue founded in our Baptismal Covenant vows. The provision of opportunities to participate in this program has been mandated by the General Convention. As always participants may attend the workshop that is most convenient regardless of the Deanery.

While all persons in the parish and local communities are welcome to attend, participation in training authorized by the Diocese is required by canon for all clergy and expected of all parish and diocesan lay leaders. Personalized Certificates of Participation are issued by the Diocesan Office following completion of this one day program.

Pre-registration of participants with the Diocesan Office is required to facilitate the necessary preparations by the host parish and the facilitators. Individuals or a Parish/Commission/Committee representative contacts the Diocesan Office to pre-register.

Workshops are designed for 30 participants. The deadline for pre-registration is the Tuesday immediately preceding the workshop date. This is an interactive program therefore workshops with fewer than 10 (ten) pre-registrations by 5PM on the designated Tuesday will be cancelled.

Respectfully submitted,
Mr. Charles Hannibal, St. Augustine’s, Kinston, Co-Chair
The Rev Mary Reese, St. Andrew’s, Goldsboro, Co-Chair

CAMP TRINITY

Camp Trinity is the co-ed residential summer camp of the Episcopal Diocese of East Carolina that operates out of Trinity Center. Camp Trinity offers a variety of traditional camping activities (swimming, sailing, 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-eight children attend camp each week, and they are supervised by a staff of twenty committed college age individuals, most former campers themselves. In addition, a different clergy person of the diocese serves as session leader each week, providing spiritual direction and Christian programming.

One of the primary goals of Camp Trinity is “to provide a Christian camping experience that is diverse, inclusive, nurturing, loving, and affirming, while challenging each person to responsible to and for another.” In 2014, a dedicated Camp Trinity staff certainly achieved that goal with 615 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 2014, 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 Camp Trinity Reunion held in January. This is a new conference for 8th-12th graders and is staffed by young adults who will have been chosen by conference coordinators and have been on previous Camp Trinity summer staffs. We just had the second Camp Trinity Reunion and I am happy to report that attendance was strong. I am hopeful that this program will help us continue our efforts to provide intentionally Christ-centered communities for the youth of this diocese.

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

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

Mary Beth Bradberry
Director, Camp Trinity

COMMITTEE ON COMPENSATION AND BENEFITS

The Committee on Compensation and Benefits has reviewed the past year and examined several components of clergy compensation for 2014. Enclosed you will find an updated chart regarding compensation for the upcoming year. Each chart is based on the average Sunday attendance for 2013.

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 ordained service in a specific size parish or job responsibility level.
2. Across the top of each chart you will find percentage increases. **The 1.9% increase reflects the minimum cost of living adjustment for 2015.** 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. Richard Elliott
Mrs. Janet Heath
Mrs. Tess Judge
The Rev. Dr. John Pollock

2015

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 “Caring for Clergy through Compensation”, “Caring for Clergy through Housing” (see page 4 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 2015 is 1.9%.

(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. The 2014 Federal Reporting Requirements for Clergy may be downloaded from the Diocesan website. www.diocese-eastcarolina.org, Resources, Administrative Resources, under the “Parish” list.

(7) The compensation should be set. The Diocesan Compensation and Benefits 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 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. Routhauge.)

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 2013 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 <http://library.episcopalchurch.org/office/transition-ministry>, and type the title you want in the search library box.

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 IRS Per Diem

(To check the per diem rate for your location, go to <http://www.gsa.gov/portal/category/100120> and click on the state of North Carolina)

*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 self-employment 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.

2015
Diocese of East Carolina
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 _____	3 SOCIAL SECURITY CASH ALLOW _____
4 SOCIAL SECURITY CASH ALLOW _____	
A TOTAL SALARY/ALLOWANCES <input style="width: 80px;" type="text"/>	A TOTAL SALARY/ALLOWANCES <input style="width: 80px;" type="text"/>
(1+2+3+4)	(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) <input style="width: 80px;" type="text"/>	B PENSION (18% OF LINE 6) <input style="width: 80px;" type="text"/>
LIFE MEDICAL & DENTAL	LIFE MEDICAL & DENTAL
C INSURANCE <input style="width: 80px;" type="text"/>	C INSURANCE <input style="width: 80px;" type="text"/>
LONG TERM DISABILITY	LONG TERM DISABILITY
D INSURANCE <input style="width: 80px;" type="text"/>	D INSURANCE <input style="width: 80px;" type="text"/>
(S/T DISABILITY PAID BY CPG)	(S/T DISABILITY PAID BY CPG)
E SABBATICAL LEAVE <input style="width: 80px;" type="text"/>	E SABBATICAL LEAVE <input style="width: 80px;" type="text"/>
(THREE MONTHS PER FIVE YEARS)	(THREE MONTHS PER FIVE YEARS)
F VACATION (SUPPLY CLERGY COST) <input style="width: 80px;" type="text"/>	F VACATION (SUPPLY CLERGY COST) <input style="width: 80px;" type="text"/>
G EQUITY ALLOWANCE (N/A) <input style="width: 80px;" type="text" value="0.00"/>	G EQUITY ALLOWANCE <input style="width: 80px;" type="text"/>
	(TO NON-TAXABLE ANNUITY)
H TRAVEL-ACTUAL EXPENSES <input style="width: 80px;" type="text"/>	H TRAVEL-ACTUAL EXPENSES <input style="width: 80px;" type="text"/>
I CONTINUING EDUCATION <input style="width: 80px;" type="text"/>	I CONTINUING EDUCATION <input style="width: 80px;" type="text"/>
TOTAL COST TO PARISH _____	TOTAL COST TO PARISH _____
(A+B+C+D+E+G+H+I)	(A+B+C+D+E+F+G+H+I)

BENEFITS FOR RETIRED CLERGY

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

Retired clergy may receive assistance in defraying the cost of Medicare Supplement Insurance, within the following guidelines, upon consultation with the Bishop:

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, with ten years as such a priest in continuous service in the Diocese of East Carolina, and canonically resident at the time of retirement in the Diocese of East Carolina, the diocese may reimburse each retiree meeting these criteria for a portion of their premiums for the Medicare 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, applicable to funds available.

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").

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 - \$31,384 for 2014. (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 - \$34,797 for 2013. (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.

<i>Years of Service</i>	<i>2014 Base Salary</i>	<i>2015 COLA Increase</i>	<i>2015 2% Above COLA</i>	<i>2015 4% Above COLA</i>	<i>2015 6% Above COLA</i>
	% of increase	1.9%	3.9%	5.9%	7.9%
19 and up	\$60,814	\$61,969	\$63,186	\$64,402	\$65,618
13-18	\$55,420	\$56,473	\$57,581	\$58,690	\$59,798
8-12	\$50,026	\$50,976	\$51,977	\$52,978	\$53,978
4-7	\$44,632	\$45,480	\$46,373	\$47,265	\$48,158
0-3	\$39,235	\$39,980	\$40,765	\$41,550	\$42,335

For this size parish, \$39,235 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.

<i>Years of Service</i>	<i>2014 Base Salary</i>	<i>2015 COLA Increase</i>	<i>2015 2% Above COLA</i>	<i>2015 4% Above COLA</i>	<i>2015 6% Above COLA</i>
	% of increase	1.9%	3.9%	5.9%	7.9%
19 and up	\$62,122	\$63,302	\$64,545	\$65,787	\$67,030
13-18	\$56,944	\$58,026	\$59,165	\$60,304	\$61,443
8-12	\$51,766	\$52,750	\$53,785	\$54,820	\$55,856
4-7	\$46,591	\$47,476	\$48,408	\$49,340	\$50,272
0-3	\$41,412	\$42,199	\$43,027	\$43,855	\$44,684

For this size parish, \$41,412 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.

<i>Years of Service</i>	<i>2014 Base Salary</i>	<i>2015 COLA Increase</i>	<i>2015 2% Above COLA</i>	<i>2015 4% Above COLA</i>	<i>2015 6% Above COLA</i>
	% of increase	1.9%	3.9%	5.9%	7.9%
19 and up	\$72,753	\$74,135	\$75,590	\$77,045	\$78,500
13-18	\$66,299	\$67,559	\$68,885	\$70,211	\$71,537
8-12	\$59,843	\$60,980	\$62,177	\$63,374	\$64,571
4-7	\$53,390	\$54,404	\$55,472	\$56,540	\$57,608
0-3	\$46,935	\$47,827	\$48,765	\$49,704	\$50,643

For this size parish, \$46,935 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.

<i>Years of Service</i>	<i>2014 Base Salary</i>	<i>2015 COLA Increase</i>	<i>2015 2% Above COLA</i>	<i>2015 4% Above COLA</i>	<i>2015 6% Above COLA</i>
	% of increase	1.9%	3.9%	5.9%	7.9%
19 and up	\$112,620	\$114,760	\$117,012	\$119,265	\$121,517
13-18	\$102,629	\$104,579	\$106,632	\$108,684	\$110,737
8-12	\$92,637	\$94,397	\$96,250	\$98,103	\$99,955
4-7	\$82,648	\$84,218	\$85,871	\$87,524	\$89,177
0-3	\$72,658	\$74,039	\$75,492	\$76,945	\$78,398

For this size parish, \$72,658 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.

<i>Years of Service</i>	<i>2014 Base Salary</i>	<i>2015 COLA Increase</i>	<i>2015 2% Above COLA</i>	<i>2015 4% Above COLA</i>	<i>2015 6% Above COLA</i>
	% of increase	1.9%	3.9%	5.9%	7.9%
19 and up	\$140,771	\$143,446	\$146,261	\$149,076	\$151,892
13-18	\$128,285	\$130,722	\$133,288	\$135,854	\$138,420
8-12	\$115,798	\$117,998	\$120,314	\$122,630	\$124,946
4-7	\$103,309	\$105,272	\$107,338	\$109,404	\$111,470
0-3	\$90,822	\$92,548	\$94,364	\$96,180	\$97,997

For this size parish, \$90,822 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

<i>Years of Service</i>	<i>2014 Base Salary</i>	<i>2015 COLA Increase</i>	<i>2015 2% Above COLA</i>	<i>2015 4% Above COLA</i>	<i>2015 6% Above COLA</i>
	% of increase	1.9%	3.9%	5.9%	7.9%
19 and up	\$175,910	\$179,252	\$182,770	\$186,289	\$189,807
13-18	\$160,305	\$163,351	\$166,557	\$169,763	\$172,969
8-12	\$144,698	\$147,447	\$150,341	\$153,235	\$156,129
4-7	\$129,095	\$131,548	\$134,130	\$136,712	\$139,294
0-3	\$113,489	\$115,645	\$117,915	\$120,185	\$122,455

**2015
Diocese of East Carolina
Insurance Rates**

Medical Plans

Plans Offered in 2015	2015 Rates				Percentage Increases
Plan Name	Single	Plus Sps	Plus Child	Family	
Anthem BCBS High Deductible Health Plan	\$557	\$1003	\$1003	\$1,560	0%
Anthem EPO 90	\$841	\$1514	\$1514	\$2355	7.29%
Anthem EPO 80	\$763	\$1373	\$1373	\$2136	7.28%
Anthem PPO 75/50	\$647	\$1165	\$1165	\$1812	0%
Anthem PPO 80/60	\$774	\$1393	\$1393	\$2167	7.7%
Anthem PPO 90/70	\$861	\$1,550	\$1,550	\$2,411	7.25%
EAP (Employee Assistance Program)	\$5	\$5	\$5	\$5	0.0%
Anthem BCBS MS EPO80 *	630	1134	\$1134	\$1764	7.23%
Anthem PPO MS 90/70 *	\$689	\$1240	\$1240	\$1929	7.21%
Anthem PPO MS 75/50*	\$540	\$972	\$972	\$1512	0%

*These plans are for employers taking advantage of the Small Employer Medicare as Secondary Exemption

Dental Plans

	2015 Rates			
Plan Name	Single	Plus Sps	Plus Child	Family
Dental & Orthodontia PPO - \$25/\$75 Ded.	\$73	\$131	\$131	\$201
Basic Dental PPO - \$50/\$150 Ded.	\$55	\$99	\$99	\$154
Preventive Dental	\$30	\$54	\$54	\$84

2014
Diocese of East Carolina
Insurance Rates

Life Insurance:

\$.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.

- The maximum salary cap for the 50% clergy coverage is \$120,000 of covered payroll (\$60,000 is 50% of \$120,000, which is the maximum disability benefit of \$5,000/month)
- The maximum salary cap for the 66 2/3 lay plan is \$90,000 of covered payroll rounded up to nearest \$1,000 (\$60,000 is 66 2/3 % of \$90,000 which is the maximum disability benefit of \$5,000/month)

Church Pension Fund pays premiums for Short-term Disability for Clergy.

Voluntary Long-Term Disability:

<u>Salary Ranges</u>	<u>Clergy</u>		<u>Lay Employees</u>	
	<u>25% Option</u>	<u>50% Option</u>	<u>25% Option</u>	<u>50% Option</u>
Less than \$25,000	\$14	\$23	\$12	\$18
\$25,000 to \$44,999	\$26	\$44	\$22	\$37
\$45,000 and above	\$50	\$86	\$43	\$72

Employer Paid Short-Term Disability for Lay Employees:

<u>Salary Ranges</u>	<u>Rate</u>
Less than \$25,000	\$8.00
\$25,000 to \$49,999	\$17.50
Greater than \$50,000	\$32.00

COMPANION DIOCESE COMMITTEE

2014 saw many strides in our relationship with the Dominican Republic. In February, a team led by Carol Milam, Church of the Servant Wilmington, went to Jimani where they assisted with repairs in homes, a church and a local school. They soon discovered a need and desire for a playground at the Episcopal elementary school. Upon returning home this team began work designing and engineering the playground; they have raised \$61,538 for construction. A team of 21 people from across our diocese are returning to Jimani for a week in February 2015 to help with the playground construction.

The medical mission team from St Paul's, Greenville returned to Jimani in March 2014 setting up an urgent care clinic in San Pablo Apostale church to address medical needs of the community. 550 patients of all ages were seen during the week-long clinic. This team plans a return visit in March 2015. In June 2014 a medical team from St Thomas Ahoskie visited Bani for a week where they established a clinic at the church and school.

Currently the possibility of a Diocesan effort to construct a new church building in San Tito is being explored. This area was ravaged by the earthquake in 2010. There is also a possibility of a team helping with the second floor construction of the Laura Morrow Episcopal Elementary School in Jimani.

Please contact our committee if you or your parish has interest in mission outreach in the Dominican Republic.

Respectfully submitted,
Dr. Richard Taft, Chairman

DAUGHTERS OF THE KING

The Order of the Daughters of the King (DOK) is a spiritual sisterhood of women dedicated to a life of Prayer, Service and Evangelism. We are lay and ordained women who have made a commitment to Jesus as our Savior, and we follow Him as Lord of our lives. We are women who, in the midst of our daily lives, find community and spiritual support in local chapters of three or more women. Chapters are formed in churches and are under the oversight of their own clergy.

Women who are communicants of the Episcopal Church, churches in communion with it, or churches in the Historic Episcopate may become Daughters of the King. Today our membership includes women in the Anglican, Episcopal, Lutheran (ELCA) and Roman Catholic churches. In the Diocese of East Carolina, all chapters are in Episcopal Churches.

We are blessed to have nearly 250 Daughters in our diocese, serving in chapters in 18 parishes. Our newest chapter, Enid M. Ferguson, is at St. Joseph's in Fayetteville. Daughters of the King provide intercessory prayer in their churches, lead Bible and book studies, sponsor Quiet Days, and do other services, as specified by their parish priests. Daughters may not sponsor any fund-raising activities. Many Daughters are active in other areas of their parishes. All of our chapters participated in a Prayer Vigil during the Walkabouts and election of our new bishop.

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.

The Daughters of East Carolina assemble yearly at a host church. In April 2014, approximately 65 women met at Christ Church in New Bern. Our theme was “Sharing the Light”. Our chaplain, Rev. Anne Dale, spoke about the work of Friends of Honduras USA. She and her husband spend time building schools and water systems in Honduras through this organization.

Our next Assembly will be held on Saturday, April 18th at St. Andrew’s on the Sound in Wilmington. The speaker will be Deacon Martha Horn, our assistant chaplain for province IV DOK. All are welcome to attend. Please check out 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 Kay Roberts, Diocesan President of the Daughters of East Carolina, at kaygram@earthlink.net.

Respectfully submitted,
Kay Roberts

ECUMENICAL & INTERFAITH RELATIONS

As Ecumenical Officer, I participate on the governing board of the North Carolina Council of Churches on behalf of our diocese. This is a statewide network, begun in 1935, which currently has a representation of 18 denominations. The Diocese of East Carolina has been involved with the North Carolina Council of Churches since the Council’s founding – and supports the Council with a yearly financial commitment. While there was no 2014 budget request to support the work of the NC Council of Churches, Bishop Lee sent a gift of \$1,500 in August, 2014, “for the support of the NC Council of Churches from the Episcopal Diocese of East Carolina.”

The Council serves two purposes: to promote and model Christian unity and to enable people of faith to work together on issues of justice, compassion, and peace. Among the programs this ministry provides are: Partners in Health and Wholeness (providing the tools to help people of faith live healthier lives); NC Religious Coalition for Justice for Immigrants (clergy breakfasts, webinars and statewide summit on immigration and Council-developed curriculum); NC Interfaith Power and Light (working with faith communities to address the causes and consequences of global climate change); Farmworker Ministry and Rural Life Committees (advocating to improve the living and working conditions of NC farmworkers and addressing issues affecting rural NC); and Legislative Advocacy (coordinating a network of grassroots activists through the ‘Raleigh Report’ newsletter and legislative seminar.)

This is in many ways a ministry not unlike the story Jesus tells about the sower who went out to sow seeds! The new “interfaith” component, initiated in our diocese by Bishop Daniel in early 2013, led to more than 30 representatives from the Muslim, Hindu, Buddhist, Jewish and Sufi traditions present at Bishop Skirving’s Ordination and Consecration in November. I intend in 2015 to explore with Bishop Skirving several initiatives our diocese might take and to initiate an interfaith dialogue with the Muslim community. The challenge and task before us is to create new possibilities for bringing people together, especially through interfaith dialogue and understanding.

For more information concerning the North Carolina Council of Churches, go to www.ncchurches.org or contact me at rector@stpaulsepiscopal.com.

Bob Hudak, Ecumenical & Interfaith Chair
St. Paul’s Episcopal Church, Greenville

EPISCOPAL CHURCH WOMEN (ECW)

The Episcopal Church Women would like to thank both Bishop Lee and Bishop Skirving, the Diocesan Staff, and the clergy for all the support that has been provided during this past year.

The age old ECW standard of focusing on outreach has remained the major part of our organization, but we would like to also concentrate on providing an atmosphere within our diocese where our women (of all ages) can feel a kinship with and a comfort of being among sisters. Our Diocesan Board is trying to find ways to effectively "reach out" to our parishes with a helping hand and to "Stir Up the Spirit" among the women in our diocese.

In April the women of the diocese gathered at St. John's, Wilmington for our 126th Annual Meeting of the Episcopal Church Women of this diocese. Our guest speaker was Bishop Henry Parsley, former Bishop of the Diocese of Alabama, whose topic was "Ponder anew what the Almighty can do." Elections were held and Bishop Lee installed our new officers. Our collection that day went to the Episcopal Farm Workers' Ministry. Our August Gathering at Trinity Center in 2014 was an astounding success. We had approximately 115 women join together for a glorious, up-lifting, and well-coordinated day. The Rev. Mary Frances Curns presented an outstanding program entitled "Praying with the Hymns;" that was followed by a very inspirational Iona Community Holy Eucharist celebrated by The Rev. Dena Bearl. Our total offering was \$1095.30; \$350 was used for a scholarship for a student in the Dominican Republic and \$745.30 was given to Trinity Center. The Spirit was noticeably "stirred up" that day.

At our August Diocesan ECW Board Meeting we awarded two ECW Memorial Scholarships for \$1000 each. These were awarded to Paula Griffin from St. Francis, Goldsboro who is in the Anglican Studies Program at VTS and to Sarah Smith from St. Peters By-the Sea, Swansboro who attends Duke Divinity School. This Fall four of our five Districts held their Annual District Meetings. All were well attended, had interesting programs, and were very motivating. Bishop Skirving was able to attend one of the meetings and celebrated Holy Eucharist at another.

During 2014 the Church Periodical Club (CPC) within our diocese collected \$3221.50; at the 2014 Diocesan Convention three seminarians were presented \$600 each; the remainder was sent to the national CPC.

The United Thank Offering (UTO) collected this past year within our diocese was approximately \$20,000; all of this has been sent to the National UTO for use of grants throughout the Anglican Community. In June our Diocese received a grant from UTO for \$27,842 for construction of the Colegio Episcopal Prof. Laura Morrow Playground in the Dominican Republic.

We received only \$4875 during 2014 for the Dominican Republic Scholarship Project, but some additional monies were provided directly from parishes to the diocese or to the Dominican Development Group. In 2010 Bishop Daniel tasked the Diocese ECW to collect these contributions, not only from the ECWs, but from the parishes; however, there were conflicting instructions provided to some parishes this past year.

We will diligently and persistently move forward to "Stir Up the Spirit" in our diocese!

Respectfully submitted,
Ginger Jacocks, Diocesan ECW President

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.

In the 2013-2014 academic year, 103 East Carolina students were enrolled in EfM. Of these, 21 were First Year students. CONGRATULATIONS to these 15 2014 graduates: from the Fayetteville area - Ruth Ann Gates, Robert L. Richardson, and Mary M. Shields; Greenville area- Anna Fay Campbell, Linn Charles Klitzkie, Sarah Bryan Klitzkie, and Geraldine Burke Sanchez; Morehead City area- Helen Newman Aman, Jo Anne Kilday, Dorothy H. Raney, Lela Faye Rich, and Katherine Vardell Williamson; New Bern area-June Gay Stuart-Meyers; and from the Wilmington area-John N. Furniss and William Galen Hobbs.

Well-trained Mentors are the bedrock of EfM's ongoing success. Mentors commit to recertifying their training every 12-18 months. Mentor Training sessions will be offered at Pelican House in July and September of 2015. East Carolina is honored to have 18 certified Mentors. One of these, is mentoring an online group.

We currently have ten active EfM seminar groups in East Carolina. These groups are located in Fayetteville, Greenville, Morehead City, New Bern, Washington and Wilmington. Four East Carolina students are enrolled in EfM Online.

For more information about joining an existing group or starting an EfM group in your parish, information about EfM Online and EfM Mentor training, please visit our website www.eastcarolinaefm.com or contact me at piergazer@gmail.com

Respectfully submitted to the 132nd Annual Convention of the Diocese of East Carolina,
Lisa Richey

EPISCOPAL RELIEF and DEVELOPMENT (ERD)

Episcopal Relief & Development is the agency of the Episcopal Church dedicated to international relief and development. Established in 1940 as the Presiding Bishop's Fund for World Relief, the organization assisted European refugees during World War II and later went on to support Palestinian refugees, children in Estonia and displaced persons in Germany and Hungary. It also provided disaster assistance and supported small development projects worldwide. In 2000, the organization was renamed Episcopal Relief & Development to emphasize its disaster relief efforts and a new focus on community development. Since their adoption in 2006, Episcopal Relief & Development has striven to support the Church's Millennium Development Goals (MDGs) which are aimed at reducing extreme global poverty by 2015.

The Diocese of East Carolina has generously supported Episcopal Relief & Development's mission throughout the organization's 75 year history. During 2013, Diocese of East Carolina gifted \$88,783.33 towards Episcopal Relief & Development's mission of "healing a hurting world".

For 75 years, Episcopal Relief & Development's diverse, faithful community has responded compassionately to the suffering in our world. With your partnership, the organization has grown from its founding in 1940 as a granting agency into a respected international development organization. It strengthens local churches and

empowers communities to fight poverty, hunger and disease with sustainable, locally-driven solutions. With your help, it reaches more than 3 million people annually in almost 40 countries.

Thank you to the parishes and individuals who added a special \$75.00 gift to the annual giving to commemorate the 75 years of service Episcopal Relief & Development has put forth towards “healing a hurting”.

Also, I wish to express my sincere appreciation and thank you to all the Parish Representative whom have worked so faithfully in this ministry.

Respectfully Submitted,
Thomas L. Warren,
St. Mark’s Episcopal Church, Wilmington
Episcopal Relief & Development Coordinator East Carolina

EPISCOPAL FARMWORKER MINISTRY

The Episcopal Farmworker Ministry continues to fulfill its mission through direct services, advocacy, education and sacramental care. With many workers arriving without a pillow, a deodorant or a long sleeved shirt to protect against pesticides, the ministry has been able to help more than 3,500 farmworkers with these indispensable necessities. Fr. Tony Rojas, Executive Director and Sacramental Minister, traveled to more than 47 labor camps during the extended growing season to distribute these items as well as food. Thanks to the Interfaith Food Shuttle’s donation of 175,594.00 pounds of food and donations from other churches, we are also able to feed 7,040 individuals when work is low.

Churches and individuals throughout the two supporting dioceses bring in clothing by the carload, and volunteers under the leadership of Mrs. Lucia Duke, ready the clothing for distribution. Along with clothing, organizations such as the Green Chair Project, allow us to distribute linens, toiletries, kitchen items and an occasional washing machine.

The cooperation of approximately 150 volunteers was imperative for the success of our 24th annual farmworker festival. An estimated 5000 people danced the afternoon away, enjoying Latino cuisine (Mexican barbeque, beans and rice) and hotdogs. An all-day soccer tournament allowed workers from several camps to kick their way to victory, and the children had their own opportunities of fun.

Our Visitor’s Program provides an opportunity of a life-time for youth to stay on-site at the Episcopal Farmworker Ministry and visit the camps to see first-hand the living conditions of the farmworker. The youth visits to camps are an emotionally uplifting experience for the farmworker since there is an opportunity to socialize after a long day of work. During 2014, eight churches and four schools participated in this program bringing a total of 208 participants.

The ministry has two Board of Immigration Appeals (BIA) accredited staff members that provide immigration assistance to the public. In the past year, 1502 clients have been assisted with immigration issues. We also conduct monthly citizenship workshops with 68 people attending throughout 2014.

English as a Second Language classes to help the farmworker adjust to life in North Carolina. The more a farmworker can fit into our society, the more adjusted emotionally the farmworker will be.

The Episcopal Farmworker Ministry also provides spiritual support to many. La Sagrada Familia conducts its church service in Spanish at the ministry each Sunday at noon; several hundred are in attendance during the winter months, but approximately 400 to 600 people participate each Sunday from April through September. There are also church services held at San Jose, Smithfield and St. Francis, Goldsboro as part of the ministry's outreach.

In mid-December more than 300 gifts were collected, thanks to the generosity of Episcopalians from Church of the Good Shepherd, Raleigh, St. Paul's, Clinton, St. Francis, Goldsboro, Emmanuel Church, Southern Pines, EFwM's Board of Directors and Wakefield High School Spanish Honor Society. The distribution took place at the ministry campus on Sunday December 21st.

Respectfully submitted,
The Rev. Jesus Antonio Rojas
Executive Director

FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA

During 2014 the Foundation continued to fulfill its mission of investing and managing funds entrusted to them. We continue to be blessed by the many individuals that have made the decision to include the Diocese in their estate planning over the years. These endowments have continued to grow and are providing an annual source of income to many programs in the Diocese. The Foundation ended the year 2014 with total assets in its portfolio of \$ 11,233,594 broken down as follows:

Designated Funds	\$ 4,392,507
Church and Other Beneficiary Funds	\$ 5,434,551
Undesignated Funds	\$ 1,406,536
	\$ 11,233,594

Due to the prudent expertise of our investment manager Paul Elam at Raymond James the portfolio recognized investment gains averaging 3.82% (net of investment fees) in 2014.

The Foundation awarded grants from its undesignated funds to various churches, ministries and Trinity Center in 2014 totaling \$ 59,508 as follows:

Church of the Servant, Wilmington	\$ 5,000
Companion Diocese	\$ 3,535
Episcopal Farmworker Ministry	\$ 20,000
St. Andrew's, Columbia	\$ 5,000
St. Mark's, Wilmington	\$ 8,710
St. Paul's in the Pines, Fayetteville	\$ 7,306
St. Phillip's, Holly Ridge	\$ 4,957
Trinity Center	\$ 5,000
	\$ 59,508

The Foundation has approved grants totaling \$ 62,522 for 2015. We received requests totaling \$ 146,219.

The Foundation approved \$ 181,951 from its designated funds to supplement various programs and expenses in the 2014 Diocesan budget and of this amount \$ 174,883 was used. The Foundation has approved \$ 192,377 in support of the 2015 Diocesan budget.

Along with the Diocese, Trustees and Trinity Center, we currently have 12 churches which have elected to invest their funds with the Foundation taking advantage of the investment expertise and low fee structure we are able to offer through Raymond James. Please contact us if you have any interest in investing your funds with us.

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

Respectfully submitted,
Hodges Hackney, Foundation President

HISTORIOGRAPHER'S REPORT

I go to Kinston every Tuesday, as it seems wiser to have a designated day to be in my office. It is working very well, and I have accomplished quite a lot in this first year in my new office. The listing below is taken from my calendar dates in each month.

January: Attended a meeting of the Millenium Development Group at Kinston. In the new office I began computerizing St. Paul's, Washington registers. Attended a Happening #63 meeting in Wilmington.

February: Went to the office to pick up the items I was hoping to "give away" at the 2014 convention. Attended the convention in New Bern and quite a lot of the chasubles and altar hangings were picked up. There were a few things left which, the next week, I took back to my office and worked on the St. Paul's Register.

March: Drove to Kinston, but no cars were in the parking lot, so came home and worked here on diocesan items. St. Paul's registers were finally completed, printed out and placed in a "pocket file folder", then wrapped the actual books in archival plastic and placed them on one of the shelves in the Archives room. Then I moved on to the registers of Christ Church, Little Rockfish [known today as Hope Mills].

April: Continued working on the Christ Church registers and from home during the month I answered questions from Joan Geiszler-Ludlum about Christ Church, Hope Mills; sent historical information about the Bishops of the Diocese to Alice Brooks of the Lower Cape Fear Deanery; and sent Pamlico Deanery churches the same for walkabouts; sent Mary Shields information for the Upper Cape Fear Deanery. Attended the walkabout in Morehead City.

May :In Kinston, continued work on Christ Church registers and filed some things in the Archives room. There is still much to do in the Archives, organizing and make lists of items in file boxes. Attended the Bishop's election at Christ Church, New Bern.

June/July/August: Continued Christ Church registers; there are many, and other records as well, that I am computerizing. When I am finished with one register or book, I print out a copy for a “pocket file folder” and wrap the originals in the archival plastic for protection until archival boxes can be purchased.

Began putting together and writing a paper for Clare Baum to be used in a publication for Hyde County. Included are the four Episcopal churches in that county, with history of the beginning of the county and development of the churches. Sent the paper to Clare when it was complete.

September: Drove to Aurora, Church of the Holy Cross, to pick up Episcopal items that were not to be left behind when the church was turned over to a rescue organization in Aurora.

Items included many registers, books from vestry meetings, and the women of the church, along with another baptism font and a pres dieu. Candlesticks, and many other items ... my van was full! I took all of that to the office, and with the help of Beth and Hannah, we unloaded and added to the many things in the office already! I made an inventory of all the items.

I continued working on the Rockfish registers, and taking care to wrap all original books in the archival plastic and placed on the shelf in the Archives. At home, I worked on my proposed budget, in particular going through three archival books making a list of the items needed, and the costs. Took the 2015 budget request to Bonnie on the deadline date.

October: This month was work on the Christ Church Register 3, as well as organizing, labeling the shelves by church, and filing in the Archives. Also attended the luncheon in honor of Bishop Lee and his wife, Kristy.

November: Continued the computerizing of the Registers of Christ Church, and rearranged items that I had put on the big table, and found even more information to put on the computer for Church of the Holy Cross, Aurora. Attended the Consecration of our new bishop, Robert Skirving. Attended the Convention Committee meeting, and gave a presentation of how I see the exhibit being laid out for the convention in 2015.

At home, I have been working on the bishops of the diocese, using their “Addresses” at conventions to retrieve information about how they handled things that came up as well as how they thought about major issues, for the 2015 Convention Exhibit.

December

At the Diocesan office, copies from the Diocese of North Carolina 1846-1850 information about Christ Church, Rockfish for Jimi. Also brought a copy home and emailed it to Joan Geiszler-Ludlum. Continued work on the same church’s register of church services.

On the fourth, drove to Raleigh for meeting of Tri-Diocese committee to plan 2015 event to be in April at St. Augustine’s University. Checked on the banner price for the convention, emailed same to Jimi. Worked on Bishops of the Diocese, their addresses and calendars to be used at the Convention. Last trip to the office was on the 16th.

Peace and blessings,
Mamré Wilson, Historiographer

INTERFAITH REFUGEE MINISTRY

Escape from Myanmar

In 2003, I escaped from Myanmar by illegally crossing the border into India where I lived for eight years. While there, I applied for a refugee card to go to the United States. I worked different jobs and I learned to speak some English. I also edited books and made key ring holders on an assembly line. Finally, I was able to move in with my pastor and his family and became their cook.

India was very dirty and very crowded. The landscape was plain and barren. When I lived with the pastor, it was also smelly and dirty and crowded. There were three bedrooms for three adults, two children and six dogs.

It was scary being in India at first because I had no friends or family and I couldn't speak English or Hindi. After some time passed, things got better.

Since moving legally to the U.S. in 2010 [through the U.S. Refugee Admissions Program], I have never been happier. I met my husband and we were married in 2012. We both work and have a nice apartment (no dogs). I am improving my English skills and I hope to become a U.S. citizen in 2015. I see God's hand in bringing me here.

As many of you know, the above story is just one of millions - persecution, flight, asylum, and finally resettlement in a third country when there are no other options. Since 1992 when Rosemary Stark began Interfaith Refugee Ministry (IRM) at the request of the late Bishop Sid Sanders, IRM has helped approximately 2,700 legal refugees begin new lives in eastern North Carolina. They have come from Bosnia, Cuba, Colombia, Burma, Iraq, Vietnam and many other countries where there is no freedom and people are persecuted, tortured and killed because of their race, religion, ethnicity, political opinion or membership in a social group. With God's help as well as the faithful support of this diocese and the many church teams and other volunteers who have given their prayers, time and talent so faithfully, IRM has been able to welcome these strangers.

As an affiliate of Episcopal Migration Ministries, a national refugee resettlement agency in New York City, IRM is required to provide many services to refugees. They include housing, furnishings, employment assistance, transportation, and help in learning English. In addition, we are using a new Cultural Orientation program designed to build refugees' knowledge, skills and confidence on a variety of topics such as making an emergency call, making appointments, home health and hygiene, and how to access community services. Federal grants and your donations help IRM carry out this mission. Although Interfaith does resettle 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 new lives. Churches provide friendship, compassion, and many other necessities. There are varieties 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 or Wilmington can volunteer to help with teaching English as a Second Language, office work, transportation or other tasks.

New Bern statistics for 2014

Arrivals - 166

Nationalities – Burma, Cuba, Colombia, Iraq, Vietnam

Average family size – 2

Languages from Burma - Falam Chin; Tedim Chin; Mizo Chin; Matu Chin; Burmese; Kayah; Sgaw Karen; Pwo Karen; Arakan; Kachin

Other languages – Arabic; Spanish; Vietnamese; Jarai (Vietnam)

Education – varies from none to university degrees

Projected arrivals for 2015 – 170

The New Bern office resettled refugees not only in New Bern but also in Morehead City; Greenville; Jacksonville; and the Seven Springs/Goldsboro area.

Wilmington -Five years ago, the Wilmington sub-office opened and since then has resettled approximately 300 refugees from four countries and more than 10 ethnic groups. Through the generosity of St. James, the office was housed in their basement until March 2014, when it moved to a new office space near UNC-W.

Wilmington statistics for 2014

Arrivals – 69

Nationalities – Cuba; Iraq; Burma

Languages – Burmese; Sgaw Karen; Chin

Education – varies from none to college educated.

Projected arrivals for 2015 – 80

Refugees are a source of inspiration to those who meet them. They come with very few expectations other than being able to finally live without fear of violence and persecution. They want to work and to see their children receive a good education and grow up to lead productive lives. They continue to show us how blessed we are to live in America.

Respectfully submitted,
Susan Husson, Director

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 network 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. Assist in planning for a companion diocese relationship with the Dominican Republic.

Our committee's focus for 2014 was Goal 3: Promote gender equality and empower women. Convention delegates heard from Julie Saracino, a member of St. Mary's Church, Kinston, and a senior Global Studies major at the University of North Carolina at Chapel Hill. She was minoring in Medial Anthropology. Julie graduated in May and is now working in Rwanda.

Julie gave a passionate address about gender inequality and the need to treat the case and not only to address the various symptoms. There is a need to "empower" women, equipping them with the tact and financial security essential for their livelihood and happiness. Studies show that women are more likely to invest their incomes for the health and education of their family; however, it is not always certain the money given to a woman belongs to her for long. Although she is presented with an opportunity to acquire wealth, her power to benefit from it is not ensured.

The Millennium Development Goal of gender equality and women's empowerment addresses equal economic opportunity, education access, and representation in politics. Julie stated that the indicators used to measure completion of the goal ignore the power structures embedded in most societies in our global system. Those power structures need to be changed in allow women access.

A focus of mission is providing funding (.7%) through the diocesan budget for MDG ministries. In 2014 we were able to fund the following projects:

- \$ 500 – St. Francis Church, Goldsboro, medical supplies to a parish in the Dominican Republic
- \$ 500 – Christ Church, Elizabeth City, for their Education and Health Project in Quito, Ecuador
- \$ 500 – St. Francis Church, Goldsboro, to support a diocesan project of building a playground in a parish in the Dominican Republic
- \$ 250 – St. George's Church, Lake Landing – for specialized wheelchairs
- \$ 250 – Holy Trinity Church, Hampstead – for the Gleaning Project
- \$2,650 – Episcopal Relief and Development
- \$1,400 – The Dominican Development Group – for ministry in the Dominican Republic
- \$1,400 – Sole Hope – preventative methods to combat disease in Uganda
- \$1,400 – Beyond Borders
- \$1,400 – Rwanda Women's Network - dedicated to promotion and improvement of the socio-economic welfare of women in Rwanda

\$1,400 – Beyond the 11th – a non-profit organization that provides support to widows in Afghanistan who have been afflicted by war, terrorism and oppression

The committee will address one area of the MDG's each year. As we approach convention, our focus in 2015 will be Goal 7: Ensure environmental stability.

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

STANDING COMMITTEE

The Standing Committee serves as a link between the people of the Diocese and the Diocesan Bishop and as a link between this Diocese and the other Dioceses in the Episcopal Church. In East Carolina, the Standing Committee consists of three priests and three laypersons, elected for 3-year terms by the Convention of the Diocese. The general duties of the Standing Committee include providing consents for a parish, mission or Diocesan entity to acquire, dispose of, or encumber real property of the Diocese; the ordination of individuals to the diaconate or priesthood; and elections and proposed consecrations of bishops in The Episcopal Church. Also, in the event there is no Bishop, the Standing Committee acts as the Ecclesiastical Authority of the Diocese.

As per the Constitution Article IX, Section 3, the Standing Committee temporarily assumed the role of Ecclesiastical Authority in Feb. 2013 (until the election of The Rt. Rev'd Peter James Lee, as Bishop Provisional), and under the direction of Bishop Clay Matthews, appointed a Search Committee and Transition Committee for the VIII Bishop Diocesan. In 2014, the Standing Committee continued a special role to insure that requirements, specified by canons, were clearly understood both for the Special Electing Convention and for the subsequent Consecration. The Manual for Diocese in Transition offered guidance. At the close of the 131st Annual Convention, the chairman of the Search Committee, Tom Holt, submitted 4 names in nomination. The Standing Committee immediately began a Petition Process and at the conclusion, submitted the final slate to the Diocese. The Transition Committee, under the direction of Mrs. Jo Parrott, planned a glorious week of Walk-Abouts, introducing the 4 nominees to the Diocese, and the Diocese to them. At a Special Electing Convention on May 17, 2014, on the 3rd ballot at Christ Church, New Bern, The Rev'd Robert Stuart Skirving, priest of St. John's Church, Midland, Michigan, was elected VIII Bishop Diocesan.

In preparation for the Consecration, Mrs. Jimi Paderick, Executive Assistant to Bishop Provisional Peter J. Lee, also assumed the role of Diocesan Contact person for the Consents and any post-election communication with the Office of General Convention and the Office of Pastoral Development.

At the August 19th meeting, the Standing Committee rejoiced in signing the Consent to the Election of the Rev'd Skirving.

A subsequent Letter of Understanding between the Standing Committee and Bishop-elect Skirving outlined 3 areas of focus: Visitation, Systems, and Resources between the Diocese and Bishop-elect, with the intent of a mutual ministry review every 2 years. This was signed in September.

This 20-month process of discernment culminated in a glorious Consecration on Saturday, November 8. With 1300 people in attendance, Robert Stuart Skirving became our VIII Bishop Diocesan.

Responding to requests from other dioceses within the Wider Church, this Standing Committee signed consents for:

Allen K. Shin to be Bishop Suffragan of the Diocese of New York
An election of Bishop Coadjutor for the Diocese of West Texas
An election of Bishop Coadjutor for the Diocese of Dominican Republic
Alan M. Gates as Bishop Diocesan of Massachusetts
Heather Elizabeth Cook as Bishop Suffragan of Diocese of Maryland
Brian Richard Seage as Bishop Coadjutor of the Diocese of Mississippi
David Mitchell Reed as Bishop Coadjutor of the Diocese of West Texas

At the March meeting, the Standing Committee met with 4 postulants. Responding to a letter from Bishop Provisional Peter Lee, consent was given for Daniel Stroud to be ordained as Transitional Deacon to the Priesthood, and in October, consent was given for his ordination to the Priesthood in Pennsylvania by Bishop Clifton Daniel, 3rd.

Rebecca Bean, Carol Eaton, and Elisa Kirby were approved as Candidates for Vocational Diaconate.

The Standing Committee offered Bishop Provisional Peter Lee heartfelt appreciation for his service and direction during these past 20 months and accepted his Letter of Resignation, effective November 16, 2014, as was directed by his Letter of Understanding with the Standing Committee.

Under Article IX, Section 4, the Standing Committee has the responsibility of authorizing any encumbrance or alienation of property owned by the diocese.

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, encumber 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.

To this end, the following property matters were approved:

The conveyance of the property of St. Mark, Roxobel to a Methodist mission.
The sale of Rectory of St. Paul's, Washington, to Mr. Richard Brooks for \$8,000.
The sale of the church of St. Paul, Washington, to Delta Sigma Service Sorority for use as a community center for \$100.
The sale or transfer of Holy Cross, Aurora, to Mr. Cliff Harvell, leader of a Methodist mission, upon the Deconsecration of the facilities according to Church canons.
The acquisition of additional property through a Lease/Purchase agreement by Holy Cross, Wilmington.
The alienation and deconsecration of the property of Christ Church, Hope Mills, and conveyance to the Town of Hope Mills.

The disposing of an auxiliary building owned by St. Philip, Southport, to allow for construction of a new Parish Hall, Family Life and Education Center.

The Standing Committee is most grateful for the countless ways the Diocesan staff has assisted in this transition period. The Diocese of East Carolina is on the threshold of a new era of spirituality, inclusion, community, fellowship, history, and energy—all goals articulated by Mrs. Jo Parrott for the Consecration.

Respectfully Submitted on behalf of the Standing Committee,

The Rev'd Robert Alves, President (St. John's, Fayetteville)

Mrs. Cheryl Taft, Secretary (St. Paul's, Greenville)

The Rev'd Jim Horton (Retired)

Mrs. Tess Judge (All Saints, Southern Shores)

The Rev'd John Bonner (Holy Trinity, Hertford)

Mrs. Nancy Broadwell (Holy Trinity, Fayetteville)

THOMPSON CHILD & FAMILY FOCUS

Thompson is the premier provider of clinical and prevention services for children and families across the Carolinas. Last year, Thompson impacted more than 11,000 children and families from its 8 locations specializing in clinical and behavioral treatment, developmental education and proactive care. With more than 300 employees, and a 128-year-old mission of care, Thompson serves children and families through healing, teaching, worship and play.

Thompson is blessed to have a relationship with the Episcopal Churches of North Carolina spanning more than 128 years. This very special partnership allows Thompson to serve the most fragile children and families in our state. With your assistance, Thompson's mission has provided the following services this past year:

Prevention Services impacted more than 10,000 children and adults. Programs include Thompson Child Development Center; Early Childhood Outreach; Family Education; Family Mentor Services; and Family Partners. Residential Services served 233 children and families. Programs include our Psychiatric Residential Treatment Facility in Matthews; Therapeutic Foster Care; Intensive In-Home Service; and the Family Care Center, York, SC.

Community Services served 1385 children and adults via our Outpatient Therapy, Charlotte Campus; Community Counseling Centers, SC; School Based Intervention Services; School at Thompson; Rehabilitative Behavioral Health Services, SC.

We continue to be grateful for the loving outreach of so many who support the Thompson mission in so many caring ways by:

Send a donation or organize a special collection at your church.

Visiting our website (www.thompsoncff.org) to get involved by volunteering your time or linking your shopping reward cards to benefit our work.

Collecting Labels for Education and sending them to Thompson.

Supporting us with your prayers, financial offerings and service.

Respectfully submitted,

Mary Jo Powers, President

TRINITY CAMP & CONFERENCE CENTER

2014 proved to be a year of many transitions for Trinity Center. Around property, Trinity and Beyond capital campaign funds have now made possible the complete renovation of our two oldest housing clusters. Both East and West clusters now have new roofs, new decks, and all-new rooms. As I write this report, the replacement of the roof and deck of South cluster is underway, and we plan to fully renovate all twelve rooms of South cluster before the end of 2015. We have now spent almost \$800,000 of the first critical million dollars of the campaign, with the remaining funds to be spent on South cluster. Trinity Center property is looking better than it has in years, and we are eager for groups new and old to make use of our renovated facilities. Now that the first critical million dollars has been raised, all additional monies donated will go towards the Trinity and Beyond Endowment Fund, helping ensure that our beloved center never falls into such disrepair again.

Meanwhile, grants from Christ Church New Bern, St. Philip's Southport, and the Episcopal Foundation made it possible for us to have the Sound-to-Sea Teaching Dock rebuilt at the end of our Marsh Walk. This vital outdoor classroom was destroyed by Hurricane Irene in 2011, and we have not had the funds to have it rebuilt. Thanks to the generosity of the diocese, the work was completed this summer, and the Sound-to-Sea Teaching Dock is in use once again.

Trinity Center has also undergone transitions in staffing. In March, Arleen Oliver retired. Arleen served as Chief Financial Officer and Human Resources Officer and had become my trusted right hand during her eight years at Trinity Center. Former Trinity Center Registrar Stephanie Rudolph has taken over Arleen's position, and she is working hard to learn the job inside and out. Meanwhile, Nancy Reynolds has moved from the Point-of-Arrival and taken over as Trinity Center Registrar. Additionally, Group Coordinator Chris Grenier is focusing more of her hours on marketing and development. Finally, Mary Beth Bradberry, Director of Camp Trinity, has taken on additional leadership responsibilities.

In 2014 Trinity Center also actively participated in the diocesan search for a new bishop. The diocesan search committee held its interviewing weekend here in January, allowing Trinity Center to both show off its new rooms and its best hospitality. The narrowed list of candidates enjoyed a restful night here in late April on their walkabout of the entire diocese. Bishop Skirving and his family have stayed in the Rosevear Cottage now and made use of their own retreat home at Trinity Center. Bishop Skirving also invited me to read a lesson at his consecration in November, effectively putting Trinity Center front and center in front of the twelve hundred persons who attended the consecration.

I am heartened by all these transitions, for I believe they show that Trinity Center is adapting to the changing times. I honestly believe that this new bishop will bring energy and vitality to the Diocese of East Carolina, and I believe that his support of Trinity Center will help the diocese see us with fresh eyes. I am hopeful that our renovations will attract new business and help us retain current business. While we are almost at capacity on our camp side with regards to our Sound-to-Sea and Camp Trinity programs, we could still do more adult business on the conferencing side. If you know of any family reunions, church groups, crafting groups, office retreats, or other kinds of conferencing groups, please share our information with them. Come and visit when you can.

Respectfully submitted,
Penn Perry, Executive Director

YOUTH, UNIVERSITY & CAMPUS and YOUNG ADULT MINISTRIES

2014 has been a great year for growth and deepening in many aspects of this department.

The Program Officer wrote and was awarded a \$65,000 grant from the Isabel Lehto Foundation. Funds from this grant will be used across all four program areas beginning in 2015. In the area of Youth Ministry Funds will be used to offset youth event fees, support summer mission opportunities for middle and high schoolers and purchase updated supplies for youth events and to use across the diocese. In the area of Campus Ministry, funds will be used to partially fund Campus Ministers in both ministries. In the area of Christian Formation funds have been allocated to provide training to parish leadership focused on Christian Formation.

The Program Officer, wrote Grant Applications Office of Young Adult and Campus Ministries in Episcopal Church seeking funds from the Triennium fund established for Campus Ministries. The newly formed Episcopal Lutheran Ministry on the Campus of UNC-Pembroke received a \$1,700 dollar grant for use in 2015.

Youth Ministry

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

ECYC (East Carolina Youth Council) Term 2014-2013

Members:

April Brown– Pamlico Deanery
 Melissa Glen – Trinity Deanery
 Emily Gowdy Canady – Program Officer
 Tracy Hanson – Adult Member
 Hannah Hutchens - Adult Member
 Jacob Koehler - At Large
 Wood Mordecai - Albemarle Deanery
 Alex Norwood – Trinity Deanery
 Cody Rieman – Lower Cape Fear Deanery
 Julia Ross - At Large
 Will Sargeant - At Large
 Elizabeth Scott - Upper Cape Fear Deanery
 Emily Summerlin – Lower Cape Fear Deanery
 Dequan (D.Q.) Williams - At Large

The East Carolina Youth Council has grown this year to include 11 young people and 2 adults from all 5 Deaneries in the Diocese. The ECYC continues to take on more leadership in the Department by designing and facilitating many of the youth events we offer.

The EC Youth Council meets six times a year and all members participate in an annual planning overnight in January and in Diocesan Convention in February.

Provincial and Episcopal Church Involvement

2 young people and 2 adults participated in the annual Province IV Youth Leadership Network Conference at The Solomon Episcopal Conference Center in the Diocese of Louisiana December 4 - 7, 2014. In addition to

meeting and learning from over 50 young people and adults from across the 20 dioceses that make up Province IV, the group was able to go on a day long prayer pilgrimage through the city of New Orleans learning about 4 Episcopal churches and their life and mission following Hurricane Katrina.

EYE/PYE (Episcopal Youth Event/Provincial Youth Event)

EYE - July 9-13

14 young people, 3 Adult Leader and the Rt. Rev. Peter J. Lee traveled to Villanova University in the Diocese of Pennsylvania. There they gathered with nearly 1,300 young people, adult leaders and 56 Bishops from across The Episcopal Church to learn and explore what it means to be “Marked for Mission”. The group heard from the following speakers and preachers: The Most Rev. Katharine Jefferts Schori, The Rt. Rev. Michael Curry - Diocese of North Carolina, The Rt. Reverent Clifton Daniel, 3rd - Diocese of Pennsylvania, The Rev. Canon - Mike Angell - The Episcopal Church Center, The Rev. Canon Stephanie Spellers - Diocese of Long Island, The Rev. Randy Callendar - St. Phillips Episcopal Church, Baltimore, and The Rev. Becca Stephens - Thistle Farms, Nashville.

PYE - July 13-16

Boarding buses headed for UPenn, the groups transitioned from learning about how to engage in Mission in to actually participating in Mission. The 3 Days of Urban Mission in Philadelphia served as Province IV’s high school event. Working at the Episcopal Church of the Advocate in North Philadelphia the 90+ young people and adults from across Province IV did a variety of things to serve at The Advocate. The Advocate has tremendous historical significance in the Episcopal Church. The first 11 ordinations of Women in the Episcopal Church happened there as well as historical gatherings of the Black Power movement earlier in the 1960’s. In addition, the Advocate is home to huge murals painted by Walter Edmonds and James Watson and are on the historical register in Pennsylvania.

Participants at EYE/PYE 2014

Vanessa Asterman (Adult) - Christ Church, New Bern
April Brown - Emmnauel, Farmville
Robin Brown - St. Timothy’s, Greenville
Jack Clayton - St. Stephen’s, Goldsboro
Millie Cowden - St. James, Wilmington
Katy Evans - East Carolina Youth Council
Melissa Glen – St. Mary’s, Kinston
Emily Gowdy Canady - (Adult) Diocesan House
Tracy Hanson – (Adult) St. Andrew’s on the Sound, Wilmington
Cole Kirchen - Holy Trinity, Fayetteville
Jacob Koehler - Church of the Servant, Wilmington
Alex Norwood – Christ Church, New Bern
Cody Rieman – Lower Cape Fear Deanery
Elizabeth Scott - Upper Cape Fear Deanery
Emily Summerlin – St. Andrew’s on the Sound
Amanda Taheri - Holy Trinity, Fayetteville
Dequan (D.Q.) Williams - At Large

PYEMS (Provincial Youth Event for Middle Schoolers)

In June Province IV held the second PYEMS and the only known Provincial Middle School Event in the church. The event was hosted here in the Diocese of East Carolina at St. James in Wilmington. The Diocese

of East Carolina sent 9 young people and 2 adults leaders representing four of five Deaneries. In addition there were adults from St. James and the surround community who helped support this event.

The group served in several capacities doing minor home repair, yard clean up, and Stop Hunger Now.

Participants at PYEMS 2014

Christopher Balderson - St. James, Wilmington
 Annie Barnes (Adult) - St. James, Wilmington
 Jack Cannon - St. James, Wilmington
 Jessica Gross - St. Paul's, Greenville
 Caroline Harris - St. James, Wilmington
 Cameron Rieman - St. Andrew's on the Sound, Wilmington
 Danny Royce - St. Andrew's on the Sound, Wilmington
 Elizabeth Scott - Holy Trinity, Fayetteville
 Jason Thuringer (Adult) - Christ Church, New Bern
 Abby Ufflers - St. Paul's, Greenville

Diocesan Events

Mission on Convention

In it's third year the ECYC chose to focus on Mark of Mission #3 from the 5 Marks of Mission. In that focus the members of the ECYC developed a program about homelessness. The program included two speakers from RCS (Religious Community Services) in New Bern. In addition, the ECYC engaged all the Diocese by asking parishes and delegates to bring one clean pair of socks to Diocesan Convention. Those socks were then each tagged with a person note and distributed to homeless shelters or other agencies that directly serve the homeless, one in each Deanery.

The event is for 6th – 12th graders and begins on the Friday night of Annual Diocesan Convention and ends the following Saturday morning. Over 40 middle and high school young people and their adult leaders from Lower Cape Fear, Pamlico, Trinity and Upper Cape Fear Deaneries took part in this event hosted at Chris Church, New Bern.

Tracy Hanson - St. Andrew's on the Sound, Wilmington, served as the event coordinator
 Vanessa Asterman & Jason Thuringer - Christ Church, New Bern served as the site coordinators
 Jamie Mills served as the event Musician.

New Beginnings #49

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

The event drew over 50 young people and adult leaders from all five deaneries to Trinity Center, March 21-23 at Trinity Center.

Youth Leadership Team for New Beginnings #49

Alex Norwood, Christ Church, New Bern served as the Shepherd
 Emily Summerlin, St. Andrew's on the Sound, Wilmington served as the Archdeacon

Kim Willis, St. Paul's Edenton served as Co-Coordinator

Hannah Hutchens, St. Timothy's, Greenville served as Co-Coordinator
The Rev. Paul Canady served as Spiritual Director
Jamie Mills served as Musician

Happening #63 & #64

This is a renewal based youth event for high schoolers that is run and supported by other high schoolers. Make a friend, be a friend, bring a friend to Christ. Happening provides a well-structured environment of talks and activities for high school young people to explore, question and deepen their faith. Happening #63 was February 28 – March 2 and Happening #64 was October 17-19.

Youth Leadership Team for Happening #63

Nathanial Hanson – Rector, St Andrew's on the Sound, Wilmington
Mary Emma van Rens– Head Gopher, St. James, Wilmington
Mary Stuart Stroud – Chaplain, St. Mary's, Kinston

Youth Leadership Team for Happening #64

Juliet Taylor – Rector, St. James, Wilmington
Elizabeth Pasquariello – Head Gopher, Covenant Presbyterian, Wilmington
Ann Brownlow – Chaplain, St. James, Wilmington

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

The Rev. Tom Warren, St. Mary's Kinston – Spiritual Director

The Rev. Caleb Lee, St. Paul's Beaufort - Spiritual Director & Music Leader for #63

Wilson Green & Patrick Pasquariello - Music Team Leaders for #64

Leigh Wallace Hines & Annie Barnes - Celebration Team Coordinator #63

Annie Barnes & Michele Whipple – Celebration Team Coordinator #64

Each Youth Leadership Team at Happening chooses and outreach initiative for the Happening team to support.

Happening #63 –

Happening #64 – From Darkness to Light, Suicide Prevention - \$424.00

yOUTHREACH 2014

In its third year, yOUTHREACH is for young people in grades 6-12 to focus on an outreach ministry opportunity inside the Diocese of East Carolina. In 2014 yOUTHREACH worked with the Veteran's Home in Kinston. The 50+ young people and adults gathered at St. Mary's Kinston for some community building and lunch. Then the whole group headed to the Veteran's Home to have an ice cream and cake social with the residents. The young people had a chance to meet and visit with the residents.

yOUTHREACH was hosted by St. Mary's, Kinston.

The Rt. Rev. Roberts S. Skirving and the Rev. Tom Warren served as event chaplains.

Music was provided by participants

Fall Youth Conference

Designed for Middle Schoolers by the ECYC. ECYC members served on team along with other High School Young People. This year's theme was Again the Current from Jonah 1-3. The young people engaged in a pro-

gram that about the choices we make and how some choices draw us away from God, but that God always gives us a second chance.

Emily Gowdy Canady, Program Officer served as Coordinator

The Very Rev. John Pollock served as Chaplain

Alex Haralson from the Diocese of East Tennessee served as musician

Both Fall, New Beginnings and Happening would not be possible with out the continued support, guidance and work of Mary Beth Bradberry, the Camp Trinity Director. She is in an invaluable asset to both of these events and all youth events in the Diocese of East Carolina.

University and Campus Ministry

The Diocese now has three active Campus Ministry programs. One is in the Pamlico Deanery, based in Greenville and supports students and faculty at East Carolina University and Pitt Community College. The second in the Lower Cape Fear Deanery and is based in Wilmington and supports students and faculty at the University of North Carolina at Wilmington and Cape Fear Community College. The third and newest is in the Upper Cape Fear Deanery and serves the students and community at the University of North Carolina at Pembroke.

All three Campus Ministries sent representation to The Episcopal Church's Kindling Conference on Campus and Young Adult Ministries that was held in Minnesota in July.

Pamlico Deanery

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

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

This years events have included:

Spring Break Retreat at Trinity Center

Annual ECU Faculty Staff Banquet

Presence at ECU's New Student Orientations throughout the summer

Home Game Tailgating at Our Redeemer

Pumpkin Carving Contest

Annual Thanksgiving Dinner

Lower Cape Fear Deanery

Adam Pierce serves in Wilmington serves as the Campus Minister for ECM at UNCW.

Adam maintains weekly "office hours" on campus where he meets with students and faculty. There are also weekly prayer services and gatherings of students where members of a local parish provide a home cooked meal for the students.

This years events have included:

Public Eucharist on Campus - the Rev. Chris Adams, Presider

Spring Retreat to Atlanta partnering with the Episcopal Service Corps

Stop Hunger Now event with the UNCW community
University Involvement Carnival
Support for the Episcopal Farmworker Ministry
Habitat for Humanity
Invited to an open discussion with the UNCW LGBTQ Office
Retreat to Morrow Mountain - Vocational Focus
Christmas Party/Exam DeStress Party

The Advisory Council meets bi-monthly and representation consists of students as well as clergy and lay representatives from Church of the Servant, Holy Cross, St. James and St. Andrew's on the Sound.

Upper Cape Fear Deanery

The Students serve as the leadership in addition to Pastor Volley Hansen of St. Mark's Lutheran, Lumberton who serves as a pastor to the newly formed group.

Formed officially at ELM, Episcopal Lutheran Ministries at UNCP in Spring 2014, the group has been actively meeting for 3 semesters.

An Advisory Council has been formed and includes representation from both Lutheran and Episcopal students, St. Mark's, St. Paul's in the Pines, Fayetteville and they are working on including members from Trinity Lumberton. They meet at least once a quarter and more often if needed.

Student Leadership:

Kendall Bauer - President
Eddie McIntosh - Vice President
Jillian Flom - Secretary
Treasurer - Shannon Green
Outreach Coordinator - Amanda Mosely

This years events have included:

Darwin Days with the Secular Student Alliance
Open Conversation with the Gay Student Alliance
Open Eucharist on Campus
Trash Your Insecurities
ave

Young Adult Ministry

This ministry continues to be area with the greatest growing edge. Several parishes support active young adult ministries. Inquires that come to this office in regards to this are referred to the parish closest in proximity.

It is hopeful that in time the Diocese will be able to develop and provide some programming specific to this age group.

Respectfully submitted,

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

**Foundation of the Episcopal Diocese of East Carolina
2014 Fund Report
February 5, 2015**

he Foundation ended the year 2014 with total assets in its portfolio of \$ 11,233,594 broken down as follows:

Designated Funds	\$ 4,392,507
Church and Other Beneficiary Funds	\$ 5,434,551
Undesignated Funds	\$ 1,406,536
	\$ 11,233,594

The Foundation awarded grants from its undesignated funds to various churches, missions, and Trinity Center in 2014 totaling \$ 59,508 as follows:

Church of the Servant, Wilmington	\$ 5,000
Companion Diocese	\$ 3,535
Episcopal Farmworker Ministry	\$ 20,000
St. Andrew's, Columbia	\$ 5,000
St. Mark's, Wilmington	\$ 8,710
St. Paul's in the Pines, Fayetteville	\$ 7,306
St. Philip's, Holly Ridge	\$ 4,957
Trinity Center	\$ 5,000
	\$ 59,508

The Foundation has approved grants totaling \$ 62,522 for 2015 as follows.

St. Mark's, Wilmington	\$ 5,000
Episcopal Farmworker Ministry	\$12,000
St. Luke's, Currituck	\$ 4,700
St. Andrew's, Goldsboro	\$ 2,700
St. Christopher's, Elizabethtown	\$15,000
St. Thomas, Bath	\$ 5,000
Trinity Center	\$ 5,000
Trinity Lumberton	\$ 5,122
St. Joseph, Fayetteville	\$ 3,000
St. Philip's, Southport	\$ 5,000
	\$62,522

The Foundation approved \$ 181,951 from its designated funds to supplement various programs and expenses in the 2014 Diocesan budget and of this amount \$ 174,883 was used. The Foundation has approved \$ 192,377 for support of the 2015 Diocesan budget.

During 2014 one new fund was established named the Susan S. and Wallace C. Murchison Fund with a contribution of \$ 414,491. St. John's, Wilmington is the beneficiary of the income of this fund.

**FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA
2014 FUND REPORT**

<u>DESIGNATED FUNDS</u>	12/31/2014 <u>Balance</u>
George Jeffreys Memorial Fund Designated for maintenance and improvements at Trinity Center	\$ 356,076
Bishop Wright Fund No specific restriction-per convention journals	\$10,373
Price N Poe Memorial Fund Designated for building and rebuilding church buildings in Diocese and for training men and women for Christian work	\$340,955
R.A. Williams Fund Designated for education of Episcopal ministers	\$51,282
Mary Smith Fund Designated for theological education	\$25,026
Bishop Strange Fund Designated for missionary work in the Diocese	\$8,887
Anne Shepard Graham Building Fund Designated for capital improvements of missions, camps, conference centers, schools and other properties operated by Diocese	\$153,642
Priest Education Fund Designated for domestic continuing education for clergy	\$60,894
Louis Alston Fund Designated for theological education, religious work among college students and to supplement salaries for lower paid clergy	\$2,520,652
Therapeutic Support Fund Designated for therapeutic support of clergy	\$71,647
S. Williams Family Fund Designated for charitable causes with priority to programs providing food clothing or shelter to those in need.	\$102,794
Clergy Foreign Travel Fund Designated for clergy foreign travel	\$99,373
Smithson Fund Designated for Trinity Center	\$337,797

Youth and Young Adult Designated for youth, young adult and campus ministries	\$26,139
Trinity and Beyond Capital Campaign Endowment General endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center maintenance and improvements	\$47,998
Seale Trinity Center Permanent Maintenance Endowment Separate endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center - distribution guidelines specific to fund	\$144,121
Willie S. Grimes Fund Designated for use by Bishop to provide for those in need	\$34,851
TOTAL DESIGNATED FUNDS	\$4,392,507

OTHER BENEFICIARY FUNDS

12/31/2014

Balance

FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:

St. Thomas Episcopal Church, Windsor	\$61,165
St. Thomas Episcopal Church (Memorial), Windsor	\$53,416
St. Thomas Episcopal Church, Windsor	\$14,357
St. Francis By-The-Sea (R Seale Match), Salter Path	\$55,717
St. Francis By-The-Sea (N Seale Match), Salter Path	\$39,419
St. Francis By-The-Sea Episcopal Church, Salter Path	\$112,582
Grace Episcopal Church, Plymouth	\$125,156
St. Thomas Episcopal Church, Ahoskie	\$84,336
Trinity Episcopal Church (Endowment), Lumberton	\$138,446
Trinity Episcopal Church, Lumberton	\$173,391
St. Thomas Episcopal Church, Bath	\$216,113
St. Paul's Episcopal Church, Greenville	\$255,537
St. James The Fisherman, Shallotte	\$146,711
Church of the Servant, Wilmington	\$109,298
St. Luke's/St. Anne's Episcopal Church, Roper	\$45,676
St. John's Episcopal Church, Fayetteville	\$737,462
Holy Trinity Episcopal Church (Endowment), Fayetteville	\$974,180
Holy Trinity Episcopal Church (Perpetual Garden Fund), Fayetteville	\$765
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	\$14,335
Holy Trinity Episcopal Church (Melissa Gardner Fund), Fayetteville	\$24,081
Holy Trinity Episcopal Church (White Bequest Fund), Fayetteville	\$11,537
Holy Trinity Episcopal Church, Hertford	\$400,511
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	\$432,137
Trinity Center Endowment Fund, Trinity Center	\$138,041
Trinity Center Bishop's Chapel, Trinity Center	<u>\$24,314</u>
	\$4,388,683

FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:

Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	\$42,263
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	\$278,877
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	\$26,040
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	\$76,263
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	\$19,645
Edward Forbes Fund-distribution of annual income under review	\$168,005
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	\$434,775
	<u>\$1,045,868</u>
TOTAL OTHER BENEFICIARY FUNDS	<u>\$5,434,551</u>

UNDESIGNATED FUND

12/31/2014

Balance

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

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

Current Year Contributions 2014
 Gift from Ray Tait

TOTAL UNDESIGNATED FUNDS	<u>\$1,406,536</u>
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	2014	2014	2015
<u>DESIGNATED FUND</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>BUDGET</u>
George Jeffreys Memorial Fund	15,534	15,534	16,123
Bishop Wright Fund	419	379	447
Price N Poe Memorial Fund	14,672	14,672	15,345
RA Williams Fund	2,277	2,277	2,372
Mary Smith Fund	1,041	1,041	1,095
Bishop Strange Fund	348	248	371
Graham Building Fund	6,827	6,827	7,100
Priest Education Fund	2,529	2,529	2,688
Louis Alston Fund	109,618	109,618	114,961
Therapeutic Support Fund	2,886	-	3,068
S Williams Family Fund	4,505	4,505	4,708
Clergy Travel Fund	4,042	-	4,298
Smithson Fund	14,730	14,730	15,295
Youth/Young Adult	1,100	1,100	1,176
Willie Grimes	1,423	1,423	1,533
Trinity & Beyond Capital Campaign Endowment	-	-	1,797
	181,951	174,883	192,377-
Seale Trinity Center			
Permanent Maintenance Endowment	-	12,000	6,000
(this fund has its own distribution policy)			

Episcopal Diocese of East Carolina
Balance Sheet
General Fund
December 2014

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Accounts

Assets		
Current Assets		
Checking/Savings		
1-1010-00 - BB&T General Checking	\$0.00	
1-1011-00 - BB&T Business Money Market	\$213,761.88	
1-1013-00 - BB&T Diocesan Travel Account	\$1,311.54	
1-1040-00 - Little Bank General Checking	\$132,152.40	
1-1040-02 - Little Bank Money Market Acct.	\$250,009.58	
1-1040-03 - First Citizens Money Market Acct.	\$200,000.00	
Total Checking/Savings	\$797,235.40	
Petty Cash		
1-1030-00 - General Petty Cash	\$106.00	
Total Petty Cash	\$106.00	
Accounts Receivable		
1-1120-00 - A/R Insurance Premiums	\$693.00	
1-1130-00 - A/R Expense Reimbursements	\$195.40	
1-1144-00 - Advances for Foundation	\$50,336.04	
1-1145-00 - Advances for Trustees	\$2,431.03	
1-1155-00 - Sales Tax Receivable	\$7,465.49	
Total Accounts Receivable	\$61,120.96	
Other Current Assets		
1-1210-00 - Prepaid Expenses	\$15,685.19	
1-1211-00 - Due from T&B Capital CF	\$61,528.71	
Total Other Current Assets	\$77,213.90	
Total Current Assets		\$935,676.26
Foundation Investments		
1-4000-00 - Walker Fund (for Bishop Disc Fund)	\$432,136.50	
Total Foundation Investments		\$432,136.50
Fixed Assets		
1-1509-00 - Diocesan House Land	\$75,052.00	
1-1510-00 - Diocesan House Building	\$958,760.14	
1-1511-00 - Bishop's Vehicle	\$38,000.00	
1-1599-00 - Accumulated Depreciation	(\$483,401.39)	
Total Fixed Assets		\$588,410.75
Total Assets		\$1,956,223.51
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Current Liabilities		
Accounts Payable		
1-2010-00 - Outstanding Invoices	\$18,589.05	
Total Accounts Payable	\$18,589.05	
Advance Deposits		
1-2210-00 - Advance Conference Deposits	\$2,307.80	
Total Advance Deposits	\$2,307.80	
Total Current Liabilities		\$20,896.85
Prepaid Pledges		
1-2700-00 - Pre-paid pledge	\$1,601.00	
Total Prepaid Pledges		\$1,601.00
Total Liabilities		\$22,497.85
Fund Principal		
1-3008-00 - Fixed Asset Fund Balance	\$588,410.75	
1-3010-00 - General Fund Balance Beg Year	\$398,779.77	

Episcopal Diocese of East Carolina
Balance Sheet
General Fund
December 2014

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Accounts

Excess Cash Received	<u>\$85,210.33</u>	
Total Fund Principal and Excess Cash Received		\$1,072,400.85
Restricted Funds		
Total Temporarily Restricted	\$861,324.81	
Total Permanently Restricted	<u>\$0.00</u>	
Total Restricted Funds		<u>\$861,324.81</u>
Total Liabilities, Fund Principal, & Restricted Funds		<u>\$1,956,223.51</u>

**Episcopal Diocese of East Carolina
2014 Treasurer's Report
Fund: General Fund
January to December 2014**

Page : 1

Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
Revenues			
Pledges			
1-4010-00 - Annual Parish Pledges	\$1,288,569.29	\$1,245,000.00	(\$43,569.29)
1-4013-00 - Prior Year Pledges	\$29,354.68	\$30,000.00	\$645.32
1-4014-00 - Individual Operating Gifts	\$4,400.00	\$0.00	(\$4,400.00)
Total Pledges	<u>\$1,322,323.97</u>	<u>\$1,275,000.00</u>	<u>(\$47,323.97)</u>
Other Income			
1-4119-00 - Other Operating Income	\$376.00	\$0.00	(\$376.00)
1-4199-00 - Prior Year Funds Carried Forward	\$0.00	\$30,626.00	\$30,626.00
Total Other Income	<u>\$376.00</u>	<u>\$30,626.00</u>	<u>\$30,250.00</u>
Earnings on Investments			
1-4210-00 - Interest Income	\$210.93	\$0.00	(\$210.93)
Total Earnings on Investments	<u>\$210.93</u>	<u>\$0.00</u>	<u>(\$210.93)</u>
Total Revenues	<u><u>\$1,322,910.90</u></u>	<u><u>\$1,305,626.00</u></u>	<u><u>(\$17,284.90)</u></u>
Expenses			
The Episcopate			
Episcopate Personnel Expenses			
1-5001-00 - Bishops Salary and Housing	\$54,255.68	\$54,256.00	\$0.32
1-5002-01 - Executive Assistant to the Bishop	\$42,139.33	\$41,598.00	(\$541.33)
1-5002-02 - Administrative Assistant	\$25,005.34	\$23,287.00	(\$1,718.34)
1-5003-01 - Bishop Health/Life	\$7,167.65	\$9,604.00	\$2,436.35
1-5003-02 - Bishop Pension	\$9,766.04	\$9,766.00	(\$0.04)
1-5003-07 - Episcopate Staff Health/Life	\$28,474.95	\$30,031.00	\$1,556.05
1-5003-08 - Episcopate Staff Pension	\$5,995.58	\$5,840.00	(\$155.58)
1-5004-00 - Episcopate Staff Payroll Taxes	\$4,870.90	\$4,918.00	\$47.10
1-5099-02 - Transitional Bishop	\$132,726.44	\$132,726.00	(\$0.44)
1-5099-03 - Transitional Bishop Health	\$20,001.13	\$20,106.00	\$104.87
Total Episcopate Personnel Expenses	<u>\$330,403.04</u>	<u>\$332,132.00</u>	<u>\$1,728.96</u>
Episcopate Operational Expense			
1-5010-00 - Bishop's Automobile	\$7,482.96	\$10,000.00	\$2,517.04
1-5011-00 - Bishop Travel	\$8,954.92	\$12,900.00	\$3,945.08
1-5011-03 - Episcopate Staff Travel	\$409.69	\$400.00	(\$9.69)
1-5012-00 - Bishop Sabbatical Fund Transfer	\$2,000.00	\$2,000.00	\$0.00
1-5012-02 - Episcopate Staff Con Ed.	\$2,952.47	\$2,954.00	\$1.53
1-5012-03 - Epis Staff Cont Ed Found Funding	(\$2,952.47)	(\$2,954.00)	(\$1.53)
1-5013-00 - Bishop Supplies	\$1,574.46	\$1,000.00	(\$574.46)
1-5013-02 - Episcopate Staff Supplies	\$41.74	\$200.00	\$158.26
1-5014-00 - Bishop Cell Phone	\$728.00	\$1,500.00	\$772.00
1-5060-00 - Chancellor Expenses	\$4,354.07	\$7,000.00	\$2,645.93
1-5099-01 - Bishop Search Expenses	\$147,573.07	\$127,926.00	(\$19,647.07)
1-5099-04 - Consecration Lunch pmnts	(\$9,788.43)	\$0.00	\$9,788.43
1-5099-05 - Consecration gifts transfer	(\$6,000.00)	\$0.00	\$6,000.00
Total Episcopate Operational Expense	<u>\$157,330.48</u>	<u>\$162,926.00</u>	<u>\$5,595.52</u>
Total The Episcopate	<u>\$487,733.52</u>	<u>\$495,058.00</u>	<u>\$7,324.48</u>
Diocesan Administration			
Admin Personnel Expenses			
1-5101-02 - Diocesan Administrator	\$48,226.83	\$47,685.00	(\$541.83)
1-5102-01 - Administrative Asst/Receptionist	\$22,492.67	\$21,453.00	(\$1,039.67)
1-5102-02 - Communications Coordinator	\$25,282.50	\$23,602.00	(\$1,680.50)
1-5102-03 - Sexton	\$981.80	\$0.00	(\$981.80)
1-5103-02 - Administrative Staff-Health/Life	\$48,021.35	\$48,651.00	\$629.65
1-5103-03 - Administrative Staff-Retirement	\$8,677.33	\$8,347.00	(\$330.33)

**Episcopal Diocese of East Carolina
2014 Treasurer's Report
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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5104-00 - Administrative Staff Payroll Taxes	\$7,236.98	\$7,042.00	(\$194.98)
Total Admin Personnel Expenses	\$160,919.46	\$156,780.00	(\$4,139.46)
Admin Operational Expenses			
1-5110-00 - Administrative Travel	\$244.36	\$200.00	(\$44.36)
1-5111-00 - Administrative Con Ed.	\$3,456.58	\$4,823.00	\$1,366.42
1-5111-01 - Admin Conf & Train Foundation Fund	(\$3,456.58)	(\$4,823.00)	(\$1,366.42)
1-5112-00 - Audit & Professional Fees	\$12,000.00	\$12,000.00	\$0.00
1-5113-00 - Insurance	\$14,863.00	\$18,000.00	\$3,137.00
1-5114-00 - Office Supplies	\$8,407.25	\$7,500.00	(\$907.25)
1-5116-00 - Journal Production and Mailing	\$0.00	\$600.00	\$600.00
1-5117-00 - Postage and Shipping	\$7,089.59	\$8,000.00	\$910.41
1-5118-00 - Office Equipment-Leases	\$15,975.61	\$18,500.00	\$2,524.39
1-5119-00 - Computer Expenses	\$11,191.09	\$11,700.00	\$508.91
1-5120-00 - Dues & Publications	\$938.19	\$1,424.00	\$485.81
1-5121-00 - Telephone/Internet	\$5,846.08	\$6,400.00	\$553.92
1-5122-00 - Utilities	\$12,753.67	\$12,500.00	(\$253.67)
1-5123-00 - Building Maintenance	\$13,289.07	\$16,500.00	\$3,210.93
1-5123-02 - Building Renovation Fund Transfer	\$9,251.00	\$9,251.00	\$0.00
1-5123-04 - Building Renovation Found Support	(\$9,251.00)	(\$9,251.00)	\$0.00
1-5124-00 - Yard Maintenance	\$5,287.81	\$5,500.00	\$212.19
1-5125-00 - Contract Services	\$3,165.00	\$6,000.00	\$2,835.00
1-5125-01 - Volunteer Treasurer Travel	\$669.40	\$2,400.00	\$1,730.60
1-5126-00 - Bank Charges & Fees	\$1,508.75	\$3,000.00	\$1,491.25
1-5199-00 - Contingency Expenses	\$0.00	\$34,646.00	\$34,646.00
Total Admin Operational Expenses	\$113,228.87	\$164,870.00	\$51,641.13
Total Diocesan Administration	\$274,148.33	\$321,650.00	\$47,501.67
Office of the Canon Expense			
Canon Personnel			
1-5201-00 - Canon to Ordinary Salary/Housing	\$100,885.76	\$100,180.00	(\$705.76)
1-5201-01 - Canon to Ordinary Transition Supply	\$6,000.00	\$6,000.00	\$0.00
1-5201-03 - Contract Assistant for Deployment	\$0.00	\$5,000.00	\$5,000.00
1-5201-99 - Special Funding for Contract Assist	\$0.00	(\$5,000.00)	(\$5,000.00)
1-5203-01 - Canon to Ordinary-Health/Life	\$20,244.48	\$20,239.00	(\$5.48)
1-5203-02 - Canon to Ordinary-Pension	\$19,239.30	\$19,112.00	(\$127.30)
Total Canon Personnel	\$146,369.54	\$145,531.00	(\$838.54)
Canon Operational Expense			
1-5210-00 - Canons Automobile	\$6,992.76	\$9,500.00	\$2,507.24
1-5211-00 - Congregational Travel	\$772.68	\$4,300.00	\$3,527.32
1-5212-00 - Congregational Con Ed.	\$0.00	\$3,850.00	\$3,850.00
1-5212-01 - Cong Conf & Train Found Funding	\$0.00	(\$3,850.00)	(\$3,850.00)
1-5213-00 - Congregational Supplies	\$251.88	\$500.00	\$248.12
1-5214-00 - Congregational Cell Phone	\$784.14	\$800.00	\$15.86
Total Canon Operational Expense	\$8,801.46	\$15,100.00	\$6,298.54
Total Office of the Canon Expense	\$155,171.00	\$160,631.00	\$5,460.00
Other Clergy Pensions			
1-5203-04 - Previously Unpaid Clergy Pension	\$6,607.70	\$6,608.00	\$0.30
Total Other Clergy Pensions	\$6,607.70	\$6,608.00	\$0.30
Diocesan Programs			
1-5220-00 - Transition Ministry	\$2,468.64	\$3,500.00	\$1,031.36
1-5220-01 - Transition Min Foundation Funding	(\$2,468.64)	(\$3,500.00)	(\$1,031.36)
1-5221-00 - Communications Ministry	\$2,784.95	\$3,560.00	\$775.05
1-5223-00 - Education for Ministry	\$2,936.63	\$3,000.00	\$63.37
1-5223-01 - EFM Foundation Funding	(\$2,936.63)	(\$3,000.00)	(\$63.37)

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5224-00 - Deacon Formation/Education	\$8,833.72	\$15,436.00	\$6,602.28
1-5224-01 - Deacon Foundation Funding	(\$8,833.72)	(\$15,436.00)	(\$6,602.28)
1-5225-00 - Seminarians Education/Support	\$26,122.12	\$31,900.00	\$5,777.88
1-5225-01 - Seminarians Foundation Funding	(\$14,794.73)	(\$13,795.00)	\$999.73
1-5225-02 - Seminarians Trustee Funding	(\$11,327.39)	(\$18,105.00)	(\$6,777.61)
1-5226-00 - Clergy Domestic Education	\$500.00	\$2,529.00	\$2,029.00
1-5226-01 - Clergy Dom Ed Foundation Funding	(\$500.00)	(\$2,529.00)	(\$2,029.00)
1-5227-00 - Clergy Foreign Travel	\$0.00	\$4,042.00	\$4,042.00
1-5227-01 - Clergy Foreign Travel Found Funding	\$0.00	(\$4,042.00)	(\$4,042.00)
1-5228-00 - Retired Clergy Liaison	\$60.17	\$200.00	\$139.83
1-5228-01 - Retired Clergy Liaison Found Fund	(\$60.17)	(\$200.00)	(\$139.83)
1-5231-00 - Historic Properties Commission	\$0.00	\$1,000.00	\$1,000.00
1-5235-00 - Clergy Conference	\$15,348.53	\$13,000.00	(\$2,348.53)
1-5235-01 - Clergy Conf. Participant payments	(\$5,800.00)	(\$13,000.00)	(\$7,200.00)
1-5235-02 - Clergy Conference Foundation Fundin	(\$9,548.53)	\$0.00	\$9,548.53
1-5237-00 - Retired Clergy Conference	\$0.00	\$3,000.00	\$3,000.00
1-5240-00 - Diocesan Sponsored Min Dev & Train	\$1,447.95	\$5,000.00	\$3,552.05
Total Diocesan Programs	\$4,232.90	\$12,560.00	\$8,327.10
Youth and Young Adult Ministry			
Youth & Young Adult Personnel			
1-5301-00 - Youth Director Salary	\$39,939.46	\$39,398.00	(\$541.46)
1-5303-01 - Youth Staff Insurance/Life	\$1,073.32	\$1,068.00	(\$5.32)
1-5303-02 - Youth Staff Retirement	\$2,594.92	\$3,546.00	\$951.08
1-5304-00 - Youth Staff Payroll Taxes	\$3,060.63	\$3,014.00	(\$46.63)
Total Youth & Young Adult Personnel	\$46,668.33	\$47,026.00	\$357.67
Youth Operational Expenses			
1-5310-00 - Youth Staff Travel	\$2,104.58	\$4,050.00	\$1,945.42
1-5311-00 - Youth Staff Con Ed.	\$1,033.00	\$1,215.00	\$182.00
1-5312-00 - Youth Staff Supplies	\$459.50	\$1,335.00	\$875.50
1-5313-00 - Youth Staff Cell Phone	\$784.09	\$800.00	\$15.91
Total Youth Operational Expenses	\$4,381.17	\$7,400.00	\$3,018.83
Youth & Young Adult Programs			
1-5350-00 - Youth Program Funds	\$72,615.01	\$100,170.00	\$27,554.99
1-5350-03 - Youth Participant Fees	(\$46,766.00)	(\$61,425.00)	(\$14,659.00)
1-5350-04 - Youth Program Scholarships	\$3,192.25	\$3,500.00	\$307.75
1-5351-01 - Campus Ministry Prog.Fds-Greenville	\$2,505.06	\$4,000.00	\$1,494.94
1-5351-02 - Campus Ministry Prog.Fds-Wilmington	\$5,141.92	\$7,350.00	\$2,208.08
1-5351-03 - Campus Ministry Prog.-Pembroke	\$114.34	\$500.00	\$385.66
1-5352-00 - Campus Ministry Salary-Greenville	\$9,500.00	\$14,400.00	\$4,900.00
1-5352-01 - Campus Ministry Salary-Wilmington	\$14,400.00	\$14,400.00	\$0.00
1-5353-00 - Campus Ministry Payroll Taxes	\$1,560.60	\$2,203.00	\$642.40
1-5357-00 - Diocesan College/Young Adult Prog	\$2,735.72	\$9,075.00	\$6,339.28
1-5359-01 - College/Young Adult Foundation Fund	(\$25,305.00)	(\$25,305.00)	\$0.00
1-5359-04 - LEHTO Grant	(\$23,625.72)	(\$26,865.00)	(\$3,239.28)
1-5359-05 - DFMS Grant	(\$8,500.00)	(\$8,500.00)	\$0.00
1-5512-00 - Christian Formation Education	\$2,623.10	\$2,700.00	\$76.90
1-5512-01 - Christan Form Ed Foundation Funding	(\$500.00)	(\$500.00)	\$0.00
Total Youth & Young Adult Programs	\$9,691.28	\$35,703.00	\$26,011.72
Total Youth and Young Adult Ministry	\$60,740.78	\$90,129.00	\$29,388.22
Canon Required Commissions			
1-5501-00 - Executive Council	\$218.24	\$500.00	\$281.76
1-5502-00 - Standing Committee	\$545.40	\$600.00	\$54.60
1-5503-00 - Commission on Ministry	\$2,577.14	\$4,500.00	\$1,922.86

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5503-01 - COM Foundation Funding	(\$2,577.14)	(\$4,500.00)	(\$1,922.86)
1-5504-00 - Archives/Historian	\$1,144.19	\$6,700.00	\$5,555.81
1-5504-01 - Archives/Historian Found Funding	(\$450.00)	(\$450.00)	\$0.00
1-5505-00 - Diocesan Convention	\$46,394.59	\$45,000.00	(\$1,394.59)
1-5505-01 - Convention Participant Payments	(\$47,116.11)	(\$40,000.00)	\$7,116.11
1-5506-01 - General Convention Fund Transfer	\$12,500.00	\$12,500.00	\$0.00
1-5507-00 - Synod Meeting	\$2,134.00	\$2,500.00	\$366.00
1-5509-00 - Anti-Racism Training	\$502.19	\$2,000.00	\$1,497.81
1-5509-01 - Anti-Racism Foundation Funding	(\$502.19)	(\$2,000.00)	(\$1,497.81)
1-5510-00 - Ecumenical Relations	\$264.00	\$750.00	\$486.00
1-5510-01 - Ecumenical Foundation Funding	(\$264.00)	(\$750.00)	(\$486.00)
1-5511-00 - Liturgical: Music Conference	\$32,969.92	\$38,740.00	\$5,770.08
1-5511-01 - Liturgical: Music Conf. Partpnt Fee	(\$32,256.00)	(\$36,240.00)	(\$3,984.00)
1-5511-02 - Liturgical:Acolyte Festival	\$0.00	\$1,500.00	\$1,500.00
1-5511-03 - Liturgical Commission	\$119.02	\$200.00	\$80.98
1-5513-00 - Disciplinary Board	\$0.00	\$1,000.00	\$1,000.00
1-5513-01 - Disciplinary Board Foundation Fund	\$0.00	(\$1,000.00)	(\$1,000.00)
Total Canon Required Commissions	\$16,203.25	\$31,550.00	\$15,346.75
Other Diocesan Ministries			
1-5801-00 - Trinity Center	\$84,264.00	\$42,264.00	(\$42,000.00)
1-5801-01 - Trinity Center Foundation Funding	(\$42,264.00)	(\$30,264.00)	\$12,000.00
1-5802-00 - CSM - Epis. Farmworker Min.	\$25,000.00	\$25,000.00	\$0.00
1-5802-01 - CSM -Interfaith Refugee Min.	\$5,000.00	\$5,000.00	\$0.00
1-5802-98 - Transfer to EFW Restricted Fund	\$25,000.00	\$0.00	(\$25,000.00)
1-5802-99 - CSM Foundation Funding	(\$27,819.91)	(\$18,243.00)	\$9,576.91
1-5803-00 - Millennium Development Goals	\$9,000.00	\$9,000.00	\$0.00
1-5804-00 - Companion Diocese Program	\$1,000.00	\$1,000.00	\$0.00
1-5804-01 - Companion Diocese Found Funding	(\$1,000.00)	(\$1,000.00)	\$0.00
1-5806-00 - Camp Trinity	\$20,000.00	\$20,000.00	\$0.00
1-5806-01 - Camp Trinity Foundation Funding	(\$20,000.00)	(\$20,000.00)	\$0.00
1-5810-00 - General Church Program	\$150,000.00	\$150,000.00	\$0.00
1-5811-00 - Province IV Assessment	\$3,683.00	\$3,683.00	\$0.00
1-5812-00 - Anglican Comm/Lambeth Fd Transfer	\$1,000.00	\$1,000.00	\$0.00
1-5813-00 - Bishop's Relief Fund	\$0.00	\$2,886.00	\$2,886.00
1-5813-01 - Bishop's Relief Foundation Funding	\$0.00	(\$2,886.00)	(\$2,886.00)
1-5815-00 - Special Insurance Assistance	\$15,000.00	\$15,000.00	\$0.00
1-5815-01 - Special Ins Assis Nat Trust Funding	(\$10,000.00)	(\$10,000.00)	\$0.00
1-5815-02 - Special Insurance Assistance Found	(\$5,000.00)	(\$5,000.00)	\$0.00
1-5816-00 - ERD Training	\$225.46	\$500.00	\$274.54
1-5816-01 - ERD Training Foundation Funding	(\$225.46)	(\$500.00)	(\$274.54)
1-5850-00 - Day1 (Epis Radio &TV)	\$500.00	\$500.00	\$0.00
1-5851-00 - Kanuga Support	\$1,000.00	\$1,000.00	\$0.00
1-5852-00 - Sewanee Support	\$1,250.00	\$1,250.00	\$0.00
1-5853-00 - Thompson (Children's Home)	\$1,423.00	\$1,423.00	\$0.00
1-5853-01 - Thompson Foundation Support	(\$1,423.00)	(\$1,423.00)	\$0.00
1-5854-00 - St. Mary's College Support	\$1,000.00	\$1,000.00	\$0.00
1-5855-00 - St. Augustine's College Support	\$1,000.00	\$1,000.00	\$0.00
1-5859-99 - Epis Schools/Radio-TV Fndtn Fund	(\$4,750.00)	(\$4,750.00)	\$0.00
Total Other Diocesan Ministries	\$232,863.09	\$187,440.00	(\$45,423.09)
Total Expenses	\$1,237,700.57	\$1,305,626.00	\$67,925.43
Net Total	\$85,210.33	\$0.00	(\$85,210.33)

DIOCESE OF EAST CAROLINA
2015 PROPOSED OPERATING BUDGET

	2014	2014	2015	2015
	Amended			
	Budget	Est. Actual	Requested	Recommended
REVENUES:				
1-4010-00 - Annual Parish Pledges	1,245,000	1,288,569	1,275,000	1,275,000
1-4013-00 - Prior Year Pledges	30,000	29,355	10,000	10,000
1-4014-00 - Other operating gifts	-	4,400	-	-
1-4119-00 - Other Operating Income	-	376	-	-
1-4210-00 - Interest Income	-	211	-	-
1-4199-00 - Prior Year Funds Carried Forward	30,626	-	-	-
TOTAL REVENUES	1,305,626	1,322,911	1,285,000	1,285,000
EXPENSES:				
The Episcopate				
Episcopate Personnel Expenses				
1-5001-00 - Bishop Salary and Housing, SECA	54,256	54,256	162,767	162,767
1-5099-02 - Transitional Bishop Salary	132,726	132,726	-	-
1-5099-03 - Transitional Bishop Health	20,106	20,001	-	-
1-5002-01 - Executive Secretary to the Bishop	41,598	42,139	44,967	44,967
1-5002-02 - Administrative Assistant	23,287	25,005	24,451	24,451
1-5003-01 - Bishop Health/Life	9,604	7,168	18,002	18,002
1-5003-02 - Bishop Pension	9,766	9,766	29,298	29,298
1-5003-07 - Episcopate Staff Health	30,031	28,475	26,773	26,773
1-5003-08 - Episcopate Staff Pension	5,840	5,996	6,248	6,248
1-5004-00 - Episcopate Staff Payroll Taxes	4,918	4,871	5,310	5,310
Total Episcopate Personnel Expenses	332,132	330,403	317,816	317,816
Episcopate Operational Expense				
1-5010-00 - Bishop Automobile	10,000	7,484	10,000	10,000
1-5011-00 - Bishop Travel	12,900	8,954	22,700	25,700
1-5011-01 - Bishop Continuing Education	-	-	-	3,000
1-5011-02 - Episcopate Staff Travel	400	410	450	450
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000	2,000	2,000	2,000
1-5012-02 - Episcopate Staff Continuing Education	2,954	2,952	3,860	3,860
1-5012-03 - Epis Staff Cont Ed Foundation Funding	(2,954)	(2,952)	(3,860)	(3,860)
1-5013-00 - Bishop Supplies	1,000	1,574	450	450
1-5013-02 - Episcopate Staff Supplies	200	42	2,230	2,230
1-5014-00 - Bishop Cell Phone	1,500	728	1,100	1,100
1-5060-00 - Chancellor Expenses	7,000	4,004	25,000	7,000
1-5099-01 - Bishop Search Expenses	127,926	131,784	-	-
1-5099-01 - Future Transition Funding	-	-	-	10,000
Total Episcopate Operational Expense	162,926	156,980	63,930	61,930
Total The Episcopate	495,058	487,383	381,746	379,746

DIOCESE OF EAST CAROLINA
2015 PROPOSED OPERATING BUDGET

	2014	2014	2015	2015
	Amended			
	Budget	Est. Actual	Requested	Recommended
Diocesan Administration				
Administration Personnel Expenses				
1-5101-00 - Diocesan Administrator Salary	47,685	48,227	51,547	51,547
1-5102-00 - Administrative Assistant/Receptionist	21,453	22,493	22,526	22,526
1-5102-01 - Communications Coordinator	23,602	25,283	24,782	24,782
1-5120-03 - Sexton	-	982	5,000	5,000
1-5103-02 - Administrative Staff-Health	48,651	48,021	42,087	42,087
1-5103-03 - Administrative Staff-Pension	8,347	8,677	9,347	9,347
1-5104-00 - Administrative Staff Payroll Taxes	7,042	7,237	7,945	7,945
Total Administration Personnel Expenses	<u>156,780</u>	<u>160,920</u>	<u>163,234</u>	<u>163,234</u>
Administration Operational Expenses				
1-5110-00 - Administrative Travel	200	244	450	450
1-5111-00 - Administrative Continuing Education	4,823	3,457	4,859	4,859
1-5111-01 - Admin Continuing Ed Found Fund	(4,823)	(3,457)	(4,859)	(4,859)
1-5112-00 - Audit	12,000	12,000	12,000	12,000
1-5113-00 - Insurance	18,000	14,863	17,000	17,000
1-5114-00 - Office Supplies	7,500	8,407	8,500	8,500
1-5116-00 - Journal Production and Mailing	600	-	600	1,200
1-5117-00 - Postage and Shipping	8,000	7,090	8,200	8,200
1-5118-00 - Office Equipment - Leases	18,500	15,976	16,500	16,500
1-5119-00 - Computer Expenses	11,700	11,191	12,000	12,000
1-5120-00 - Dues & Publications	1,424	938	1,500	1,500
1-5121-00 - Telephone/Internet	6,400	5,846	6,000	6,000
1-5122-00 - Utilities	12,500	12,214	12,500	13,500
1-5123-00 - Building Maintenance	16,500	13,289	12,000	12,000
1-5123-02 - Building Renovation Foundation Funding	(9,251)	(9,251)	(7,547)	(7,547)
1-5123-03 - Building Renovation Fund Transfer	9,251	9,251	7,547	7,547
1-5124-00 - Yard Maintenance	5,500	5,288	5,700	5,700
1-5125-00 - Contract Services	6,000	3,165	6,000	10,000
1-5125-01 - Volunteer Treasurer Travel	2,400	669	1,500	1,500
1-5126-00 - Bank Charges & Fees	3,000	1,509	500	500
1-5199-00 - Contingency Expenses	34,646	-	-	46,180
Total Administration Operational Expenses	<u>164,870</u>	<u>112,689</u>	<u>120,950</u>	<u>172,730</u>
Total Diocesan Administration	<u>321,650</u>	<u>273,609</u>	<u>284,184</u>	<u>335,964</u>
Canon				
Canon Personnel				
1-5201-00 - Canon to Ordinary Salary/Housing	100,180	100,886	108,516	108,516
1-5201-01 - Canon to Ordinary Transition Supplement	6,000	6,000	-	-
1-5201-02 - Contract Assistant for Deployment	5,000	-	-	-
1-5201-99 - Special Funding for Contract Assistant	(5,000)	-	-	-
1-5203-01 - Canon to Ordinary-Health/Life	20,239	20,244	17,079	17,079
1-5203-02 - Canon to Ordinary-Pension	19,112	19,239	19,533	19,533
Total Canon Personnel	<u>145,531</u>	<u>146,369</u>	<u>145,128</u>	<u>145,128</u>

DIOCESE OF EAST CAROLINA
2015 PROPOSED OPERATING BUDGET

	2014	2014	2015	2015
	Amended			
	Budget	Est. Actual	Requested	Recommended
Canon Operational Expense				
1-5210-00 - Canon Automobile	9,500	6,475	12,000	7,000
1-5211-00 - Canon Travel	4,300	773	8,500	5,000
1-5212-00 - Canon Continuing Education	3,850	-	4,225	4,225
1-5212-01 - Canon Continuing Education Foundation Funding	(3,850)	-	(4,225)	(4,225)
1-5213-00 - Canon Supplies	500	252	3,850	3,850
1-5214-00 - Canon Cell Phone	800	784	800	800
Total Canon Operational Expense	<u>15,100</u>	<u>8,284</u>	<u>25,150</u>	<u>16,650</u>
Total Canon	<u>160,631</u>	<u>154,653</u>	<u>170,278</u>	<u>161,778</u>
Hispanic Missioner (new program)				
- Pastor Salary/Housing	-	-	-	36,000
- Pastor Health	-	-	-	9,000
- Pastor Travel	-	-	-	5,000
- Congregational support	-	-	-	(10,000)
- Exisiting restricted funds	-	-	-	(30,000)
Total Hispanic Missioner	<u>-</u>	<u>-</u>	<u>-</u>	<u>10,000</u>
Other Clergy Pensions				
1-5203-04 - Previously Unpaid Pension Payments	<u>6,608</u>	<u>6,608</u>	-	-
Diocesan Programs				
1-5220-00 - Transition Ministry	3,500	2,469	4,000	4,000
1-5220-01 - Transition Min Foundation Funding	(3,500)	(2,469)	(2,500)	(2,500)
1-5221-00 - Communications Ministry	3,560	2,785	3,000	3,000
1-5223-00 - Education for Ministry	3,000	2,937	2,800	2,800
1-5223-01 - EFM Foundation Funding	(3,000)	(2,937)	(2,800)	(2,800)
1-5224-00 - Deacon Formation/Education	15,436	8,834	14,140	12,000
1-5224-01 - Deacon Foundation Funding	(15,436)	(8,834)	(9,350)	(9,350)
1-5224-02 - Deacon Trustee Funding	-	-	(2,650)	(2,650)
1-5225-00 - Seminarians Education/Support	31,900	26,122	36,800	36,800
1-5225-01 - Seminarians Foundation Funding	(13,795)	(14,795)	(18,000)	(18,000)
1-5225-02 - Seminarians Trustee Funding	(18,105)	(11,327)	(18,800)	(18,800)
1-5237-01 - Retired Clergy Conference	3,000	-	3,000	3,000
- Wardens conference	-	-	3,000	3,000
- Small church conference	-	-	-	10,000
1-5226-00 - Clergy Domestic Education	2,529	500	2,688	2,688
1-5226-01 - Clergy Dom Ed Foundation Funding	(2,529)	(500)	(2,688)	(2,688)
1-5227-00 - Clergy Foreign Travel	4,042	-	4,298	4,298
1-5227-01 - Clergy Foreign Travel Foundation Funding	(4,042)	-	(4,298)	(4,298)
1-5228-00 - Retired Clergy Liaison	200	60	200	200
1-5228-01 - Retired Clergy Liaison Foundation Funding	(200)	(60)	-	-

DIOCESE OF EAST CAROLINA
2015 PROPOSED OPERATING BUDGET

	2014	2014	2015	2015
	Amended			
	Budget	Est. Actual	Requested	Recommended
1-5230-00 - Stewardship Committee	-	-	1,000	1,000
1-5231-00 - Historic Properties Commission	1,000	-	-	-
1-5235-00 - Clergy Conference	13,000	15,349	13,000	15,500
1-5235-01 - Clergy conference participant fees	(13,000)	(5,800)	-	-
1-5235-02 - Clergy conference Foundation Funding	-	(9,549)	(2,401)	(2,401)
1-5240-00 - Diocesan Sponsored Ministry Dev & Train.	5,000	1,448	6,800	6,800
- Diocesan Committee Hospitality	-	-	1,300	1,300
Total Diocesan Programs	<u>12,560</u>	<u>4,233</u>	<u>32,539</u>	<u>42,899</u>
Youth and Young Adult Ministry				
Youth & Young Adult Personnel				
1-5301-00 - Youth Director Salary	39,398	39,939	41,762	41,762
1-5303-01 - Youth Staff Health/Life	1,068	1,073	1,142	1,142
1-5303-02 - Youth Staff Pension	3,546	2,595	3,759	3,759
1-5304-00 - Youth Staff Payroll Taxes	<u>3,014</u>	<u>3,061</u>	<u>3,195</u>	<u>3,195</u>
Total Youth & Young Adult Personnel	<u>47,026</u>	<u>46,668</u>	<u>49,857</u>	<u>49,857</u>
Youth Operational Expenses				
1-5310-00 - Youth Staff Travel	4,050	2,105	3,950	3,950
1-5311-00 - Youth Staff Continuing Education	1,215	1,033	1,200	1,200
1-5312-00 - Youth Staff Supplies	1,335	460	775	775
1-5313-00 - Youth Staff Cell Phone	<u>800</u>	<u>784</u>	<u>1,150</u>	<u>1,150</u>
Total Youth Operational Expenses	<u>7,400</u>	<u>4,382</u>	<u>7,075</u>	<u>7,075</u>
Youth & Young Adult Programs				
1-5350-00 - Youth Program Funds	100,170	72,615	98,075	98,075
1-5350-03 - Youth Participant Fees	(61,425)	(46,766)	(52,975)	(52,975)
1-5350-04 - Youth Scholarships	3,500	3,192	6,000	6,000
1-5351-01 - Campus Ministry Program Fds-ECU, PCC	4,000	2,505	6,800	6,800
1-5351-02 - Campus Ministry Program Funds-UNCW	7,350	5,142	4,250	4,250
1-5352-00 - Campus Ministry Salary - ECU, PCC	14,400	9,500	14,400	14,400
1-5352-00 - Campus Ministry Salary - UNCW	14,400	14,400	15,000	15,000
1-5351-03 - Campus Ministry Prog. - Pembroke	500	114	4,100	4,100
1-5353-00 - Campus Ministry Payroll Taxes	2,203	1,561	2,250	2,250
1-5357-00 - Diocesan College/Young Adult Prog	9,075	2,736	750	750
1-5359-01 - College/Young Adult Foundation Funding	(25,305)	(25,305)	(25,176)	(25,176)
1-5359-03 - Prior Years Pledges Escrowed	-	-	-	-
1-5359-05 - DFMS Grant	(8,500)	(8,500)	(1,700)	(1,700)
1-5359-04 - LEHTO Grant	(26,865)	(23,626)	(42,725)	(42,725)
- Lutheran Synod Support for Campus Min	-	-	(2,400)	(2,400)
1-5512-00 - Christian Formation Education	2,700	2,623	8,000	8,000
1-5512-01 - Christian Formation Education-Fdn Funding	(500)	(500)	(1,000)	(1,000)
Total Youth & Young Adult Programs	<u>35,703</u>	<u>9,691</u>	<u>33,649</u>	<u>33,649</u>
Total Youth and Young Adult Ministry	<u>90,129</u>	<u>60,741</u>	<u>90,581</u>	<u>90,581</u>

DIOCESE OF EAST CAROLINA
2015 PROPOSED OPERATING BUDGET

	2014	2014	2015	2015
	Amended			
	Budget	Est. Actual	Requested	Recommended
Canon Required Commissions				
1-5501-00 - Executive Council	500	218	500	500
1-5502-00 - Standing Committee	600	545	700	700
1-5503-00 - Commission on Ministry	4,500	2,577	4,500	4,500
1-5503-01 - COM Foundation Funding	(4,500)	(2,577)	(2,500)	(2,500)
1-5504-00 - Archives/Historian	6,700	1,144	6,660	6,660
1-5504-01 - Archives/Historian Foundation Funding	(450)	(450)	(470)	(470)
1-5505-00 - Diocesan Convention	45,000	46,395	48,315	48,315
1-5505-01 - Diocesan Convention Participant Fees	(40,000)	(47,116)	(48,315)	(48,315)
1-5506-00 - General Convention	-	-	52,595	52,595
1-5506-01 - General Convention Fund Transfer	12,500	12,500	(42,500)	(42,500)
1-5507-00 - Synod Meeting	2,500	2,134	2,500	2,500
1-5509-00 - Anti-Racism Training	2,000	502	2,000	2,000
1-5509-01 - Anti-Racism Foundation Funding	(2,000)	(502)	(500)	(500)
1-5510-00 - Ecumenical Relations	750	264	2,750	2,750
1-5510-01 - Ecumenical Foundation Funding	(750)	(264)	-	-
1-5511-00 - Liturgical: Music Conference	38,740	32,970	35,000	35,000
1-5511-01 - Liturgical: Music Conf. Participant Fees	(36,240)	(32,256)	(32,500)	(32,500)
1-5511-02 - Liturgical: Acolyte Festival	1,500	-	1,000	1,000
1-5511-03 - Liturgical Commission	200	119	200	200
1-5513-00 - Disciplinary Board	1,000	-	1,000	1,000
1-5513-01 - Disciplinary Board Foundation Funding	(1,000)	-	-	-
Total Canon Required Commissions	31,550	16,203	30,935	30,935
Other Diocesan Ministries				
1-5801-00 - Trinity Center	42,264	84,264	63,215	63,215
1-5801-01 - Trinity Center Foundation Funding	(30,264)	(42,264)	(33,215)	(33,215)
1-5802-00 - Christian Social Ministries - EFWM	25,000	25,000	25,000	33,000
1-5802-01 - Christian Social Ministries-IRM	5,000	5,000	5,000	5,000
1-5802-02 - CSM - HIV/AIDS Province IV Rep	-	-	1,600	1,600
1-5802-98 - Transfer to EFWM Fund	-	25,000	-	-
1-5802-99 - CSM Foundation Funding	(18,243)	(27,820)	(29,887)	(29,887)
1-5803-00 - Millennium Development Goals	9,000	9,000	9,139	9,139
1-5804-00 - Companion Diocese Program	1,000	1,000	2,750	2,750
1-5804-01 - Companion Diocese Foundation Funding	(1,000)	(1,000)	(2,750)	(2,750)
1-5806-00 - Camp Trinity	20,000	20,000	20,000	20,000
1-5806-01 - Camp Trinity Foundation Funding	(20,000)	(20,000)	(20,000)	(20,000)
1-5810-00 - General Church Program	150,000	150,000	226,374	178,716
1-5811-00 - Province IV Assessment	3,683	3,683	4,028	4,028
1-5812-00 - Anglican Comm./Lambeth Fund Transfer	1,000	1,000	1,000	1,000
1-5813-00 - Bishop's Relief Fund	2,886	-	3,068	3,068
1-5813-01 - Bishop's Relief Foundation Funding	(2,886)	-	(3,068)	(3,068)

**DIOCESE OF EAST CAROLINA
2015 PROPOSED OPERATING BUDGET**

	2014	2014	2015	2015
	Amended			
	Budget	Est. Actual	Requested	Recommended
1-5815-00 - Special Insurance Assistance	15,000	15,000	15,000	15,000
1-5815-01 - Special Ins Assist Nat Trust Funding	(10,000)	(10,000)	(10,000)	(10,000)
1-5815-02 - Special Ins Assist Foundation Funding	(5,000)	(5,000)	(5,000)	(5,000)
1-5816-00 - ERD Training	500	225	500	500
1-5816-01 - ERD Training Foundation Funding	(500)	(225)	-	-
1-5850-00 - Episcopal Radio/TV Foundation	500	500	500	500
1-5851-00 - Kanuga Support	1,000	1,000	1,000	1,000
1-5852-00 - Sewanee Support	1,250	1,250	1,250	1,250
1-5853-00 - Thompson Child and Family Focus	1,423	1,423	1,533	1,533
1-5853-01 - Thompson C & FF Foundation Funding	(1,423)	(1,423)	(1,533)	(1,533)
1-5854-00 - St. Mary's School Support	1,000	1,000	1,000	1,000
1-5855-00 - St. Augustine's College Support	1,000	1,000	1,000	1,000
1-5859-99 - Foundation Fnding-Epis. Schools & TV	(4,750)	(4,750)	(4,750)	(4,750)
Total Other Diocesan Ministries	<u>187,440</u>	<u>232,863</u>	<u>272,754</u>	<u>233,096</u>
Total Expenses	<u>1,305,626</u>	<u>1,236,293</u>	<u>1,263,017</u>	<u>1,285,000</u>
Revenues Over (Under) Expenses	<u>(0)</u>	<u>86,618</u>	<u>21,983</u>	<u>0</u>
Total Foundation Funding	<u>(181,951)</u>	<u>(186,884)</u>	<u>(192,377)</u>	<u>(192,377)</u>

Trinity and Beyond
Summary of Collections and Expenses
As of December 31, 2014

	<u>2011</u>	<u>2012</u>	<u>12/31/13</u>	<u>12/31/14</u>	<u>Campaign to Date</u>
Revenues:					
Critical Need Gifts/Pledges	162,574.40	335,668.68	223,016.07	307,002.31	1,028,261.46
Endowment Pledges	-	100,000.00	35,000.00	35,000.00	170,000.00
Hispanic Ministry	-	127.90	-	-	127.90
Military Ministry	-	200.00	103.00	-	303.00
Gain/loss on stock sales	-	-	(152.43)	314.46	162.03
Sales Tax Refund	-	-	-	1,799.83	1,799.83
Total Revenues	162,574.40	435,996.58	257,966.64	344,116.60	1,200,654.22
Expenses:					
Administrative Expenses	-	11,279.27	8,121.32	-	19,400.59
Trinity Center Critical Needs	49,300.00	224,012.24	289,793.78	227,683.00	790,789.02
Transfer to Seale Endowment	-	100,000.00	-	25,000.00	125,000.00
Transfer to General Trinity Endowment	-	-	35,000.00	10,000.00	45,000.00
Bank Fees	-	52.50	142.75	94.95	290.20
Marketing Expenses	-	14,907.74	3,464.02	-	18,371.76
Total Expenses	49,300.00	350,251.75	336,521.87	262,777.95	998,851.57
Net Income	113,274.40	85,744.83	(78,555.23)	81,338.65	201,802.65
					CASH BALANCE
					12/31/14
Current cash balance Trinity & Beyond	201,803				
South Cluster renovations remaining	(200,600)				
Projected remaining after South Cluster completion	1,203				
					(Roof completed, decking in January, rooms in the fall 2015)
Pledge Update:					
Total Critical Need Gifts and Pledges	1,105,085				
Payments on pledges and critical need gifts (shown above)	(1,028,261)				
Balance of pledges due	76,824				
Estimated collection rate	90%				
Estimated pledges collectible	69,141				

Diocese of East Carolina
2015 Pledge Worksheet 10% Minimum Giving

		2014 Pledge Data				2015 Pledge Data			
		2012 Operating Revenue	2014 10% Minimum	2014 Actual Pledge	2014 Percentage	2013 Operating Revenue	2015 10% Minimum	2015 Actual Pledge	2015 Percentage
St. Thomas Episcopal Church	Ahoskie	156,218.00	\$15,622	\$17,426.00	11.15%	\$157,277	\$15,728	\$18,600.00	11.83%
St. Thomas Episcopal Church	Bath	184,819.00	\$18,482	\$18,482.00	10.00%	\$152,746	\$15,275	\$15,275.00	10.00%
St. Paul's Episcopal Church	Beaufort	544,900.00	\$54,490	\$54,490.00	10.00%	\$489,073	\$48,907	\$48,907.00	10.00%
St. James Episcopal Church	Belhaven	39,032.00	\$3,903	\$3,903.00	10.00%	\$38,979	\$3,898	\$3,898.00	10.00%
St. Mary's Episcopal Church	Burgaw	57,261.00	\$5,726	\$4,000.00	6.99%	\$57,572	\$5,757	\$4,500.00	7.82%
Trinity Episcopal Church	Chocowinity	142,923.00	\$14,292	\$10,000.00	7.00%	\$149,659	\$14,966	\$8,000.00	5.35%
St. Paul's Episcopal Church	Clinton	118,982.00	\$11,898	\$12,000.00	10.09%	\$108,087	\$10,809	\$10,800.00	9.99%
St. Andrew's Episcopal Church	Columbia	19,533.00	\$1,953	\$2,225.00	11.39%	\$26,180	\$2,618	\$2,618.00	10.00%
Christ Episcopal Church	Creswell	7,754.00	\$775	\$700.00	9.03%	\$5,092	\$509	\$509.00	10.00%
Galilee Mission	Creswell	6,595.00	\$660	\$660.00	10.01%	\$11,756	\$1,176	\$1,293.00	11.00%
St. Luke's Episcopal Church	Currituck	38,594.00	\$3,859	\$3,859.00	10.00%	\$34,544	\$3,454	\$3,454.00	10.00%
St. Paul's Episcopal Church	Edenton	457,526.00	\$45,753	\$38,000.00	8.31%	\$396,933	\$39,693	\$39,693.00	10.00%
Christ Episcopal Church	Elizabeth City	355,911.00	\$35,591	\$30,000.00	8.43%	\$356,516	\$35,652	\$30,000.00	8.41%
St. Christopher's Episcopal Church	Elizabethtown	25,061.00	\$2,506	\$3,007.00	12.00%	\$26,500	\$2,650	\$2,650.00	10.00%
St. George's Episcopal Church	Engelhard	34,584.00	\$3,458	\$3,500.00	10.12%	\$62,645	\$6,265	\$6,365.00	10.16%
Emmanuel Episcopal Church	Farmville	38,270.00	\$3,827	\$4,592.40	12.00%	\$38,717	\$3,872	\$3,872.00	10.00%
Church of the Good Shepherd	Fayetteville	12,420.00	\$1,242	\$1,366.00	11.00%	\$12,420	\$1,242	\$1,242.00	10.00%
Holy Trinity Episcopal Church	Fayetteville	498,222.00	\$49,822	\$50,000.00	10.04%	\$443,897	\$44,390	\$45,000.00	10.14%
St. John's Episcopal Church	Fayetteville	618,508.00	\$61,851	\$55,795.52	9.02%	\$663,456	\$66,346	\$66,348.00	10.00%
St. Joseph's Episcopal Church	Fayetteville	89,238.00	\$8,924	\$7,764.00	8.70%	\$65,458	\$6,546	\$6,546.00	10.00%
St. Paul's in the Pines Episcopal Church	Fayetteville	116,925.00	\$11,693	\$11,693.00	10.00%	\$106,657	\$10,666	\$10,667.00	10.00%
St. Mary's Episcopal Church	Gatesville	42,498.00	\$4,250	\$2,500.00	5.88%	\$42,498	\$4,250	\$2,500.00	5.88%
St. Andrew's Episcopal Church	Goldsboro	38,989.00	\$3,899	\$3,000.00	7.69%	\$35,479	\$3,548	\$3,548.00	10.00%
St. Francis Episcopal Church	Goldsboro	123,938.00	\$12,394	\$12,394.00	10.00%	\$130,008	\$13,001	\$13,000.00	10.00%
St. Stephen's Episcopal Church	Goldsboro	432,386.00	\$43,239	\$34,000.00	7.86%	\$392,845	\$39,285	\$39,300.00	10.00%
St. Paul's Episcopal Church	Greenville	754,987.00	\$75,499	\$71,300.00	9.44%	\$720,868	\$72,087	\$71,300.00	9.89%
St. Timothy's Episcopal Church	Greenville	348,747.00	\$34,875	\$38,360.00	11.00%	\$338,742	\$33,874	\$37,362.00	11.03%
St. John's Episcopal Church	Grifton	40,916.00	\$4,092	\$3,500.00	8.55%	\$59,142	\$5,914	\$4,000.00	6.76%
Holy Trinity Episcopal Church	Hampstead	145,525.00	\$14,553	\$11,000.00	7.56%	\$138,719	\$13,872	\$11,000.00	7.93%
St. Christopher's Episcopal Church	Havelock	35,601.00	\$3,560	\$3,560.00	10.00%	\$37,611	\$3,761	\$3,761.00	10.00%
Holy Trinity Episcopal Church	Hertford	178,014.00	\$17,801	\$17,801.00	10.00%	\$179,991	\$17,999	\$17,999.00	10.00%
St. Philip's Episcopal Church	Holly Ridge	45,009.00	\$4,501	\$4,951.00	11.00%	\$45,056	\$4,506	\$4,956.16	11.00%
St. Anne's Episcopal Church	Jacksonville	241,644.00	\$24,164	\$7,000.00	2.90%	\$212,221	\$21,222	\$7,000.00	3.30%
St. Augustine's Episcopal Church	Kinston	38,796.00	\$3,880	\$ 3,000.00	7.73%	\$35,650	\$3,565		0.00%
St. Mary's Episcopal Church	Kinston	465,730.00	\$46,573	\$44,000.00	9.45%	\$463,715	\$46,372	\$46,372.00	10.00%
Grace Episcopal Church	Lewiston-Woodville	6,424.00	\$642	\$2,100.00	32.69%	\$9,500	\$950	\$2,100.00	22.11%
Trinity Episcopal Church	Lumberton	194,983.00	\$19,498	\$10,000.00	5.13%	\$191,158	\$19,116	\$10,000.00	5.23%
St. Andrew's Episcopal Church	Morehead City	244,137.00	\$24,414	\$19,531.00	8.00%	\$256,415	\$25,642	\$23,077.00	9.00%
St. Andrew's By-the-Sea Episcopal Church	Nags Head	342,637.00	\$34,264	\$29,000.00	8.46%	\$333,881	\$33,388	\$29,000.00	8.69%
Christ Episcopal Church	New Bern	951,931.00	\$95,193	\$93,000.00	9.77%	\$958,493	\$95,849	\$86,400.00	9.01%
St. Cyprian's Episcopal Church	New Bern	35,569.00	\$3,557	\$3,000.00	8.43%	\$39,082	\$3,908	\$3,000.00	7.68%
La Iglesia de la Sagrada Familia	Newton Grove	23,015.00	\$2,302	\$2,302.00	10.00%	\$16,005	\$1,601	\$1,601.00	10.00%
All Soul's	Northwest	25,235.00	\$2,524	\$2,340.00	9.27%	\$29,283	\$2,928	\$2,680.00	9.15%
St. Thomas Episcopal Church	Oriental	181,689.00	\$18,169	\$15,000.00	8.26%	\$202,062	\$20,206	\$10,103.00	5.00%
Grace Episcopal Church	Plymouth	117,079.00	\$11,708	\$11,708.00	10.00%	\$105,739	\$10,574	\$11,708.00	11.07%
St. Luke's/St. Anne's Episcopal Church	Roper	17,050.00	\$1,705	\$1,000.00	5.87%	\$14,155	\$1,416	\$1,000.00	7.06%
St. Francis by-the-Sea Episcopal Church	Salter Path	223,526.00	\$22,353	\$6,000.00	2.68%	\$239,740	\$23,974	\$12,000.00	5.01%
Holy Innocents Episcopal Church	Seven Springs	61,220.00	\$6,122	\$4,000.00	6.53%	\$63,508	\$6,351	\$2,000.00	3.15%
St. James the Fisherman Episcopal Church	Shallotte	200,383.00	\$20,038	\$20,038.00	10.00%	\$226,115	\$22,612	\$22,612.00	10.00%
All Saints Episcopal Church	Southern Shores	326,805.00	\$32,681	\$32,681.00	10.00%	\$300,618	\$30,612	\$30,062.00	10.00%
St. Philip's Episcopal Church	Southport	485,060.00	\$48,506	\$48,506.00	10.00%	\$459,042	\$45,904	\$45,904.00	10.00%
St. Peter's Episcopal Church	Sunbury	24,159.00	\$2,416	\$6,900.00	28.56%	\$28,006	\$2,801	\$6,900.00	24.64%
St. Peter's by the Sea Episcopal Church	Swansboro	236,599.00	\$23,660	\$17,661.00	7.46%	\$235,139	\$23,514	\$17,661.00	7.51%
Grace Episcopal Church	Trenton	5,946.00	\$595	\$595.00	10.01%	\$4,748	\$475	\$475.00	10.00%
St. Paul's Episcopal Church	Vanceboro	9,026.00	\$903	\$ -	0.00%	\$0	\$0		0.00%
St. Peter's Episcopal Church	Washington	560,770.00	\$56,077	\$56,400.00	10.06%	\$537,972	\$53,797		0.00%
Zion Episcopal Church	Washington	91,186.00	\$9,119	\$5,040.00	5.53%	\$101,829	\$10,183	\$5,040.00	4.95%
Grace Episcopal Church	Whiteville	120,958.00	\$12,096	\$10,886.00	9.00%	\$117,471	\$11,747	\$11,160.00	9.50%

Continued on back of page

Diocese of East Carolina
2015 Pledge Worksheet 10% Minimum Giving

Church of the Advent	Williamston	184,114.00	\$18,411	\$10,850.00	5.89%	\$119,714	\$11,971	\$10,850.00	9.06%
Church of the Good Shepherd	Wilmington	74,059.00	\$7,406	\$7,406.00	10.00%	\$74,059	\$7,406	\$6,046.00	8.16%
Church of the Servant	Wilmington	303,923.00	\$30,392	\$31,277.00	10.29%	\$299,954	\$29,995	\$31,277.00	10.43%
Holy Cross Episcopal Church	Wilmington	152,522.00	\$15,252	\$15,252.00	10.00%	\$169,602	\$16,960	\$8,480.00	5.00%
St. Andrew's on-the-Sound Episcopal Church	Wilmington	745,123.00	\$74,512	\$55,700.00	7.48%	\$646,564	\$64,656	\$80,000.00	12.37%
St. James Episcopal Church	Wilmington	1,205,009.00	\$120,501	\$121,793.00	10.11%	\$1,172,662	\$117,266	\$121,793.00	10.39%
St. John's Episcopal Church	Wilmington	577,818.00	\$57,782	\$33,000.00	5.71%	\$445,097	\$44,510	\$33,000.00	7.41%
St. Mark's Episcopal Church	Wilmington	84,267.00	\$8,427	\$4,000.00	4.75%	\$96,349	\$9,635	\$4,000.00	4.15%
St. Paul's Episcopal Church	Wilmington	314,037.00	\$31,404	\$15,000.00	4.78%	\$316,474	\$31,647	\$18,000.00	5.69%
St. Thomas Episcopal Church	Windsor	113,163.00	\$11,316	\$15,226.00	13.45%	\$128,151	\$12,815	\$12,815.00	10.00%
Totals		\$14,735,478	\$1,473,552	\$1,297,021	8.80%	\$14,175,296	\$1,417,530	\$1,253,079	8.84%

\$1,240,837 Actual Pledges Received

\$12,242 Estimated based on 2014 pledges

\$1,253,079 Total (with 2 parishes pending)

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Ahoscie	Church of St Thomas (2014)	138	129	6	39	102	0	1	0
Bath	St Thomas Episcopal Church (2014)	113	113	34	84	78	0	0	0
Beaufort	St Pauls Episcopal Church (2014)	691	690	85	160	104	0	1	14
Belhaven	St James Episcopal Church (2014)	39	39	9	27	52	0	1	2
Burgaw	St Marys Episcopal Church (2014)	55	52	3	30	52	0	0	0
Chocowinity	Trinity Episcopal Church (2014)	177	177	1	70	96	2	0	0
Clinton	St Pauls Episcopal Church (2014)	89	89	0	42	46	0	0	2
Columbia	St Andrews Episcopal Church (2014)	24	23	3	12	34	0	0	4
Creswell	Christ Episcopal Church (2014)	11	10	2	7	1	0	0	0
Creswell	Galilee Mission / Lake Phelps (2014)	3	3	0	5	0	0	0	0
Currituck	St Lukes Episcopal Mission (2014)	38	38	25	31	76	2	5	0
Edenton	St Pauls Episcopal Church (2014)	429	360	23	194	126	0	6	17
Elizabeth City	Christ Episcopal Church (2014)	221	221	11	112	102	0	3	0
Elizabethtown	St Christophers Episcopal Church (2014)	31	31	3	15	24	0	0	0
Engelhard	St Georges Episcopal Church (2014)	140	107	8	26	48	0	0	0
Farmville	Emmanuel Episcopal Church	30	30	0	15	0	0	3	2
Fayetteville	Church of the Good Shepherd (2014)	22	19	4	16	33	0	2	3
Fayetteville	Holy Trinity Episcopal Church (2014)	663	610	45	173	104	1	2	6
Fayetteville	St Johns Episcopal Church (2014)	801	801	58	165	110	2	17	10
Fayetteville	St Josephs Episcopal Church (2014)	50	50	2	40	0	1	2	0
Fayetteville	St Pauls in the Pines Epis Ch (2014)	134	120	5	57	73	0	1	7
Gatesville	St Marys Episcopal Church (2014)	26	26	0	9	12	1	1	0
Goldsboro	St Andrews Episcopal Church (2014)	26	26	37	20	38	0	2	0
Goldsboro	St Francis Episcopal Church (2014)	114	91	25	89	112	0	0	5
Goldsboro	St Stephens Church (2014)	338	231	10	108	101	1	5	0
Greenville	St Pauls Episcopal Church (2014)	1,057	696	0	243	144	0	3	11
Greenville	St Timothy's Episcopal Church (2014)	236	236	0	140	103	2	2	0
Grifton	St John & St Mark Episcopal Church (2014)	32	22	0	19	26	0	0	0
Hampstead	Holy Trinity Episcopal Church (2014)	101	101	21	62	50	0	1	0
Havelock	St Christophers Episcopal Church (2014)	88	87	2	29	36	1	3	1
Hertford	Holy Trinity Episcopal Church (2014)	150	150	2	93	52	0	0	2
Holly Ridge	St Philips Episcopal Church (2014)	61	61	2	43	51	0	1	5
Jacksonville	St Annes Episcopal Church (2014)	252	196	2	78	83	0	9	0
Kinston	St Augustines Episcopal Church (2014)	36	23	0	17	43	0	0	0

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Kinston	St Marys Episcopal Church (2014)	428	428	423	175	104	1	5	27
Leland	All Souls Episcopal Church (2014)	36	36	1	25	44	0	0	0
Lewiston	Grace Episcopal Church (2014)	15	15	0	0	0	0	1	0
Woodville	Trinity Episcopal Church (2014)	362	279	6	72	46	0	3	6
Lumberton	St Andrews Church (2014)	237	230	100	148	105	0	1	9
Morehead City	Church of St Andrews by the Sea (2014)	413	387	0	164	103	0	5	2
Nags Head	Christ Episcopal Church (2014)	1,036	640	67	325	149	3	13	15
New Bern	St Cyprians Episcopal Church (2014)	35	31	2	19	27	0	0	0
New Bern	La Iglesia de la Sagrada Familia (2013)	474	342	0	320	45	13	0	0
Newton Grove	St Thomas Church (2014)	147	147	10	68	99	0	0	0
Oriental	Grace Episcopal Church (2014)	72	52	5	32	43	0	0	3
Plymouth	St Lukes & St Annes Epis Church (2014)	26	0	0	12	0	0	1	0
Roper	St Francis by the Sea (2014)	170	167	34	136	57	4	0	0
Salter Path	Church of the Holy Innocents (2014)	88	50	4	25	49	0	0	0
Seven Springs	St James the Fisherman Church (2014)	347	338	0	168	149	0	4	0
Shallotte	All Saints Episcopal Church (2014)	433	390	15	139	105	1	1	4
Southern Shores	St Philips Episcopal Church (2014)	699	537	0	226	115	0	2	16
Southport	St Peters Episcopal Church (Sunbury) (2014)	38	32	2	13	23	0	0	2
Sunbury	St Peters by the Sea Church (2014)	246	246	68	117	108	0	5	0
Swansboro	Grace Episcopal Church (2013)	12	10	0	5	5	0	0	0
Trenton	St Pauls Episcopal Church (2008)	34	34	0	15	0	0	1	0
Vanceboro	St Peters Episcopal Church (2014)	823	576	54	215	151	0	12	0
Washington	Zion Episcopal Church (2014)	54	54	2	22	48	0	0	0
Washington	Grace Episcopal Church (2014)	62	56	7	35	49	0	0	2
Whiteville	Church of the Advent (2014)	138	120	11	51	53	4	4	4
Williamston	Church of the Good Shepherd (2014)	59	59	4	35	39	0	0	0
Wilmington	Church of the Servant (2014)	557	249	89	146	144	1	10	6
Wilmington	Holy Cross Episcopal Church (2014)	167	167	140	109	103	1	2	0
Wilmington	St Andrews on-the-Sound Church (2014)	837	154	51	286	164	4	10	22
Wilmington	St James Episcopal Church (2014)	1,984	1,984	63	546	162	0	27	18
Wilmington	St John Episcopal Church (2014)	566	558	24	194	153	0	4	0
Wilmington	St Mark Episcopal Church (2014)	79	79	0	56	47	0	0	2
Wilmington	St Pauls Church (2014)	284	284	12	148	104	0	4	11
Windsor	St Thomas Episcopal Church (2014)	127	116	6	43	48	1	1	0

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
		17,501	14,505	1,628	6,360	4,753	46	187	240
	Total								

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 representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension. (b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V

Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds, and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI

Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any fewer number shall be competent to receive reports and to adjourn.

ARTICLE VII

Voting by Convention

Section 1. (A). Unless otherwise provided, voting upon all questions before the Convention shall be by Delegates, with a simple majority of all ballots cast to determine the issue. (B).

Upon any question before the Convention the two Orders shall vote separately,

(i) when required by this Constitution or by the Canons or

(ii) when any Lay or Clergy delegate moves for a vote by Orders after the introduction of the question and before the question is called for a vote, seconded by a member of the other Order, and with the approval of a majority of the Convention. Such motion shall take precedence over any other motion on the floor and is not subject to debate.

When a vote by Orders is required, each clerical member shall be entitled to one vote and each lay member to one vote, and a concurrence of majorities of both Orders shall be necessary to a decision.

(C). A vote by Orders and Parishes is required in the election of a Bishop, or Bishop Co-adjutor, or a Bishop Suffragan, as provided by Article XIII. A vote by Orders and Parishes is required to amend this Constitution, as provided by Article XVI. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote and each Parish shall be entitled to the same number of votes as the number of its lay delegates. For example, a Parish with five lay delegates shall be entitled to five votes, and a Parish with four lay delegates shall be entitled to four votes. A vote by Orders and Parishes shall be conducted in this manner: First, a quorum for the purpose of voting shall be necessary. A quorum for voting by orders and Parishes shall mean the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy), and the presence of delegates of two-thirds of the Parishes entitled to representation and vote. Second, the vote shall be taken by first calling the roll of the clergy with each clerical member depositing his or her ballot with the Tellers, and then calling the roll of the Parishes with one lay delegate depositing the ballots of the parish with the Tellers. Third, a majority of both Orders on the same ballot shall be required for an election or an affirmative vote to amend the Constitution.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII
Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall have the power to fill the vacancy till such time as election shall be held.

ARTICLE IX
Standing Committee

Section 1. The Standing Committee shall consist of three Clergy of the Diocese and three lay persons, confirmed communicants in good standing sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one Clergy and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of that term. The Committee shall elect its President and Secretary annually and shall have the power to fill any vacancy that may occur on the Committee until the next annual Convention. However, a person otherwise qualified to serve on the Standing Committee who is appointed to fill a vacancy until the next Annual Convention may be elected to complete any remaining time on that term or to a full term immediately.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to the Bishop by this Constitution shall be performed by the Bishop-Coadjutor (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. When there is no Bishop authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese. The Standing Committee acting as Ecclesiastical Authority may invite the temporary services of other Bishops and, for due cause, may change the time or place of the Annual Convention, and may also summon Special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one-third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published.

Section 4. No Vestry, Trustee, Board of Directors or other Body authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution of this Diocese shall purchase, mortgage, incumber or alienate, enter into a deed of trust or accept donation of the same or any part thereof without the written consent of the Bishop and the Standing Committee of this Diocese.

ARTICLE X

Organization of Missionary Congregations

Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may be provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI

Authority of Rectors

Section 1. Any Priest regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of office, the exclusive regulation, subject to the Rubrics of the Book of Common Prayer, the Constitution and Canons of the Church and this Diocese, and the pastoral direction of the Bishop, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church; to call meetings of the Vestry of congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII

Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of members of the Clergy.

ARTICLE XIII

Rule of Voting for Election of a Bishop
Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the Clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All Clergy who have been retired on account of age or disability and all non-parochial Clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV

Qualifications for Voting in
Parochial and Mission Elections:
Definitions

Section 1. The following definitions shall apply wherever these terms appear in this Constitution or in the Canons of the Diocese:

(a) Member: A person who has received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptism has been duly recorded in this Church. (b) Adult member: A member sixteen years of age and over. (c) Communicant: A member who has received Holy Communion in this Church at least three times during the preceding year. (d) Communicant in good standing: A member who for the previous year has been faithful in corporate worship, unless for good cause prevented, and has been faithful in working, praying, and giving for the spread of the Kingdom of God. (e) Adult communicant in good standing: A communicant in good standing who is sixteen years of age or older.

Section 2. Those entitled to vote in all Parish and Mission elections shall meet the following qualifications:

(a) Be an adult communicant in good standing in the Parish or Mission; and (b) Shall have subscribed to the following declaration: I do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in and by the General Convention of the Protestant Episcopal Church in the United States of America, and by the Constitution and Canons of the Diocese of East Carolina.

ARTICLE XV
Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI
Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention, and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII
When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

Canons of the Diocese of East Carolina

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

CANON 1 Members of Convention

Section 1. Clergy. It shall be the duty of the Secretary, before the opening of the Annual Convention to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such list shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. Laity. The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election. One shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Convention Registrar, the latter two to be mailed at least six weeks before the time appointed for the opening session of the Convention. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presence of a quorum, and shall insert no name upon the list without evidence of one of said certificates, unless specifically directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina Incorporated, the Deans of the Deanery Council, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, Vice-Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote unless otherwise entitled to vote in the Convention by reason of status other than that enumerated in this section.

Section 4. The following committees shall constitute the Annual Committees of the Convention. The term of the following Annual Committee appointments 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, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Chancellor and the Secretary of the Convention shall be ex officio members of the Committee. The Commit-

tee on Constitution and Canons shall recommend amendments, changes, additions, deletions and rewrites of the Constitution and Canons for Convention's consideration. The Committee shall also review all changes proposed to Convention by the delegates, Departments or other committees and recommend the proper form of any Constitution or Canon changes before Convention acts. The Committee shall conduct any hearing on a proposed change during Convention and may recommend to Convention any revised versions arising out of the hearings as the Committee may in its discretion determine appropriate and helpful to Convention's consideration. (b) The Diocesan Convention Committee shall consist of three members of the clergy and four lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Secretary of the Convention and the Chair of the Liturgical Commission shall be ex-officio members of the Committee. The Committee shall make recommendations with regard to the dates and places of Annual and Special Conventions, shall make proper arrangements for each meeting, shall set registration fees and other charges, shall prepare and submit annually to the Finance Committee a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Bishop. (c) The Committee on Resolutions shall consist of four clergy and four lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Ecclesiastical Authority shall appoint one of the members as Chair. The Committee shall receive and organize the resolutions for submission to the Convention and shall determine the order of their presentation. The Committee shall conduct any hearing on a proposed Resolution scheduled during the Convention and may recommend to Convention any revised versions arising out of the hearings as the Committee may in its discretion determine appropriate and helpful to Convention's consideration. (d) The Finance Committee shall consist of the Treasurer and additional members, one lay person and one clergy person, representing each Deanery of the Diocese, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The members should have expertise or experience in budgeting, financial management or accounting. The Committee shall advise the Ecclesiastical Authority, Executive Council and the Convention on the financial affairs of the Diocese. The Finance Committee shall conduct any hearings scheduled for discussion and consideration of the annual budget and shall recommend changes, amendments and revisions for Convention's consideration. (e) The Elections Committee shall consist of two clergy and two lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Committee shall receive nominations for the offices to be filled by the Convention, recommend nomination and voting procedures, prepare ballots and act as tellers for all elections during the Convention. The Committee shall examine 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

1 of the Convention at which they were appointed. (a) The Committee on the Bishop's Address
2 shall consist of two members of the clergy and three lay persons who are members of Conven-
3 tion, appointed by the Bishop. The committee shall consider the Bishop's Annual Address
4 and shall report to the Convention as the committee deems appropriate. (b) The Committee
5 on Courtesy shall consist of three persons who are members of the Convention, appointed by
6 the Bishop. The committee shall make such report to the Convention as the committee deems
7 appropriate. (c) The Committee on Credentials shall consist of two members of the clergy
8 and two lay persons who are members of the Convention, appointment by the Bishop. The
9 committee shall verify the list of clergy and lay delegates qualified to vote in the Convention,
10 determine the presence of a quorum, and report to the Convention.

11
12 Section 6. Expenses of Delegates. Each clerical and lay delegate to an annual or special Dioc-
13 esan Convention, actually attending the same, shall be entitled to have the necessary expenses
14 incurred by such attendance paid by the parish or mission which he or she represents; pro-
15 vided, that the amount in each case shall not exceed such limits as may be fixed by the vestry
16 of such parish or mission.

17 18 CANON 2 19 Worship at Convention 20

21 The Holy Eucharist shall be celebrated on the first day of each annual or special convention of
22 the Diocese, and any other services of worship may be held at the discretion of the Ecclesiasti-
23 cal Authority.
24

25 26 CANON 3 27 Rules of Order 28

29 The Convention shall adopt rules of order, which shall continue in force until altered, and in
30 the absence of such action, its proceedings shall be governed by the latest edition of "Robert's
31 Rules of Order, Revised Edition."
32

33 34 35 CANON 4 36 Secretary 37

38
39 Section 1. The Secretary shall issue notices of all meetings of the Convention under direction
40 of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Dele-
41 gates entitled to seats therein; in the absence of both the Bishop and the President of the Stand-

ing 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 Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer underdirection of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his or her custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable

time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). The Treasurer shall give bond for the faithful discharge of duties of the office in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. The Treasurer shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Treasurer

Section 2. The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6 Chancellor

Section 1. The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. The Chancellor shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese, and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Chancellor.

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 Chancellor, and the President of The Episcopal Foundation of the Diocese of East Carolina, Inc. shall be ex officio members, with seat and voice but no right of voting;
- (c) sixteen members, nominated and elected as follows:
 - (i) six “at large” members, three of whom shall be clergy and three of whom shall be lay persons who are confirmed communicants in good standing of any congregation in the

- 1 diocese and are 16 years of age or older, nominated by any delegate to Convention un-
2 der such guidelines as may be published by the Secretary from time to time and elected
3 by Convention as set forth herein; and
4 (ii) 2 members representing each Deanery of the Diocese, one clergy person, and one
5 lay person who is a confirmed communicant in good standing, nominated by the Dean-
6 ery Council under guidelines published by the Secretary from time to time and elected
7 by the Convention annually as set forth herein;
8 (d) the Diocesan President of Episcopal Church Women
9

10 Section 4. The members of the Executive Council shall be elected by vote of Convention for
11 three year terms. A member who has served two consecutive terms on the Executive Council
12 shall not be eligible for re-election, or for appointment to fill a vacancy, until one year after
13 the expiration of his or her second term. The Executive Council shall have power to fill any
14 vacancy in the Council that may occur through death or resignation of any member, provided
15 that the person elected to fill an unexpired term shall meet the classifications for membership
16 of the person whose vacancy is being filled. Appointments to fill any such vacancy shall expire
17 at the close of the next annual Convention following appointment. Any person appointed to fill
18 a vacancy who is eligible for election but is not elected to the Executive Council at the next
19 following Annual Convention may not be appointed to fill any subsequent vacancy for a pe-
20 riod of one year following such Convention.
21

22 Section 5. The Bishop shall chair the Executive Council. The Council may elect one of its
23 own members, whether clerical or lay, as Vice Chair and prescribe the duties of the office.
24 The Secretary of the Convention shall be the Secretary of the Executive Council.
25

26 Section 6. The Executive Council shall provide for a Department of Administration and shall
27 have power, from time to time, to organize such other departments and committees as it may
28 deem necessary or advisable to carry out its responsibilities, and it shall determine the scope
29 of the work of all departments and committees. The standing departments of the Diocese shall
30 be the following, unless changed by the Executive Council: the Department of Communica-
31 tions; the Department of Mission & Development; the Department of Christian Social Minis-
32 tries; the Department of Christian Formation; the Department of Administration; and the De-
33 partment of Youth and Young Adults. The Bishop shall appoint the chair and members of each
34 department or committee of the Diocese. Each department or committee shall make a report,
35 at least annually, to the Bishop and the Executive Council. The Executive Council may enact
36 all necessary by-laws for its own government, and for the government of each department and
37 committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted
38 by the Convention of the Diocese.
39

40 Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Con-
41 vention a report of the work done under its supervision for the preceding year, which report

1 shall include the annual report of the Treasurer. The Executive Council shall also at each an-
2 nual meeting of the Diocesan Convention submit for its approval and adoption a budget for all
3 the work committed to the Council, including the general work of the Church in the Diocese,
4 and such other work as it has undertaken, or proposed to undertake for the ensuing year. The
5 following, among other items, shall be included in budgeted income: pledges of Parishes and
6 Missions for the support of the Diocese, including pledges from prior years, any budget sur-
7 plus from the preceding year, and unrestricted income from trust funds, investments, perma-
8 nent or unappropriated funds and reserves and unrestricted income from The Episcopal Foun-
9 dation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget
10 for the necessary and reasonable expenses of the officers and members of the Executive Coun-
11 cil. Such budget and estimate shall be considered by the Diocesan Convention and appropri-
12 ate action taken. The Executive Council shall have power to make or delegate to others the
13 making of all decisions with regard to the acceptance, receipt, use, management, investment,
14 disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or
15 property received by the Diocese or any officials or agencies thereof (except gifts or bequests
16 to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The
17 Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agree-
18 ment, restriction or designation governing such gifts or bequests and subject to action of the
19 Diocesan Convention.

20

21 Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with
22 the Bishop's concurrence shall appoint, at least twice a year, and at such other times as the
23 Bishop shall convene it. Nine voting members of the Executive Council, including at least five
24 in the Clerical Order and four in the Lay Order, with the Bishop or Vice-Chair, shall constitute
25 a quorum; the Vice- Chair, if a voting member, shall be counted as a member in determining
26 a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese,
27 by the Vice-Chair, at any time upon written request of at least five members of the Executive
28 Council. The Secretary shall give ten days notice of a called meeting.

29

30 Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Conven-
31 tion, shall be fixed by the Executive Council.

32

33 Section 10. With the exceptions hereinafter noted, all departments, committees, commissions
34 and boards of the Diocese shall be responsible to and shall report annually to the Bishop and
35 Executive Council. The exceptions are: the Standing Committee; the Committee on Canons;
36 the Committee on Relationship to and Communications from the General Convention; the
37 Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund
38 Committee; any committee appointed by the Bishop which is directly responsible and to report
39 only to the Bishop; and any committee appointed or elected by Convention or under its

40

41

1 authority which is directed to be responsible and report only to the Convention or to report in
2 a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians
3 of all existing committee records and reports.

4
5 Section 11. No committee, commission or department shall be created by the Bishop or by the
6 Executive Council or by the Convention of the Diocese without, at the time of its creation,
7 such committee, commission or department being denominated a “standing” committee, com-
8 mission or department of the Diocese, or if not, there being a fixed period of duration or a
9 specified task to be performed by the committee, commission or department, at the expiration
10 or conclusion of which the committee, commission or department shall cease to exist without
11 further action by the Bishop, the Executive Council or the Convention of the Diocese.

12
13 Section 12. The Bishop may appoint members of the clergy and lay persons of the Diocese,
14 not exceeding eighteen in number, as members of a Consulting Committee. Members of the
15 committee shall serve for one year. They may attend meetings of the Executive Council at the
16 invitation of the Bishop and may participate in its deliberations but shall have no right of vot-
17 ing unless otherwise entitled to vote on the Executive Council by reason of status other than
18 that enumerated in this section.

19 20 CANON 9 21 Deputies to General Convention 22

23
24 Section 1. At each annual Convention held in the year preceding the year in which a regular
25 session of the General Convention is held, there shall be elected four Clerical Deputies, who
26 are Presbyters or Deacons canonically resident in the Diocese, and four Lay Deputies to the
27 General Convention, who shall be confirmed communicants in good standing of this Church,
28 having domicile in the Diocese. There shall also be elected four alternate Clerical and four
29 alternate Lay Deputies, subject to the same qualifications as the original Deputies above men-
30 tioned. Such election may, if the Convention so decrees by a majority vote, be made upon a
31 majority of the votes cast, or upon a plurality, whereby the four persons receiving the four
32 highest number of votes shall be elected as Deputies, and the four next highest shall be elected
33 as Alternates.

34
35 Section 2. (a) The members of the deputation who are elected shall be recorded in the order of
36 their election as indicated by the number of votes cast for each. In the case of the same number
37 of votes having been cast for two or more nominees in either Order, precedence shall be given
38 to the Clerical Deputies and Alternates in the order of date of canonical residence, and to Lay
39 Deputies and Alternates in the order of date of confirmation or reception in The Episcopal
40 Church. The Secretary shall insert the names of the Deputies and Alternates in this order upon
41 the Journal. (b) The members of the deputation shall elect one of their members to serve as

Chair of the deputation. (c) The deputies and first alternates so elected shall also serve as the representatives of this Diocese to the Provincial Synod of Province IV, Province of Sewanee. Section 3. Deputies and first alternates elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary, who shall at once notify the proper alternate.

Section 4. Each Deputy and first alternate to the General Convention and the Provincial Synod, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

Section 5. The elected clergy and lay deputies and alternates to General Convention shall report the actions of the General Convention and, together with the Secretary of the Annual Convention, shall assure that any necessary action in response to the actions of General Convention is taken and communicated back to the General Convention.

CANON 10

Delegates to Provincial Synod

The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.

CANON 11

Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter or Deacon and two Lay persons, confirmed communicants in good standing resident in this Diocese, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claim upon them for patronage and support.

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 use and benefit of the Parish, the Trustees shall have the power to convey the property upon the written request of the Vestry of such Parish, subject to the written consent of the Bishop and the Standing Committee, if in the opinion of Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention. (b) Whenever title to real property is vested in the Trustees for the use and benefit of any Mission or organization of the Diocese other than a Parish, the Trustees shall have the power to convey the property upon written request and written approval of the Bishop and the Standing Committee, and shall have the power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization. (c) The title to all real estate belonging to the Diocese in its own right is declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are authorized to convey the property, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese, and subject to the written consent of the Bishop and the Standing Committee.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 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

38 Section 9. Vestry Meetings. (a) Regular meetings of the Vestry shall be held as the Vestry and
39 Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the
40 Vestry each year.
41

(b) Upon request of three members of the Vestry, the Rector or Priest-in-Charge shall call a meeting of the Vestry.

(c) Should the Rector or Priest-in-Charge refuse to call a meeting of the Vestry when required, the Wardens or any three Vestry members may call a meeting, provided they give reasonable notice to the Rector.

(d) When the Rector or Priest-in-Charge is absent or the office is vacant, the Senior Warden or any two members of the Vestry may call special Vestry meetings, upon giving reasonable notice.

Section 10. Vacancies on Vestry. (a) A vacancy on the Vestry may occur by death, resignation or removal. A parish bylaw may authorize the remaining Vestry members to fill the vacancy by appointment to serve the remainder of the unexpired term or to serve until the next annual parish meeting when the meeting shall elect a person to serve the remainder of the unexpired term. (b) A parish bylaw may provide that a person who serves one year or less of an unexpired term may be eligible immediately for election to a full term.

Section 11. All Vestries of the Diocese of East Carolina shall be required to pay the insurances associated with the operation of their parish in accordance with Diocesan policy. These insurances shall include, but are not limited to the following: (a) adequate property, liability and casualty insurance, (b) workers compensation, (c) Officer and Director's Liability, (d) clergy and lay pension premiums, (e) clergy and lay medical and dental insurance.

CANON 5

Duties of the Members of the Church

Section 1. The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship.

Section 2. It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism, and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

CANON 6

Dissolution and Suspension of Parishes and Missions

Section 1. When, in the judgment of the Bishop of the Diocese, a parish does not give promise of such sufficient strength as will enable it to maintain its organization, whether from lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which shall thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may require an audit of the 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. The Secretary shall call the roll of the Clergy, and as the name of each member of the Clergy is called the member's ballot shall be deposited with the Tellers. The roll of the parishes and missions shall then be called by the Secretary, and as each is called it shall deposit its ballots with the Tellers. The Tellers shall count the vote of each Order separately and report the results to the Chair who shall announce the same. If the same person shall receive the necessary votes of both Orders on the same ballot, that person shall be declared duly elected. If no person is elected, the delegates may continue to vote as above ordered until an election is made.

Section 3. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, after which the balloting shall be resumed in accordance with the provisions of Section 2 of this Canon.

CANON 2

Salary of the Bishop

The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget 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.

1 (d) Within thirty days after the conference or after the Bishop's notice if no conference is re-
2 quested, the Bishop shall confer with and receive the counsel of the Standing Committee, which
3 shall not be binding upon the Bishop and which the Bishop shall consider along with such other
4 information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall
5 render a godly judgment.

6 (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the
7 explanation is in writing, copies shall be delivered to both parties.

8 (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on
9 definitions of responsibility and accountability for the Rector and the Vestry.

10 (g) If the relation is to be dissolved:

11 (1) The Bishop shall direct the Secretary of Convention to record the dissolution.

12 (2) The judgment shall include such terms and conditions including financial settlements
13 as shall seem to the Bishop just and compassionate.

14

15 Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and
16 the congregation.

17

18 Section 6. In the event of the failure or refusal of either party to comply with the terms of the
19 judgment, the Bishop may impose such penalties as are consonant with the Constitution and
20 Canons of the General Convention of the Episcopal Church, and of the Diocese of East Caro-
21 lina, including the following: (a) In the case of a priest, suspend the priest from the exercise of
22 the priestly office until the priest shall comply with the judgment. (b) In the case of the Vestry,
23 invoke any available sanctions including those set forth in Article IV of the Constitution of the
24 Diocese until it has complied with the judgment.

25

26 Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided
27 that all be done to expedite these proceedings. All parties shall be notified in writing of the
28 length of any extension.

29

30 Section 8. (a) Statements made during the course of proceedings under this Canon are not
31 discoverable nor admissible in any proceedings under Title IV of the Canons of the Episcopal
32 Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does not
33 require the exclusion of evidence in any proceeding under the Canons which is otherwise dis-
34 coverable or admissible.

35 (b) In the course of proceedings under this Canon, if a charge is made by the Vestry against
36 the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the
37 Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall
38 be suspended until the charge has been resolved or withdrawn.

39

40

41

CANON 7

Ecclesiastical Discipline

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

1 elect all eleven members of the Disciplinary Board. Of the six clergy members, two shall serve
2 a one year term, two shall serve a two year term, and two shall serve a three year term. Of the
3 five lay members of the Disciplinary Board, one shall serve a one year term, two shall serve a
4 two year term, and two shall serve a three year term. Beginning at the 2013 Diocesan Conven-
5 tion and each Diocesan Convention thereafter all persons elected to the Disciplinary Board
6 shall be elected to a three year term in accordance with the terms of Section 3(d) above.

7
8 (f) Vacancies. Vacancies on the Board shall be filled as follows:

9 (i) If a vacancy is created for any reason other than pursuant to a challenge as
10 provided below, the term of any person selected as a replacement Board member shall be until
11 the next Diocesan Convention. If a vacancy results from a challenge, the replacement Board
12 member shall serve only for the proceedings for which the elected Board member is not serv-
13 ing as a result of the challenge.

14 (ii) The Standing Committee shall appoint replacement Board members.

15 (iii) Persons appointed to fill vacancies on the Board shall meet the same eligibil-
16 ity requirements as elected Board members.

17 (iv) When a vacancy exists, the President of the Board shall notify the President
18 of the Standing Committee and the Bishop of the vacancy and request appointment of a re-
19 placement member of the same order as the member to be replaced.

20
21 (g) Preserving Impartiality. In any proceeding under this Title, if any member of any
22 panel of the Board at any stage of the process shall become aware of a personal conflict of
23 interest or undue bias, that member shall immediately notify the President of the Board and
24 request a replacement member of the Panel. Respondent's Counsel and the Church Attor-
25 ney shall have the right to challenge any member of a Panel for conflict of interest or undue
26 bias by motion to the Panel for disqualification of the challenged member. The members of
27 the Panel not the subject of the challenge shall promptly consider the motion and determine
28 whether the challenged Panel member shall be disqualified from participating in that proceed-
29 ing.

30
31 (h) President. Within sixty (60) days following the Diocesan Convention, the Board
32 shall convene to elect a President to serve one annual term beginning upon the day of selection
33 until the date the following year that the next President is selected.

34 (i) Intake Officer. After consultation with the Board, the Bishop shall appoint one
35 or more Intake Officers. The Bishop shall publish the name(s) and contact information of the
36 Intake Officer(s) throughout the Diocese.

37
38 (j) Investigator. After consultation with the President of the Board, the Bishop shall
39 appoint one or more Investigator(s). The Investigator may, but need not, be a Member of the
40 Church.

41 (k) Church Attorney. Within sixty (60) days following each Diocesan Convention, the

Bishop, with the advice and consent of the Standing Committee, shall appoint an attorney to serve as Church Attorney for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

(l) Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the Canons of General Convention. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

(m) Advisors. In each proceeding under this Title, the Bishop shall make available an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include the Chancellor or any Vice Chancellor of this Diocese or any person likely to be called as a witness in the proceeding. No Respondent or Complainant shall be required to accept the services of any Advisor made available by the Bishop. Any Respondent or Complainant may use the services of any Advisor of his or her choice after designating that person as Advisor in writing to the Intake Officer.

(n) Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Section 4. Costs and Expenses.

(a) Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints.

(b) Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of an Accord approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be reimbursed by the Diocese, subject to budgetary constraints.

Section 5. Records.

(a) Records of Proceedings. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

(b) Permanent Records. The Bishop shall make provision for the permanent storage of 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

1 and the purposes for which said disbursements have been made. The Board of Directors of the
2 Foundation shall make a similar report to the Executive Council as often as required by the
3 Executive Council and not less frequently than each six months.

4

5 CANON 2

6 The Church Pension Fund

7

8
9 Section 1. In conformity with the legislation adopted by the General Convention of 1913, pur-
10 suant to which The Church Pension Fund was duly incorporated, and in conformity with the
11 Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended
12 and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowl-
13 edges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914
14 of the State of New York as subsequently amended, as the authorized and approved pension
15 system for the clergy of the Protestant Episcopal Church in the United States of America and
16 for their dependents, and declares its intention of supporting said Fund in accordance with its
17 Rules.

18
19 Section 2. The Bishop of this Diocese shall appoint annually during the opening of Conven-
20 tion a Church Pension Fund Committee to consist of three presbyters and two lay persons, for
21 a term of one year and until their successors shall have been appointed or qualified, and the
22 Bishop may from time to time fill by appointment any vacancies in said Committee caused by
23 resignation, death or inability to act.

24
25 Section 3. The duties of said Committee shall be as follows:

26 (a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension
27 system created by the General Convention and committed to it by the Trustees of the Church
28 Pension Fund, in order that the ordained clergy of the Church may be assured of pension pro-
29 tection for themselves in the event of old age or total and permanent disability and for their
30 surviving spouse and surviving minor children, if any, in the event of death.

31 (b) To receive reports from The Church Pension Fund from time to time on the status of the
32 pension assessments payable to said Fund, under its Rules and as required by Canon Law, by
33 this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Dio-
34 cese.

35 (c) To make an annual report to the Convention of this Diocese on such matters relating to the
36 Church Pension Fund as may be of interest to the said Convention.

37 (d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in
38 the premises to the end that the Clergy of this Diocese may be assured of the fullest pension
39 protection by said Fund under its established Rules.

40
41 Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other eccle-
siastical organizations therein, each through its Treasurer and other proper official, to inform

1 the Church Pension Fund of salaries and other compensation paid to members of the Clergy by
2 said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered,
3 currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such
4 salaries and other compensation as they occur; and to pay promptly to The Church Pension
5 Fund the pension assessments required thereon under the Canons of the General Convention
6 and in accordance with the Rules of said Fund.

7
8 Section 5. It shall be the duty of every member of the Clergy canonically resident in or serv-
9 ing in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth,
10 ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as
11 may be necessary for its proper administration and to cooperate with said Fund in such other
12 ways as may be necessary in order that said Fund may discharge its obligations in accordance
13 with the intention of the General Convention in respect thereto.

14
15 Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other
16 ecclesiastical institutions and organizations therein, to participate in all medical care, hospi-
17 talization, health, accident and life insurance plans for clergy which are made mandatory on a
18 nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or
19 under its authority, and to pay promptly to The Church Pension Fund the premiums or assess-
20 ments required to maintain such coverage in accordance with the Rules of the Fund. The Dioc-
21 esan Convention, or when it is not sitting the Executive Council, shall make all decisions and
22 take all action to carry out the provisions of this Canon.

23
24 Section 7. Lay Pension Plans.

25 (a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the author-
26 ity of this Diocese, and any other societies, organizations, or bodies in the Church which under
27 the regulations of The Church Pension Fund have elected or shall elect to come into the pen-
28 sion system, shall provide all lay employees who work a minimum of 1,000 hours annually,
29 retirement benefits through participation in the Episcopal Church Lay Employees Retirement
30 Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of
31 ECLERP. Such participation shall commence no later than January 1, 1993. At its commence-
32 ment, if the plan is a defined benefit plan, the employer contribution shall be not less than 9
33 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall
34 contribute not less than 5 percent and agree to "match" employee contributions of up to an-
35 other 4 percent.

36 (b) The employer may impose a minimum age of 21 years and a minimum employment period
37 not to exceed one year of continuous employment before an employee would be eligible to
38 participate.

39 (c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the
40 contribution percentages as required for the lay pension plan.

41

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.

**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.

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**The Charter of
The Episcopal Foundation of the
Diocese of East Carolina Incorporated**
(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvement.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise; to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefore has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purpose of the Corpo-

1 ration or disposed of as hereinafter provided. The Corporation is not organized and shall not
2 operate for profit, and not part of its net earnings shall inure or may lawfully inure to the ben-
3 efit of any private shareholder, incorporator, director, officer or individual. The above provi-
4 sions, however, shall not prevent the payment of reasonable compensation to any person, orga-
5 nization, firm or corporation for services rendered to this Corporation. No substantial part of
6 the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempt-
7 ing to influence legislation. The Corporation shall not participate in, or intervene in (including
8 the publishing or distributing of statements) any political campaign on behalf of any candidate
9 for public office. The Corporation shall not lend any part of its assets, property or income to
10 any political campaign on behalf of any candidate for public office. The Corporation shall
11 not lend any part of its assests, property or income to any incorporator, director or officer of,
12 or any substantial contributor to, the Corporation, to any member of the family of any such
13 person, or to any corporation controlled by any such person; nor shall the Corporation pay any
14 compensation in excess of a reasonable allowance for salaries or other compensation for per-
15 sonal service actually rendered, to any such persons or corporations; nor shall the Corporation
16 make any part of its services available on a preferential basis to any such persons or corpora-
17 tions; nor shall the Corporation make any substantial purchase of its securities or other prop-
18 erty to any such persons or corporations for other than an adequate consideration in money or
19 money's worth; nor shall the Corporation engage in any other transaction which results in a
20 substantial diversion of its assests, property or income to any such persons or corporations.
21 The Corporation shall not (i) accumulate its income if any such accumulations are unrea-
22 sonable in amount or duration in order to carry out the religious, educational and charitable
23 purpose for which it is organized or (ii) use any such accumulated income for purposes or
24 functions other than the religious, educational and charitable purpose for which it is organized
25 or (iii) invest any such accumulated income in such a manner to jeopardize the carrying out
26 of the religious, educational and charitable purposes for which it is organized. The Corpora-
27 tion shall distribute its income for each taxable year at such time and in such manner as not
28 to become subject to the tax on undistributed income imposed by Section 4942 of the Internal
29 Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The
30 Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the In-
31 ternal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
32 The Corporation shall not retain any excess business holdings as defined in Section 4943 of
33 the Internal Revenue code of 1954, or corresponding provisions of any subsequent federal
34 tax laws. The Corporation shall not make any investments in such manner as to subject it to
35 tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of
36 any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as
37 defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision
38 of any subsequent federal laws. It is intended that the Corporation shall qualify as an organi-
39 zation (I) which is exempt from income taxes under the United States Internal Revenue Code
40 of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable
41 laws of the State of North Carolina from time to time in effect and (II) contributions to which

1 are deductible for income, gift and estate tax purposes under said Internal Revenue Code of
2 1954 and corresponding provisions of subsequent federal tax laws and under any applicable
3 laws of the State of North Carolina from time to time in effect. In the event the Corporation is
4 liquidated or dissolved, voluntarily or involuntarily the assets and property of the Corporation,
5 after payment or arrangement for payment of its debts and obligations, shall be transferred,
6 conveyed and delivered to the Trustees of the Diocese of East Carolina; provided, that any
7 funds or property held by the Corporation upon any condition requiring the return, transfer or
8 conveyance of said funds or property, or the unused portion thereof, upon liquidation or dis-
9 solution of the Corporation shall be returned, transferred or conveyed in accordance with said
10 condition.

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.

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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.

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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.

The Episcopal Diocese of East Carolina
Mail: Post Office Box 1336 Kinston, NC, 28503
Location: 705 Doctors Drive Kinston NC, 28501
Phone: 252-522-0885 Fax: 252-523-5272
www.diocese-eastcarolina.org
