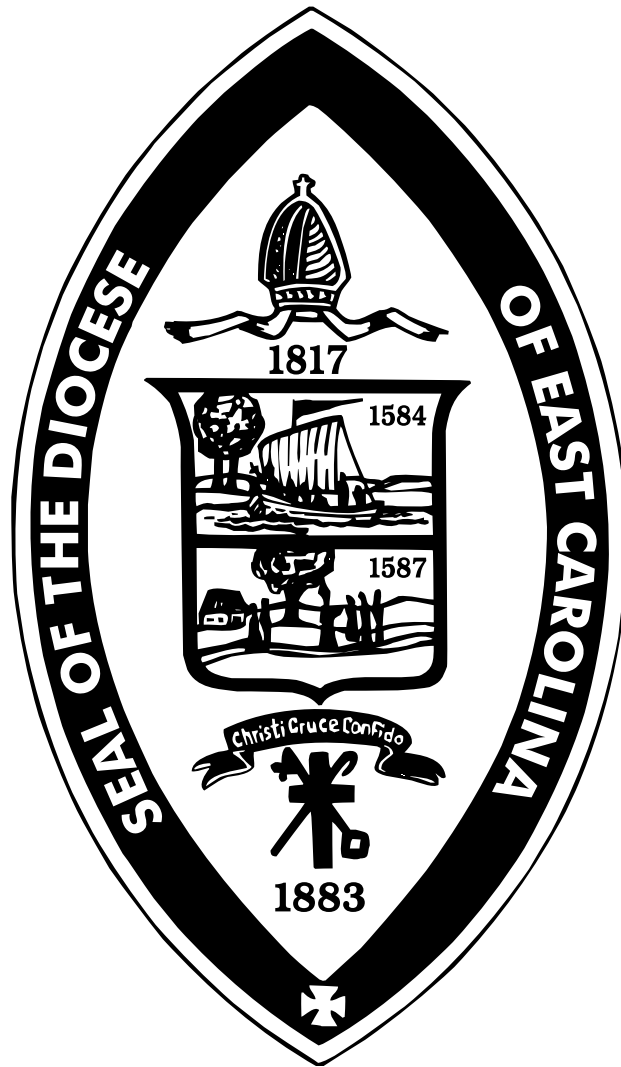

Journal of Convention



The Episcopal Diocese of
East Carolina

2016

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-THIRD
ANNUAL CONVENTION
OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE
DIOCESE OF EAST CAROLINA
IN
NEW BERN, NORTH CAROLINA
FEBRUARY 5 and 6, 2016

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.”

2016 ELECTED OFFICES OF THE DIOCESE

SECRETARY OF CONVENTION

The Rev'd Canon Matthew E. Stockard to 2017

CHANCELLOR

Mrs. Joan Geiszler-Ludlum to 2017

DISCIPLINARY BOARD

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

Diocesan President of Episcopal Church Women: Mrs. Ginger Jacocks

Pamlico Deanery Representatives

To 2017:

Mrs. Judy Tucker

To 2018:

The Rev'd Andrew Cannan

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 John Pollock

Lower Cape Fear Deanery Representatives

To 2017:

The Rev'd Dena Bearl

To 2018:

Mr. Robert Swindell

At-Large Members

To 2017:

The Rev'd John Carlisto

Ms. Ginger Jacocks

To 2019:

The Rev'd John Frazier

The Rev'd Daniel Cenci

Mr. Carl Ragsdale

Ms. Lisa Richey

Ex-Officio Members:

Mrs. Joan Geiszler-Ludlum, Chancellor
Mrs. Tess Judge, Treasurer
Mr. Hodges Hackney, President, Foundation
Ms. Nancy Broadwell, President, Standing Committee
The Rev'd Canon Matthew E. Stockard, Secretary of Convention
The Rev'd John Frazier, Dean, Upper Cape Fear Deanery
Mr. Rob Richardson, Dean, Upper Cape Fear Deanery
The Rev'd John Pollock, Dean, Trinity Deanery
Ms. Ginger Jacocks, Dean, Trinity Deanery
The Rev'd Jeff Douglas, Dean, Albemarle Deanery
Ms. Beth Harrington, Dean, Albemarle
The Rev'd Dena Bearl Whalen, Dean, Lower Cape Fear Deanery
Ms. Jane Martin, Dean, Lower Cape Fear Deanery
The Rev'd Andrew Cannan, Dean, Pamlico Deanery
Ms. Susan Holmes, Dean, Pamlico Deanery

HISTORIOGRAPHER

Ms. Mamre' Wilson

STANDING COMMITTEE

Mrs. Nancy Broadwell to 2017
The Rev'd Pamela Stringer to 2017
The Rev'd Jeremiah Day to 2018
Mrs. Jo Parrott to 2018
Mr. Tom Holt to 2019
The Rev'd Paul Canady to 2019

TREASURER

Mrs. Tess Judge to 2017

TRUSTEES OF THE DIOCESE

The Rt. Rev'd Robert Skirving
The Rev'd Robert Alves to 2017
Dr. Thomas Warren to 2017
The Rev'd Gene Carpenter to 2018
Ms. Martha Blount Simpson to 2018
Mrs. Joan Geiszler-Ludlum, Chancellor, Ex-Officio

TRUSTEES - UNIVERSITY OF THE SOUTH

The Rt. Rev'd Robert Skirving
The Rev'd Robert Alves to 2017
Mr. Tommy Sutton to 2018
Mr. Steve Lawrence to 2018

2016 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 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

To 2020:

Mr. William Shultz
Ms. Jane Horrocks
Mr. Vic Bustard

Mr. Jordy Whichard
The Rev'd Chip Broadfoot
Mr. Phil Stine

BOARD OF TRINITY CENTER

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

To January 31, 2019
The Rev'd Paul Canady
Ms. Ann Bustard

The Rev'd Jeff Thornberg

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 2017:
The Rev'd Nan Chandler
Mr. Phil Stine

The Rev'd Mary Reese
The Rev'd Cortney Dale

To 2018:
The Rev'd Bonnie Smith
Mrs. Virginia Woodruff

The Rev'd Robert Spainhour
The Rev'd Catherine Powell

To 2019:
The Rev'd Thomas Warren
Mrs. Barbara Lassiter

The Rev'd Deacon Andy Atkinson
The Rev'd Phil Glick

To 2020:
The Rev'd Malone Gilliam
The Rev'd Deacon Rebecca Bean

The Rev'd Anne Thornberg
Ms. Mary Beth Bradberry

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 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 Everett Thomas	The Rev'd Deacon Katherine Mitchell
Mrs. Annie Jacobs	Mr. William Shultz
Ms. Jillian Flom	

COMMITTEE ON CONSTITUTION AND CANONS

Mrs. Mary Duane Hale, Chair
The Rev'd Michael Singer
The Rev'd Ron Abrams
The Rev'd Jim Cooke
Mr. Tom Holt
Ms. Shurley Ray Weddle
Mrs. Joan Geiszler-Ludlum, Ex-Officio
The Rev'd Canon Matthew E. Stockard, Ex-Officio

COURTESY COMMITTEE

Ms. Ginger Jacocks, Chair
The Rev'd Deacon Grace Marie Wood
The Rev'd David Davis

CREDENTIALS COMMITTEE

The Rev'd Pamela Stringer, Chair
The Rev'd Phil Glick
Mr. Issac Hines
Ms. Janet Heath

DIOCESAN CONVENTION COMMITTEE

Mrs. Annie Jacobs, Chair
Mrs. Susan Holmes, Floor Chair
The Rev'd Jeffrey Douglas
Mrs. Jo Parrott
The Rev'd Deacon Kay Swindell
Mr. Alex Russell
The Rev'd Gene Wayman
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

DEANS OF THE DIOCESE

Albemarle Deanery:

The Rev'd Jeff Douglas

Ms. Beth Harrington

Pamlico Deanery:

The Rev'd Andrew Cannan

Ms. Susan Holmes

Trinity Deanery:

The Rev'd John Pollock

Ms. Ginger Jacocks

Upper Cape Fear Deanery:

The Rev'd John Frazier

Mr. Rob Richardson

Lower Cape Fear Deanery:

The Rev'd Dena Bearl Whalen

Ms. Jane Martin

EDUCATION FOR MINISTRY (EFM)

Ms. Lisa Richey

ELECTIONS COMMITTEE

Ms. Jo Anne Kilday
Mr. Charles Hannibal
The Rev'd Daniel Cenci
The Rev'd Margaret Finnerud

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
The Rev'd Ronald Abrams
Dr. Eden Suguitan
The Rev'd Deacon Katherine Mitchell
The Rev'd Daniel Cenci
Ms. Judy Klinck

FINANCE COMMITTEE

Trinity Deanery:
Mr. Ray Tait
Mr. Tommy Sutton
The Rev'd Bert Eaton

Pamlico Deanery:
The Rev'd Diane Tomlinson
Mrs. Judy Whichard

Albemarle Deanery:
The Rev'd Thomas Wilson
Mrs. Teresa Osborne

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

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

Ms. Tess Judge, Diocesan Treasurer, Ex-Officio

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: 2017:

Ms. Linda Thornton

Mr. Lee Harris

Mr. John Sullivan

To 2018:

Mr. Lee Harris

Mr. John Sullivan

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

The Rt. Rev'd Robert Skirving

MILLENNIUM DEVELOPMENT GOALS

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

Mr. John Holmes

Mrs. Cynthia Davis

Mrs. Jane Martin

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 Cannan

The Rev'd Robert Alves

Ms. Leslie Flom

Mr. Robert Adams

Ms. Martha Blount Simpson

Mrs. Jane Merritt

Diocesan House Staff

(as of February 2016)

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

The Rev'd Diane Tomlinson, Rector

Beaufort

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

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

The Rev'd John Carlisto, Rector

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

The Rev'd Daniel Cenci, Rector

Columbia

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

The Rev'd William Smyth, Priest in Charge

Creswell

Christ Episcopal Church
100 Middle Street

Galilee Mission
2323 Lake Shore Road

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

Currituck

St. Luke's Episcopal Mission
2864 Caratoke Hwy

(252) 337-6269 Phone

The Rev'd Hubert McGee, Jr., Rector

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 Malone Gilliam, Rector

Elizabeth City

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

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

The Rev'd Walter "Chip" Broadfoot, Rector
The Rev'd Deacon Grace Marie Wood

Elizabethtown

St. Christopher's Episcopal Church
2602 West Broad Street

(252) 896-3015 Phone

Engelhard (Lake Landing)

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

(252) 925-1091 Phone

The Rev'd James Lupton, Rector

Farmville

Emmanuel Episcopal Church
3505 South Walnut Street

(252) 753-3737 Phone

Fayetteville

Church of the Good Shepherd Episcopal Church
1337 Hamlet Street

(910) 763-6080 Phone

(910) 763-2891 Fax

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

(910) 484-2134 Phone

(910) 484-3198 Fax

The Rev'd Jeffrey Thornberg, Rector

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

(910) 483-7405 Phone

(910) 483-8980 Fax

The Rev'd Robert Alves, Rector

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

(910) 323-0161 Phone

(910) 323-9970 Fax

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

(910) 485-7098 Phone

(910) 485-6627 Fax

The Rev'd John Frazier, Rector

Gatesville

St. Mary's Episcopal Church
207 Church Street

Goldsboro

St. Andrew's Episcopal Church
901 Harris Street

(919) 734-0550 Phone

(919) 736-8588 Fax

The Rev'd Mary Reese, Priest in Charge

The Rev'd Deacon Rebecca Bean

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

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

The Rev'd Raymond Hanna, Rector

Greenville

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

The Rev'd Bob Hudak, Rector

The Rev'd Andrew Canaan, Assistant Rector

The Rev'd Deacon Fran McKinney

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

The Rev'd Deacon Jack Robertson

Grifton

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

Hampstead

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

The Rev'd Pamela Stringer, Rector

Havelock

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

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 Rev'd Ed Mullins, Interim Rector

Holly Ridge (Thomas Landing)

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

(910) 329-1514 Phone

Jacksonville

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

(910) 347-3774 Phone

(910) 347-5051 Fax

The Rev'd Cynthia Duffus, 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

The Rev'd Gene Wayman, Priest in Charge

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.

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

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

The Rev'd Deacon Carol Eaton

Shallotte

St. James the Fisherman Episcopal Church

4941 Main Street

www.stjamesthefisherman.net

(910) 754-9313 Phone

(910) 755-6263 Fax

The Rev'd Dave Davis, Rector

The Rev'd Deacon Jean Miller

Southern Shores

All Saints Episcopal Church

40 Pintail Trail

www.allsaints-eastcarolina.org

(252) 261-6674 Phone

(252) 261-1754 Fax

The Rev'd Tom Wilson, Rector

Southport

St. Philip's Episcopal Church

205 E. Moore Street

www.stphilipchurch.org

(910) 457-5643 Phone

(910) 457-6991 Fax

The Rev'd Margaret Finnerud, 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 James Reed, Priest in Charge
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

The Rev'd Sarah Saxe

Whiteville

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

(910) 642-4784

Williamston

Church of the Advent Episcopal Church
126 W. Church Street

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

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 (910) 395-0616 Phone
4925 Oriole Drive (910) 395-1600 Fax
www.cosepiscopal.com

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

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 Paula Griffin, Curate

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

The Rev'd Eric Moulton, Associate 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 Whalen, Rector

Windsor

St. Thomas Episcopal Church
302 South Queen Street

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

Woodville (Lewiston)

Grace Episcopal Church
349 NC Hwy 11 South

(252) 793-3295 Phone

**Canonical Listing of Clergy for
133rd Annual Convention
as of February 5, 2016
(*indicates they attended 133rd Convention)**

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

*The Rev'd Ronald G. Abrams, Rector

St. James Episcopal Church, Wilmington

*The Rev'd Robert Alves, Rector

St. John's Episcopal Church, Fayetteville

*The Rev'd Deacon Andrew Atkinson, Vocational Deacon

Holy Cross Episcopal Church, Carolina Beach

*The Rev'd Dr. Thomas Barnett, Rector

St. John's Episcopal Church, Fayetteville

*The Rev'd Deacon Rebecca Bean, Vocational Deacon

St. Andrew's Episcopal Church, Goldsboro

The Rev'd Jill Biemdiek, Non-Parochial

The Rev'd Bruce Birdsey, Retired

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

The Rev'd John Bonner, III, Retired

*The Rev'd Blair Both, Retired

The Rev'd William Brettman, Retired

*The Rev'd Chip Broadfoot, Rector

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 Vocational Deacon

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

Christ Episcopal Church, New Bern

*The Rev'd Andrew Cannan, Assistant Rector

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 Daniel Cenci, Rector

St. Paul's Episcopal Church, Clinton

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

The Rev'd Carolyn Craig, Retired

The Rev'd C. Phillip Craig, Retired

The Rev'd Anne Dale, Non-Parochial

*The Rev'd Courtney Dale, Associate Rector

Christ Episcopal Church, New Bern

*The Rev'd Catherine Davis, Vocational Deacon

St. James Episcopal Church, Wilmington

*The Rev'd David Davis, Rector

St. James the Fisherman Episcopal Church, Shallotte

The Rev'd Gae Davis, Non-Parochial

*The Rev'd Jeremiah Day, Rector

St. Thomas Episcopal Church, Oriental

The Ven. Joy Doshier, Retired Vocational Deacon

*The Rev'd Jeffrey Douglas, Rector

St. Thomas Episcopal Church, Ahoskie

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

*The Rev'd Cynthia Duffus, Priest in Charge

St. Anne's Episcopal Church, Jacksonville

*The Rev'd Albert Eaton, Rector

St. Peter's by the Sea, Swansboro

*The Rev'd Deacon Carol Eaton, Vocational Deacon

St. Francis by the Sea Episcopal Church, Salter Path

*The Rev'd Richard Elliott, Rector

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

The Rev'd Fred Fordham, Retired

*The Rev'd Margaret Finnerud, Rector

St. Philip's Episcopal Church, Southport

The Rev'd Stan Fornea, Military Chaplain

*The Rev'd John Frazier, Rector

St. Paul's in the Pines, Fayetteville

The Rev'd Canon Victor Frederiksen, Retired

St. Mark's Episcopal Church, Wilmington

The Rev'd Gary Fulton, Retired

*The Ven. John Gaskill, Jr., Archdeacon

St. Andrew's Episcopal Church, Morehead City

*The Rev'd Mallon Gilliam, Rector

St. Paul's Episcopal Church, Edenton

*The Rev'd Phillip Glick, Rector

St. Andrew's by the Sea, Nags Head

*The Rev'd Paula Griffin

St. James Episcopal Church, Wilmington

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 Teddra Hussey Smith, Non-Parochial

The Rev'd Margaret Hutchins, Retired

*The Rev'd Augustine Joseph, Retired

The Rev'd Roger Kappel, Retired

*The Rev'd Deacon Lisa Kirby, Vocational Daecon

Christ Episcopal Church, New Bern

The Rev'd Barry Kubler, Retired

The Very Rev'd Mary Lacy, 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, Vocational Deacon

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, Retired

*The Rev'd Mary Ogus, Retired

The Rev'd Donald Overton, Retired

The Rev'd Thomas Hayes Perdue, Military Chaplain

*The Rev'd Lynn Peterman, Non-Parochial

*The Rev'd John Pollock, Rector

St. Andrew's Episcopal Church, Morehead City

The Rev'd Catherine Powell, Retired

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 Jack Robertson, Vocational Deacon

St. Timothy's Episcopal Church, Greenville

The Rev'd Deacon Sonja Robinson, Retired Vocational Deacon

*The Rev'd Deacon Janet Suerio Rodman, 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 Jay Sidebotham, Associate Rector

St. James Episcopal Church, Wilmington

*The Rev'd Michael Singer, Rector

St. Mary's Episcopal Church, Kinston

*The Rev'd Bonnie Smith, Priest in Charge

Holy Innocents Episcopal Church, Kinston

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

St. Timothy's Episcopal Church, Greenville

The Rev'd Raymond Souza, Retired

The Rev'd 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 Kay Swindell, Vocational Deacon

St. Paul's Episcopal Church, Wilmington

*The Rev'd Everret Thomas, Rector

St. Francis by the Sea, Salter Path

The Rev'd Dr. Patricia Thomas, Retired

The Rev'd Michael Thompson, Non-Parochial

*The Rev'd Anne Thornberg, Non-Parochial

*The Rev'd Jeffrey Thornberg

Holy Trinity Episcopal Church, Fayetteville

*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

Holy Cross Episcopal Church, Wilmington

*The Rev'd Thomas P. H. Warren

St. Mary's Episcopal Church, Kinston

The Rev'd Elizabeth Webster, Retired

The Rev'd Hilary West, Non-Parochial

*The Rev'd Dena Bearl Whalen, Rector

St. Paul's Episcopal Church, Wilmington

The Rev'd Burton Whiteside, Non-Parochial

The Rev'd David Williams, Retired

The Rev'd Deacon Henrietta Williams, Vocational Deacon, Non-Parochial

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 2015 Convention)

February 27, 2015.....The Rev’d Daniel Lynch

March 31, 2015.....The Rev’d John James Ormond

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

Lay Delegates**Lay Alternates****St. Thomas, Ahoskie**

*John Davis
 *Sarah Davis
 *Hugh Davis

St. Thomas, Bath

*LaRue Chuman
 *Betty Bowers
 *Stephen Vaughn

Marty Fulton
 TG Piland

St. Paul's, Beaufort

*Jack Gardner
 *Mary Duane Hale
 *Walter Phillips
 *Deborah Van Dyken
 *Bill Blair

Janice Carlisto
 Alicia Ragsdale
 Carl Ragsdale

St. James, Belhaven

*Mary Ellen Wahab

St. Mary's, Burgaw

*Jim Hayes
 *Armin Janci

*Pam Anthony
 *Cheryl Grim

Trinity, Chocowinity

*Jackie Garner
 *Mary Ann St. John
 *Martha Culbertson

St. Paul's, Clinton

*Jessica Cenci
 *David Hall

Gail Henry

St. Andrew's, Columbia

*Martha Blount Simpson

*Suzanne Griffin

Christ Church, Creswell

*Ann Woodley

~ Galilee Mission, Creswell

Lay Delegates

Lay Alternates

St. Luke's, Currituck

*Marion Gilbert

*Beverly McGee

St. Paul's, Edenton

*Bob Adams

*Judy Adams

*Cynthia Harding

*Bill Shultz

**Wood Mordecai, Youth Representative*

Christ Church, Elizabeth City

*Karen Foreman

*Amber Seneres

*David Right

**Whitney Williams, Youth Representative*

St. Christopher's, Elizabethtown

*William Findt

*Jo Anne Findt

St. George's, Engelhard

*Martha Faulkner

Janet Clarke

*Abby Anderson

Kim Simmons

Emmanuel, Farmville

*Janet Heath

Church of the Good Shepherd, Fayetteville

*Skip Walker

Holy Trinity, Fayetteville

*Kathy Thaman

*David Sullivan

*Robert Richardson

*Amanda Taheri

*Nancy Broadwell

*Mary Mac Shields

**Elizabeth Scott, Youth Representative*

St. John's, Fayetteville

*Sue Horne

*Alex Sutherland

*Fred Klinck

*Sybil Sasaki

*Drew Young

Lay Delegates**Lay Alternates****St. Joseph's, Fayetteville**

*Donald LaHuffman

*Samuel Lloyd

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

*Leslie Flom

Marnie Edmundson

*Jillian Flom

St. Mary's, Gatesville

*William Cowper

St. Andrew's, Goldsboro

*Vanessa Stovall

Rick Stovall

St. Francis, Goldsboro

*Stan Stedner

*Ashton Thomas Griffin

St. Stephen's, Goldsboro

*Geoff Hulse

Bob Logan

*Stuart Freeman

Jack Peacock

*Allan Pederso

St. Paul's, Greenville

*Greg Weigum

*Sandra Swan

*Matthew Babcock

*David Bjorkman

*William Gee

Steven Rogers, Student Lay Delegate*St. Timothy's, Greenville**

*Judy Tucker

*Malcolm Williams

*Mary Vincent

St. John's, Grifton

*Sandra Garrison

*Walter Bruce Cannon

Holy Trinity, Hampstead

*Norman Gopsill

*Gail Boys

*Bruce Pennington

St. Christopher's, Havelock

*Ellen Mueller

*Ginger Jacocks

Lay Delegates

Lay Alternates

Holy Trinity, Hertford

*Barbara Kehayes
*Kent Saunders
*Susan Powell

*Lorraine Saunders

St. Philip's, Holly Ridge

*Robert Switzer
*Michele Bennett

*Georgette Keith
*Russ Keith

St. Anne's, Jacksonville

*Kathy Morgan
*Ruth Roberts
*Ron Sortino

Kendra Warlick
*Chris Phelps
John Simpson

St. Augustine's, Kinston

*Calvin Dixon

Wesley Shackelford

St. Mary's, Kinston

*Melissa Glen
*Isaac Hines
*Jo Parrott

Adrian King
Teresa Singer

**William Sargeant, Youth Representative*

Holy Innocents, Kinston

*Ellen Lancaster

Bryan Hardy

~ Grace, Lewiston-Woodville

Trinity, Lumberton

*Lucy Lowry
*Rosemary Gibson
*Dencis Lambdin

**Morgan Pettigrew, Student Lay Delegate*

St. Andrew's, Morehead City

*Judy Rochelle
*Bob Kenward
*David Gammon

*Tad Whitaker

**Michael Tydings, Youth Representative*

St. Andrew's by the Sea, Nags Head

*Robert Trivette
Bobbie Murray
*Lib Fearing

*Debbie Luke
*Barbara Glick
*Jackie Wright

Lay Delegates

Lay Alternates

Christ Church, New Bern

*Alex Norwood
*Mary Parrish
*Jane Merritt
*James Hadley
*David Cook

*Jim Gruenbam
*Bruce Meyers
*Jerry Ocorr

**Dequan Williams, Youth Representative*

St. Cyprian's, New Bern

*Shirley Guion

La Iglesia de la Sagrada Familia, Newton Grove

*Arturo Cabrera
*Francisca Rios
*Lilia Olayo
*Tania Granados

All Souls, Northwest

*Robin Hamilton

St. Thomas, Oriental

*Anna Day
*Russ Boltz
*Virginia Goodwin

*Marian Day
Richard Ahkao
James Berry

Grace, Plymouth

*John Pruden
*Nury Pruden

*Dana Outten
*Audrey Outten

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

*Minnie Clark

St. Francis by the Sea, Salter Path

*Stover Morris
*Tim Bradford

St. James the Fisherman, Shallotte

*Patricia Davis
*Thomas Fernandez
*Ruth Fernandez

All Saints, Southern Shores

*Jennifer Adams
*Richard Calhoun
*Patricia Kinney

Lay Delegates

Lay Alternates

St. Philip's, Southport

*Kenneth Finnerud
*Richard Pearce
*Fallon Pearce
*Ricky Evans
*Debbie Evans

*Jacob Beamer

**Jacob Killough, Youth Representative*

St. Peter's, Sunbury

*Connie Fuhrer

*Diane Ring

St. Peter's by the Sea, Swansboro

*Rosemary Dow
*Beautrice Fike
Karen Pilson

~ **Grace, Trenton**

~ **St. Paul's, Vanceboro**

St. Peter's, Washington

*Ed Hodges
*Hodges Hackney
*Tom Archie
*Patrick Nash

Hank Van Dorp

Zion, Washington

*Janet Hindsley
*Jane Taylor

Deb Ash
Gib Ash

Grace, Whiteville

*William Horne
*Katherine Horne

Lisa Richey

Church of the Advent, Williamston

*Doug Chesson
*Christine Chesson
*Bill Webb

John Price
Al Chesson

Lay Delegates

Lay Alternates

Church of the Servant, Wilmington

*Michelle Colby
*Frank Ogden
*Mary Beth Koehler
*Laura Hickey

Kim Sincox

**Lindsey Harts, Student Lay Delegate*

**Jacob Koehler, Youth Representative*

Holy Cross, Wilmington

*Beth Carter
*Jim Scott
*Ellen Wells

St. Andrew's On the Sound, Wilmington

*Dale Loughlin
*Mark Matheny
*Mary Ann Ryder
*Scott Dodd
*Fran Shore

**Cameron Rieman, Youth Representative*

St. James, Wilmington

*Jane Martin
*Ann Parker
*Ginny Woodruff
*Owen Aylesworth
*Frank Tutza

Kathleen Abrams
Hannah Brownlow
Frances Trask
Claude Bridger
Steve Thomas

**Millie Cowden, Youth Representative*

Church of the Good Shepherd, Wilmington

*Virginia Perschbacher

*Peter Perschbacher

St. John's, Wilmington

*Al Butler, Jr.
*Michael Roberts
*Will Scott
*Alice Brooks
*Al Clyburn

St. Paul's, Wilmington

*Cleve Callison
*Herb Gant
*Don Brainard

Merry Ann Right
Lynda Miller

Lay Delegates

Lay Alternates

St. Mark's, Wilmington

*Grace Mosely-Byrd
*Marlene Frazier

*Annie Jacobs

St. Thomas, Windsor

*John Hill
*Karen Ray
*Lanny Hiday

**JOURNAL OF PROCEEDINGS
ONE HUNDRED AND THIRTY-THIRD ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA
February 5-6, 2016**

On Friday, February 5, 2016, at 8:34 A.M., The Rt. Rev'd Robert S. Skirving called the 133rd Annual Convention of the Diocese of East Carolina to order followed by Morning Devotions delivered by Cheryl McFadden, Seminarian.

Bishop Skirving then appointed members of the Credentials Committee as follows: The Rev'd Pamela Stringer, Holy Trinity, Hampstead, Chair; Mr. Isaac Hines, St. Mary's, Kinston; The Rev'd Phillip Glick, St. Andrew's by the Sea, Nags Head, and Ms. 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 are 57 Clerical Delegates who are canonically resident and the number of canonically resident parochial clergy who are duly registered and present is 45. There are 149 Lay Delegates and 3 Student Lay Delegates who are duly registered and present representing 59 parishes. There are also 26 Alternate Delegates, 7 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 133rd Convention. The members voted and seat and voice was granted to all such persons registered for the 133rd Annual Convention.

Bishop Skirving announced the 2016 Committee appointments as follows:

COMMITTEE ON THE BISHOP'S ADDRESS: The Rev'd Katherine Mitchell, St. Peter's, Washington, Chair; The Rev'd Dr. Everett Thomas, St. Francis by the Sea, Salter Path; Ms. Jillian Flom, St. Paul's in the Pines, Fayetteville; Mrs. Annie Jacobs, St. Mark's, Wilmington, and Mr. William Schultz, St. Paul's, Edenton.

COMMITTEE ON COURTESY: Ms. Ginger Jacocks, St. Christopher's, Havelock, Chair; The Rev'd Deacon Grace Marie Wood, Christ Church, Elizabeth City, and The Rev'd David Davis, St. James the Fisherman, Shalotte.

Bishop Skirving then introduced the officers of the 133rd 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, and Mrs. Tess Judge, All Saints, Southern Shores, Treasurer.

Bishop Skirving called on Mrs. Annie Jacobs, St. Mark's, Wilmington, and Chair of the Convention Committee, who came forward and offered a motion for the adoption of the agenda. 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 invited Ms. Susan Holmes, St. Timothy's, Greenville, to come forward. Mrs. Holmes offered thanks for leaders who have passed away since the last convention. Deaths among the clergy included The Rev'd John James Ormond and The Rev'd Daniel Lynch.

Deaths among the laity included Mr. Reginald Wright Adams, St. Paul's, Beaufort; Ms. Mary Fulton, St. Mark's, Wilmington; Dr. Charles "Buddy" Garrett, St. Anne's, Jacksonville; Mr. Charles Mattes, St. Mark's, Wilmington; Mr. Guy Smith, Jr., St. Paul's, Beaufort; Ms. Ella Green Weyher, St. Mary's, Kinston; Mr. Claud Wheatley, Jr., St. Paul's, Beaufort; Mr. David Whichard, St. Paul's, Greenville; Ms. Ruth Williams, St. Mark's, Wilmington; Mrs. Martha Umphlett, St. Paul's, Wilmington; Mr. Bob Van Veld, St. Timothy's, Greenville, and Ms. Coralee Scott Edge.

Bishop Skirving then recognized clergy who have retired as follows: The Rev'd John Bonner, Holy Trinity, Hertford, to Tennessee; The Rev'd Anne Natoli, Grace, Whiteville, to Virginia; The Rev'd Catherine Powell, Church of the Servant, Wilmington, and the Rev'd Joe Cooper, St. Thomas, Windsor.

Those who have left the Diocese in the past year for service in another diocese are as follows: The Rev'd Kevin Johnson, St. Peter's, Washington; The Rev'd Robert Spainhour, Church of the Advent, Williamston; The Rev'd Caleb Lee, St. Paul's, Beaufort; The Rev'd Bill Thomas, Christ Church, New Bern; The Rev'd Marquita Hutchens, Christ Church, New Bern; The Rev'd Christopher Adams, St. Andrew's on the Sound, Wilmington; The Rev'd Betty Glover, St. Philip's, Southport; The Rev'd Mary Frances Curns, St. Anne's, Jacksonville; The Rev'd Mimi Lacy, St. Timothy's, Greenville; The Rev'd Erin Kirby, St. James, Wilmington, and The Rev'd James Franklin, St. James, Wilmington.

Bishop Skirving then introduced the new clergy in the Diocese and asked them to stand. The Rev'd Alice Webster, Christ Church, Elizabeth City; The Rev'd Daniel Cenci, St. Paul's, Clinton; The Rev'd Jeff Thornberg, Holy Trinity, Fayetteville; The Rev'd Anne Thornberg, non-parochial, Fayetteville; The Rev'd Deacon John Robertson, St. Timothy's, Greenville; The Rev'd Malone Gillam, St. Paul's, Edenton; The Rev'd Courtney Dale, Christ Church, New Bern; The Rev'd Cynthia Duffus, St. Anne's, Jacksonville; The Rev'd Margaret Finnerud, St. Philip's, Southport, and The Rev'd Sara Saxe, Zion, Washington.

Bishop Skirving introduced the Postulants and Candidates as follows: Deacon Postulants: Linda Murdock and Mary Mac Shields. Deacon Candidate: Pamela Hayes who has now been recommended for ordination. Priest Postulants: Lisa Pollard, Matthew Babcock, Cheryl Brainard, Adam Pierce, Stephen Batten and Cheryl McFadden who has now been approved as a candidate. Priest Candidates: Sarah Smith and James Rickenbaker who has now been recommended for ordination.

Ms. Patti Dill, St. Paul's, Beaufort, then presented \$500.00 checks from the Church Periodical Club to seminarians James Rickenbaker, Sarah Smith, Cheryl McFadden, Stephen Batten and Adam Pierce. In addition, \$100.00 checks were presented to Linda Murdock, Deacon Postulant, and Pamela Hayes, Deacon Candidate.

Bishop Skirving called on The Rev'd Jim Horton, retired, Williamston, and Chair of the Standing Committee for his report. The Rev'd Horton referred the members to the workbook for the full report. The Rev'd Horton asked the members of the Standing Committee to stand and be recognized.

Ms. Jo Anne Kilday, St. Andrew's, Morehead City, and Chair of the Elections Committee was asked to come forward and introduce the nominees for Diocesan elections as follows:

STANDING COMMITTEE, THREE-YEAR TERM, CLERGY: The Rev'd Paul Canady, Christ Church, New Bern, and The Rev'd Pamela Stringer, Holy Trinity, Hampstead.

STANDING COMMITTEE, THREE-YEAR TERM, LAY: Mr. Brian Buss, St. Anne's, Jacksonville, and Mr. Tom Holt, Holy Trinity, Fayetteville.

EXECUTIVE COUNCIL, TRINITY DEANERY, THREE-YEAR TERM, CLERGY: The Rev'd John Pollock, St. Andrew's, Morehead City.

EXECUTIVE COUNCIL AT-LARGE, THREE-YEAR TERM, CLERGY: The Rev'd Daniel Cenci, St. Paul's, Clinton. THREE-YEAR TERM, LAY: Mr. Robert Adams, St. Paul's, Edenton, Ms. Ginger Jacocks, St. Christopher's, Havelock; Mr. Carl Ragsdale, St. Paul's, Beaufort; Ms. Lisa Richey, Grace Church, Whiteville, and Mrs. Sandra Swan, St. Paul's, Greenville.

TRUSTEE FOR THE UNIVERSITY OF THE SOUTH, THREE-YEAR TERM, LAY: Mr. Steve Lawrence, St. Philip's, Southport.

DISCIPLINARY BOARD, THREE-YEAR TERM, CLERGY: No nominees. THREE-YEAR TERM, LAY: No nominees.

Nominations for officers for the 134th 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.

Bishop Skirving introduced The Rt. Rev'd Todd Ousley, Bishop of the Diocese of Eastern Michigan, and asked him to come forward and speak to the members. Bishop Ousley advised that he is here to advance the theme of the Convention of Equipping the Saints for Ministry. His perspective comes from a deep and abiding commitment to claiming the baptismal ministry of the church and doing that in a creative and imaginative way as we continue to explore what it means to be the church in the 21st century.

The image that we all have of the church as is true in other aspects of our lives creates a mental model, a framework, a paradigm for how we view our experiences and how we begin to give shape to our world. The mental model that we have of the church has the capacity to allow us to attend to the important matters of the church without thinking about how the church should be structured and what it should look like.

At the same time, those mental models limit us and can decrease our capacity to be imaginative and to respond to changing circumstances that are found in our congregations, neighborhoods, the Diocese and the church at-large. While mental models are helpful, unless they are periodically examined to see if the model fits the circumstances in which we find ourselves, we are doomed to continue on the same path and produce the same results from the past that perhaps were not the results that were hoped and prayed for.

Bishop Ousley presented some background information on the formation of the Diocese of Eastern Michigan. He then spoke in detail about the principles informing baptismal ministry and asked everyone to talk to one another about the things he has said and list three exciting things to get onboard with and three things that they would never do.

Following a brief recess, Bishop Skiving asked all Youth Representatives, Pages, Alternates and Delegates to stand and be introduced.

STUDENT LAY DELEGATES: Lindsey Harts, UNC-Wilmington, Episcopal Church Outreach, Church of the Servant, Wilmington; Morgan Pettigrew, UNC-Pembroke, Trinity, Lumberton, and Steven Rogers, ECU, St. Paul's, Greenville.

YOUTH PAGES: April Brown, St. Mary's, Kinston; Julia Ross, Church of the Servant, Wilmington; Emily Summerlin, St. Mary's, Kinston, and Max Tapiz, St. Francis, Goldsboro.

YOUTH REPRESENTATIVES: Millie Cowden, St. James, Wilmington; Jacob Killough, St. Philip's, Southport; Wood Mordecai, St. Paul's, Edenton; Jacob Koehler, Church of the Servant, Wilmington; Cameron Rie-man, St. Andrew's on the Sound, Wilmington; William Sergeant, St. Mary's, Kinston; Elizabeth Scott, Holy Trinity, Fayetteville; Michael Tydings, St. Andrew's, Morehead City; DeQuan Williams, Christ Church, New Bern, and Whitney Williams, Christ Church, Elizabeth City.

DELEGATES WHO HAPPEN TO BE YOUTH: Alex Norwood, Christ Church, New Bern; Amanda Taheri, Holy Trinity, Fayetteville, and Alternate Delegate Jake Beamer, St. Philip's, Southport.

Bishop Skirving then recognized Jillian Flom, St. Paul's in the Pines, Fayetteville, and Melissa Glen, St. Mary's, Kinston, as Deputies from their congregations.

Mr. Penn Perry, Executive Director of Trinity Center, was asked to come forward and speak to the members on Equipping the Saints: Trinity Center. Mr. Perry first took an opportunity to express his thanks to everyone for their concern and prayers during his health crisis last September which required emergency quadruple bypass surgery. Mr. Perry's full report appears in the workbook outlining the renovations and transitions at Trinity Center in 2015 and wherein he expressed his opinion that Trinity Center is adapting well to the changing times.

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 2016.01 First Reading. Constitution, Article IV, Personnel of Convention.

CCC 2016.02 Title I. Convention of the Diocese; Diocesan Officers and Representatives. Canon 1, Members of Convention.

CCC 2016.03 Title II. Deaneries, Parishes and Missions of the Diocese. Canon 1, Deaneries.

CCC 2016.04 Title I. Convention of the Diocese; Diocesan Officers and Representatives. Canon 8, The Executive Council Title III. Bishops, Priests and Deacons, Canon 2, Salary of the Bishop.

CCC 2016.05 Title III. Bishops, Priests and Deacons. Call of a Minister; Clergy Assistants.

CCC 2016.06 Title IV. Church Institutions. Canon 3, Trinity Center.

CCC 2016.07 Title V. Amendment; Effective Date; Repealer. Canon 2, Effective Date of Canons.

Bishop Skirving then asked Ms. Lisa Richey, Grace Church, Whiteville, and Diocesan EfM Coordinator, to come forward and speak on Equipping the Saints: The Ministry of EfM. Ms. Richey asked everyone who has ever been involved in Education for Ministry to stand. Ms. Richey advised that Education for Ministry is a four-year education at-a-distance theological program for lay people. Right now, there are ten groups in East Carolina and they would like to have more groups. Ms. Richey's full report appears in the workbook.

Bishop Skirving asked The Rev'd Mary Reese, St. Andrew's, Goldsboro, and Chair of the Committee on Resolutions, to come forward and present this year's resolutions for adoption. The Rev'd Reese presented the proposed resolutions as follows:

RESOLUTION #1: In Thanksgiving for the Life and Leadership of Mrs. Harriette Wagner.

RESOLUTION #2: In Thanksgiving for the Life and Ministry of Claud Roberson Wheatley, Jr.; July 3, 1918 - December 24, 2015.

RESOLUTION #3: In Thanksgiving for the Ministry and Priesthood of The Reverend Joseph Wiley Cooper. Born 1944; Ordained Priest 1971.

RESOLUTION #4: In Thanksgiving for the Life and Witness of Dr. Stanleigh E. Jenkins, Jr.; 1932 - 2016.

RESOLUTION #5: In Thanksgiving for the Ministry and Priesthood of The Very Reverend Catherine R. Powell.

RESOLUTION #6: In Appreciation and Support of the Interfaith Refugee Ministry.

RESOLUTION #7: In Thanksgiving for Harry Norton Douglas; December 3, 1927 - January 1, 2016.

Mr. Robert Richardson, Holy Trinity, Fayetteville, was then asked to come forward and speak on Equipping the Saints: Episcopal Cursillo in East Carolina. Mr. Richardson also currently serves as Lay Director of the organizing body for Cursillo in the Diocese. Mr. Richardson along with others came to the conclusion that every person who desires to provide loving Christian service to others is a saint and he then shared the heart and soul of Cursillo.

The motto of Cursillo is make a friend, be a friend, bring a friend to Christ. Some of us were called to evangelism because that's really what that motto says. For others, it's a reminder that the Cursillo ministry is all about relationships. When do you connect, with whom do you connect, what's the quality of the connection and that's the Christian purpose.

Mr. Richardson quoted a passage from Bishop Curry's most recent book, *Psalm my Grandma Sang*, as follows: "In God's family, there are no outsiders. All are insiders." In keeping with this concept, make a friend, be a friend, bring a friend to Christ.

Following several announcements by Mrs. Annie Jacobs, Convention Chair, a blessing by Bishop Skirving and the luncheon recess, Bishop Skirving called the Business Session of the 133rd Annual Convention of the Diocese of East Carolina to order at 1:00 P.M.

Bishop Skirving offered his general thanks for all those persons who strengthen, by their ministry in so many different roles and areas, the overall work of the Diocese of East Carolina. Bishop Skirving then thanked four ordained Vocational Deacons as follows: Rebecca Bean, St. Andrew's, Goldsboro; Carol Eaton, St. Francis by the Sea, Salter Path; Lisa Kirby, Christ Church, New Bern, and as an Ordained Priest, Paula Griffin, St. James, Wilmington.

Ms. Jo Anne Kilday, St. Andrew's, Morehead City, and Chair of the Elections Committee came forward to present election procedures. Ms. Kilday 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 in the Diocese of East Carolina 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 non-parochial 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 to a three-year term in the lay order and one to a three-year term in the clergy order. The nominations were then displayed on the screen. In addition, a vacancy requires that a one-year term in the clergy order be filled. On behalf of the Committee on Elections, Ms. Kilday moved that the nominations for the Standing Committee be closed. 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. As there are no nominees for the one-year clergy term, the Committee on Elections additionally moved that the person receiving the next highest number of votes in the clergy order be elected to the one-year term as a member of the Standing Committee. There was no discussion, the members voted and the motion was carried. The Convention chooses plurality for voting on the Standing Committee. One person will be elected from the lay order and one from the clergy order.

Ms. Kilday then advised that in considering the elections of the Disciplinary Board, Trinity Deanery Representative to Executive Council and Lay Trustee of the University of the South, the number of candidates for each position equals the number of available seats. On behalf of the Committee on Elections, Ms. Kilday moved that

nominations be closed and that these persons be elected by acclamation. There was no discussion, the members voted and said persons were elected by acclamation.

In the election of the Executive Council, two persons will be elected to a three-year term in the lay order and two to a three-year term in the clergy order. Nominations were then displayed on the screen. In addition, a vacancy requires that a one-year term in the lay order be filled. On behalf of the Committee on Elections, Ms. Kilday moved that nominations be closed. There was no discussion, the members voted and the motion was carried.

The Committee on Elections moved that Convention elect members of the Executive Council by plurality. The two laypersons receiving the highest number of votes in each order shall be elected as a member of the Executive Council. As there are no nominees for the one-year lay term, the Committee on Elections moved that the layperson receiving the third highest number of votes in the lay order be elected to the one-year term as a member of the Executive Council. There was no discussion, the members voted and the motion was carried. The Convention chooses plurality for voting on the Executive Council. Two persons will be elected from the lay order and two from the clergy order. A correction was noted to reflect that one person will be elected from the clergy order rather than two.

Bishop Skirving then nominated the following persons for election to the Board of Trinity Center: The Rev'd Paul Canady, Christ Church, New Bern; The Rev'd Jeff Thornberg, Holy Trinity, Fayetteville; Mrs. Ann Bustard, Christ Church, New Bern, and Mr. Matt Scully, St. Paul's, Greenville. Bishop Skirving called for an 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 2015. Mrs. Judge referred the members to the report in the workbook and stated that due to very careful stewardship and the generosity of the parishes, income is at 98% and expenses are at 92% which has resulted in a surplus.

When Executive Council met in January, there was discussion about the surplus. The Finance Committee worked through things very well and the recommendation was that of the 73- plus thousand dollars, \$10,000.00 would be allocated to Trinity Center as seed money for their campaign that will hopefully start shortly to pay off their \$250,000.00 debt.

The remainder of the surplus would be put in a Ministry Development Fund to provide support to Diocesan ministries that are facing challenges or opportunities which will be clarified by Executive Council and all grants will be approved by Executive Council. This fund will be able to support the needs when they arise and this is a really positive thing as we move forward and a wonderful way to use the surplus and continue to help other ministries throughout the Diocese.

Mrs. Judge then talked about the 2016 Proposed Budget which appears in the workbook. She reported that this year, there will be increased revenue and also increased opportunities that are provided for in the budget and invited members to attend the budget hearing to ask questions or make any comments on the budget.

Bishop Skirving asked Bishop Ousley to join him for the session of Plenary Work II - Equipping the Saints in a Changing Church. Bishop Ousley began by referring to the second session as setting a table in the wilderness. This is a wonderful scriptural and liturgical aspect to consider in the church today. What does it mean to have communities of faith that are in some form or another in the wilderness?

It is our task to focus on the fact that in the wilderness, we don't necessarily need all the comforts of home. What we need is to be engaged in shared baptismal ministry which means that some of the barriers that have been created between those who are ordained and those who are not need to come down. While we all have different jobs to do, we are all equal in the eyes of God and that is truly sharing in baptismal ministry.

If we are going to set a table in the wilderness, it is the responsibility of the Diocesan leadership together with congregational leadership to increase our capacity to respond in faithfulness to God's mission that is before us.

Bishop Ousley responded to comments by several members and closed with a prayer and expressed thanks to everyone for their attention and time.

Bishop Skirving thanked Bishop Ousley for his presence at this year's Convention and presented him with a check from the Diocese of East Carolina to support the Diocese of Eastern Michigan in their work in helping rebuild the City of Flint.

Bishop Ousley then commented that through a series of governmental failures at the state, county and local level in the City of Flint, there is a systemic crisis that goes far beyond access to clean water and extends to economic depression, economic deprivation, racial discrimination and the abandonment of a city and a people that has lost over half of its population and most of its economic base which was the automotive industry. The population is 60% African- American and 40% below the poverty line.

This is just one more blow to a city that has been crippled and the resources that have been relied upon time and time again to respond most efficiently and most effectively to a loss of clean water in a first world country have failed the people of Flint. The Episcopal Church has worked with local leadership, two congregations and two agencies in Flint to respond with bottled water and water filters.

The following election results were then announced in the Standing Committee: The Rev'd Paul Canady, Christ Church, New Bern, to the three-year clergy term; The Rev'd Pamela Stringer, Holy Trinity, Hampstead, to the one-year clergy term, and Mr. Tom Holt, Holy Trinity, Fayetteville, to the three-year lay term.

Following hearing and meeting announcements by Mrs. Annie Jacobs, Bishop Skirving recessed the 133rd Annual Convention of the Diocese of East Carolina at 2:37 P.M. on Friday, February 5, 2016.

Following Morning Devotions delivered by Adam Pierce, Seminarian, Bishop Skirving reconvened the 133rd Annual Convention of the Diocese of East Carolina at 8:31 A.M. on Saturday, February 6, 2016.

Bishop Skirving nominated the following persons for election to the Commission on Ministry: The Rev'd Cortney Dale, Christ Church, New Bern, completing a term for The Rev'd Nan Chandler ending in 2017; The Rev'd Catherine Powell, retired, Wilmington, completing a term for The Rev'd Robert Spainhour ending in 2018, and The Rev'd Phil Glick, St. Andrew's by the Sea, Nags Head, completing a term for The Rev'd Anne Natoli ending in 2019. Those being nominated for a full four-year term are The Rev'd Malone Gillam, St. Paul's, Edenton; The Rev'd Anne Thornberg, non-parochial, Fayetteville; The Rev'd Deacon Rebecca Bean, St. Andrew's, Goldsboro, and Ms. Mary Beth Bradberry, Trinity Center, Salter Path. Bishop Skirving called for their election by acclamation, the members voted and the nominees were elected by acclamation.

Bishop Skirving then delivered his Address to the members, copies of which will be available at a later date.

Following a brief recess, 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 2016.01. 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 2016.02. 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 2016.03 with a change from Council to Deanery in Section 4(c). 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 2016.04. 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 2016.05. There was one clarification, 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 2016.06. 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 2016.07. There was no discussion, the members voted and the motion was carried.

Bishop Skirving announced the following results in the election to Executive Council: The Rev'd Daniel Cenci, St. Paul's, Clinton; Ms. Lisa Richey, Grace Church, Whiteville; Mr. Carl Ragsdale, St. Paul's, Beaufort, and Ms. Ginger Jacocks, St. Christopher's, Havelock.

Bishop Skirving called upon Ms. Susan Husson, Christ Church, New Bern, and Director of the Interfaith Refugee Ministry for another take on Equipping the Saints. Ms. Husson spoke briefly and a video was shown to the members. Her full report appears in the workbook.

Mrs. Tess Judge, All Saints, Southern Shores, and Treasurer was then asked to come forward and present the 2016 Proposed Budget. On behalf of the Executive Council, Mrs. Judge moved for the adoption of the 2016 Proposed Budget. There was no discussion, the members voted and the budget was duly adopted.

Mrs. Annie Jacobs came forward and announced that the Annual Absalom Jones Service will be held at 3 P.M. on February 21st at St. Mark's, Wilmington, and the Annual Acolyte Festival of St. Andrew's by the Sea will be held on April 29th and 30th.

Following a brief recess, Bishop Skirving asked Mr. Hodges Hackney, President of the Episcopal Foundation Board, to come forward. Mr. Hackney read his full report to the members, copies of which are available. Bishop Skirving then nominated the following persons to the Episcopal Foundation Board: Mr. William Schultz, St. Paul's, Edenton; Mr. Jordy Whichard, St. Paul's, Greenville; Ms. Jane Horrocks, Holy Trinity, Fayetteville; The Rev'd Chip Broadfoot, Christ Church, Elizabeth City; Mr. Vic Bustard, Christ Church, New Bern, and Mr. Phil Stine, Church of the Servant, Wilmington. The members voted and the nominations were confirmed.

Bishop Skirving then nominated the following persons as Trustees of the Diocese: The Rev'd Gene Carpenter, retired, Goldsboro, and Mrs. Martha Blount Simpson, St. Andrew's, Columbia. The members voted and the nominations were confirmed.

Bishop Skirving then asked The Rev'd Mary Reese to come forward and present this year's resolutions.

RESOLUTION #1: In Thanksgiving for the Life and Leadership of Mrs. Harriette Wagner. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #2: In Thanksgiving for the Life and Ministry of Claud Roberson Wheatley, Jr.; July 3, 1918 - December 24, 2015. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #3: In Thanksgiving for the Ministry and Priesthood of The Reverend Joseph Wiley Cooper. Born 1944; Ordained Priest 1971. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #4: In Thanksgiving for the Life and Witness of Dr. Stanleigh E. Jenkins, Jr.; 1932 - 2016. The Committee moved for its adoption, the members voted and the resolution was adopted.

RESOLUTION #5: In Thanksgiving for the Ministry and Priesthood of The Very Reverend Catherine R. Powell. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #6: In Appreciation and Support of the Interfaith Refugee Ministry. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #7: In Thanksgiving for Harry Norton Douglas; December 3, 1927 - January 1, 2016. The Committee moved for its adoption, there was no discussion, the members voted and the resolution was adopted.

Bishop Skirving asked Mr. Charles Hannibal, St. Augustine's, Kinston, to come forward. Mr. Hannibal announced the nominations for officers of the 134th Convention as follows: As Secretary, The Rev'd Canon Matthew Stockard, (non-parochial), Winterville; as Historiographer, Ms. Mamre Wilson, St. Paul's, Beaufort, and as Treasurer, Mrs. Tess Judge, All Saints, Southern Shores.

There being no further nominations, Mr. Hannibal moved that the nominations be closed and that these persons be elected by acclamation. The nominations were closed, the members voted and the motion was carried. The members then voted on the nominations and The Rev'd Canon Matthew Stockard, Ms. Mamre Wilson and Mrs. Tess Judge were elected by acclamation.

Bishop Skirving then nominated Mrs. Joan Geiszler-Ludlum, Church of the Servant, Wilmington, as Chancellor of the 134th Convention. The members voted and Mrs. Joan Geiszler-Ludlum was elected by acclamation.

Bishop Skirving then appointed the Archdeacons as follows: The Ven. Sonny Browne, Trinity, Chocowinity, and the Ven. John Gaskill, St. Andrew's, Morehead City.

Bishop Skirving appointed the following persons to serve on committees for the 134th Convention:

COMMITTEE ON ELECTIONS: Ms. Jo Anne Kilday, St. Andrew's, Morehead City, Chair; The Rev'd Daniel Cenci, St. Paul's, Clinton; The Rev'd Margaret Finnerud, St. Philip's, Southport, and Mr. Charles Hannibal, St. Augustine's, Kinston. The members voted and the appointments were confirmed.

COMMITTEE ON CONSTITUTION AND CANONS: Mrs. Mary Duane Hale, St. Paul's, Beaufort, Chair; Mr. Tom Holt, Holy Trinity, Fayetteville; Ms. Shurley Ray Weddle, St. Paul's, Clinton; The Rev'd Ronald Abrams, St. James, Wilmington; The Rev'd James Cooke, retired, Greenville; The Rev'd Michael Singer, St. Mary's, Kinston; Ex-officio, Mrs. Joan Geiszler-Ludlum, Chancellor, Church of the Servant, Wilmington, and the Rev'd Canon Matthew Stockard, Secretary of Convention, (non- parochial), Winterville. The members voted and the appointments were confirmed.

COMMITTEE ON RESOLUTIONS: The Rev'd Mary Reese, St. Andrew's, Goldsboro, Chair; The Rev'd Ronald Abrams, St. James, Wilmington; The Rev'd Andrew Canaan, St. Paul's, Greenville; The Rev'd Robert Alves, St. John's, Fayetteville; Ms. Leslie Flom, St. Paul's in the Pines, Fayetteville; Mr. Robert Adams, St. Paul's, Edenton; Ms. Jane Merritt, Christ Church, New Bern, and Mrs. Martha Blount Simpson, St. Andrew's, Columbia. The members voted and the appointments were confirmed.

2016 CONVENTION COMMITTEE: Mrs. Annie Jacobs, St. Mark's, Wilmington, Chair; 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 Jeffrey Douglas, St. Thomas, Ahoskie; The Rev'd Deacon Kay Swindell, St. Philip's, Holly Ridge, and The Rev'd Eugene Wayman, Trinity, Lumberton. Local committee members are Ms. Delle Curry and The Rev'd Paul Canady, Christ Church, New Bern. The members voted and the appointments were confirmed.

COMMITTEES ON FINANCE:

TRINITY DEANERY: The Rev'd Bert Eaton, St. Peter's by the Sea, Swansboro; Mr. Ray Tait, Christ Church, New Bern, and Mr. Tommy Sutton, St. Andrew's, Morehead City.

PAMLICO DEANERY: The Rev'd Diane Tomlinson, St. Thomas, Bath, and Mrs. Judy Whichard, St. Paul's, Greenville.

ALBEMARLE DEANERY: The Rev'd Thomas Wilson, All Saints, Southern Shores, and Ms. Teresa Osborne, Vice-Treasurer, St. Andrew's by the Sea, Nags Head.

UPPER CAPE FEAR DEANERY: The Rev'd Ray Brown, retired, Fayetteville, and Mrs. Jean Moore, St. John's, Fayetteville.

LOWER CAPE FEAR DEANERY: Mr. John Jordan, St. James, Wilmington, and The Rev'd David Davis, St. James the Fisherman, Shallotte. The members voted and the appointments were confirmed.

Deacon Katherine Mitchell, St. Peter's, Washington, came forward to give the Report of the Committee on the Bishop's Address. Deacon Mitchell thanked Bishop Skirving for the opportunity to respond to his powerful, honest and eloquent address. Speaking on behalf of the Diocese, Deacon Mitchell expressed appreciation for the richness of the Diocesan life and Bishop Skirving's leadership in the past year and then recounted the many contributions Bishop Skirving has made to the Diocese.

In conclusion, the Committee finds Bishop Skirving's vision for the future both inspiring and uplifting with a positive change but also hard work ahead. We give thanks to God for the blessing of Bishop Skirving's con-

tinued ministry as we grow together. Other members of the committee are The Rev'd Dr. Everett Thomas, Ms. Jillian Flom, Mrs. Annie Jacobs and Mr. William Schultz.

On behalf of the Convention Committee, Mrs. Annie Jacobs, Chair, moved that the 134th Annual Convention of the Diocese of East Carolina again be held at the New Bern Convention Center on February 3-4, 2017. There was no discussion, the members voted and the motion was carried.

Bishop Skirving then called on Ms. Ginger Jacocks, St. Christopher's, Havelock, and Chair of the Committee on Courtesy. Ms. Jacocks presented a resolution to express appreciation to Christ Church, New Bern, and St. Cyprian's for their continued hospitality. Appreciation is expressed to the selfless volunteers and shuttle drivers throughout the Convention. Warm thanks to Bishop Skirving for his insightfulness and guidance in helping to equip the people of the Diocese for ministry. Many thanks to Bishop Ousley for his work in helping us reflect upon what it truly means to live in a baptismal ministry.

Sincere thanks are offered to the Diocesan Liturgical Commission, Christ Church and St. Cyprian's again for their warm welcome. Deep thanks are offered for the gifts of music and song that were provided. Special thanks to the Convention Committee and the hard-working Diocesan staff.

Bishop Skirving then appointed and installed the Deans as follows: The Very Rev'd Jeff Douglas and Beth Harrington, Albemarle; The Very Rev'd Andrew Canaan and Susan Holmes, Pamlico; The Very Rev'd John Pollock and Ginger Jacocks, Trinity; The Very Rev'd John Frazier and Robert Richardson, Upper Cape Fear, and The Very Reverend Dena Bearl Whalen and Jane Martin, Lower Cape Fear.

There being no further old or new business, following the Liturgy and Closing Prayers, Bishop Skirving adjourned the 133rd Annual Convention of the Diocese of East Carolina at 11:15 A.M. on Saturday, February 6th, 2016.

Respectfully submitted,

Peter B. Ruffin, III, President
AURELIA RUFFIN & ASSOCIATES, INC.

**The Bishop's Address
to the 133rd Annual Convention of the
Episcopal Diocese of East Carolina
February 6, 2016**

Welcome & Thanks

We've come now to Saturday morning, the last day of our 133rd Diocesan Convention. For those of you who were able to be here on Thursday, I truly hope that you enjoyed the workshops and found them to be valuable. I hope that you enjoyed the music of St. Augustine's choir, offered at St. Cyprian's Church. Yesterday was a very full day, but I hope that you agree with me that it was a good one! We gave necessary attention to the legislative dimensions of our convention, including the hearings yesterday afternoon. We visited the vendors and others assembled outside these doors and reconnected with friends and family. We worshiped together at Christ Church, celebrating the Eucharist and joining our voices together in prayer and praise and then shared a meal and some fine music. Bishop Todd Ousley led us in a consideration of what it means to "equip the saints for ministry." I am grateful that Bishop Ousley was able to be with us for our convention. Early this morning, he flew out of New Bern on his way back to the Diocese of Eastern Michigan, where he has responsibilities tomorrow.

As I begin, I would like to express my gratitude for some of the ways in which I have experienced the richness of our common life during this past year.

-Each week, as I have traveled from congregation to congregation, you have welcomed me warmly and have shared something of what makes your community unique. By the summer, I will have visited with almost all of our Sunday morning communities. These visits are so important to me as we build relationships with one another and prayerfully consider how God is calling us to be the Church in today's world.

-Our clergy inspire me with their passion and commitment, and with the wide range of gifts that they offer to the life and leadership of our diocese. I am grateful for them and for their trust and support of me, and I look forward to deepening these relationships in the years to come.

-The generosity of our congregations is inspiring. In spite of the fact that many in our world proclaim messages of scarcity, you have been faithful in your support of the ministry that God has given us. With careful financial management by our leaders, we have finished 2015 with a solid surplus. Your pledges for 2016 have come in about 11% higher than what we actually received from you in 2015. This commitment, by our congregations, gives our diocesan leadership real confidence in their planning for the coming year. Please pass on to your congregations the thanks of our whole diocese! And please join me in thanking Tess Judge, our treasurer, Teresa Osborne, her assistant, and all members of our Finance Committee for their good work in these last years!

-I am deeply grateful for the efforts of our Diocesan House staff. Without exception, they go above and beyond any expectations we may have of them and it is a real pleasure for me to work with them. Please join me in thanking Emily Gowdy Canady, Hannah Hilterbrand, Bonnie Holton, Beth Nagy, Jimi Paderick, Chanda Platania, and Canon Matt Stockard.

-There are so many others whom I could thank, on my behalf and yours. While there is always danger in naming some, and not others, I am going to single out a few at this time.

-John Gaskill and Sonny Browne each serve faithfully as archdeacons in East Carolina. John has led in the founding of our School for Deacons, while also supporting the deacons of our diocese in their respective ministries. Deacon Katherine Mitchell has now taken over leadership of the school, but John continues in his leadership role with our diocese's diaconal ministries. Sonny faithfully plans for all of our diocesan liturgies, including last evening's celebration and our daily prayers here at convention. He also leads the team that hosts our diocese's Annual Conference on Church Music, attended this year by Episcopalians and others from across North Carolina and beyond. I am grateful to both John and Sonny for their respective roles in our diocesan life.

-Ron Abrams has chaired the board of Episcopal Farmworkers Ministry for the last three years. This board, composed of members from our diocese and the Diocese of North Carolina, oversees a growing ministry based in, and extending out from, Newton Grove. Under his leadership, almost \$300,000 was raised through the Harvest for Hospitality campaign. Two of the four vans, essential to the ministry, were replaced. One was a gift of the Diocese of Long Island and the other was purchased with money from St. John's Fayetteville and from the Harvest for Hospitality campaign. In June, Fr. Tony was recognized for his years of leadership with the naming of the Farmworker Ministry Center in his honor. Silvia Cendejas and Juan Carabana now share the day-to-day leadership of this important ministry. I am grateful to Ron for his faithful leadership of this ministry, and look forward to supporting his successor, the Rev. Lisa Fischbeck of the Diocese of North Carolina.

-Others are stepping down from leadership roles in our diocesan life. Jim Horton has chaired the Standing Committee during this past year. Jo Parrot has chaired the Board of Managers of Trinity Center. Blair Both has provided valuable leadership for our Commission on Ministry. Mary Reese has been co-chair of the Anti-Racism Commission with Charles Hannibal. Michael Singer has chaired the Millennium Development Goals ministry of our diocese. We owe our thanks to Jim, Jo, Blair, Mary and Michael and to all who share in the leadership of our diocesan ministries including those whom I have not named publicly.

-Finally, I wish to thank the members of Christ Church and St. Cyprian's, here in New Bern, who worked to assist in hosting this convention. Christ Church has just finished its celebration of 300 years of life and ministry. St. Cyprian's will celebrate its 150th anniversary this year, including a special service planned for Sunday, July 3rd. It has been, and will continue to be, a busy time for the Episcopal churches of New Bern.

"Confession"

Now it's time for my confession. As I continue to learn about the life and work of a bishop, I must confess that I have regularly overcommitted myself and those around me. At last year's Convention, for example, I invited those interested in creation care ministries to volunteer to work together, I spoke of my desire to establish a more comprehensive communications strategy for the diocese, and I described what I expected would be the next steps in our Spanish language ministry. But there was a problem. We did not have a plan for moving these ministries forward, and neither our Diocesan House staff members nor I have had time to properly champion these initiatives. And so they largely sit waiting on a corner of my desk, or on a "to do" list somewhere in my computer.

I'm learning that sometimes I say "yes" more quickly than I probably should. Sometimes I'm out of the office for extended periods of time and correspondence builds up. Occasionally those seeking appointments with me must wait longer than they'd like. On a number of occasions, when work has piled up, I've had to apologize to others and withdraw from events I had planned to attend. It feels as if I have a long ways to go in learning the rhythms in my work as your bishop.

But let me be clear. In no way do I wish to be heard as complaining. The work of being your bishop is something I enjoy thoroughly. There are times, however, when I become frustrated with my limitations, and with the limitations of our diocesan structures and systems, and become impatient that we are not able to accomplish a greater amount of what I would call the “more measurable” work and ministry. Mostly, I want to apologize to those who have been left waiting too long for actions or responses from me or from our staff. I look forward to becoming more effective and efficient in my work, and I look forward to growing with all of you in our capacity to proclaim the Gospel and be the Church in this beautiful part of God’s creation.

It has been this learning, about my own capacities and ours, that led me to recommend the theme of “Equipping the Saints for Ministry” to our Convention Committee. The rest of my address will focus on the three elements of this theme that I introduced in my sermon last evening ... Unity, Alignment and Growth.

Unity

*I therefore, the prisoner in the Lord,
beg you to lead a life worthy of the calling to which you have been called,
with all humility and gentleness, with patience,
bearing with one another in love,
making every effort to maintain the unity of the Spirit in the bond of peace.
There is one body and one Spirit,
just as you were called to the one hope of your calling,
one Lord,
one faith,
one baptism,
one God and Father of all,
who is above all and through all and in all.
(Ephesians 4:1-6, NRSV)*

As we seek to live “a life worthy of the calling to which [we] have been called,” we do so in and through many different sets of relationships. I’d like to speak about a few of these sets of relationships, and emphasize the importance of making “every effort to maintain the unity of the Spirit in the bond of peace.”

This past summer, a group of us travelled from East Carolina to Salt Lake City in Utah to participate in The Episcopal Church’s General Convention. At last fall’s series of deanery meetings, some of our deputies shared their experience of General Convention. One thing that was clear to me, whether through the rich worship, the formal legislation, or the hallway conversations, is that the Episcopal Church includes people with very diverse ideas and hopes about the shape of church. It was also clear to me that many of those present were also deeply committed to the unity of the Church. With a group of bishops, I found myself composing a resolution titled “Communion Across Difference,” a resolution that was later adopted by the House of Bishops and from which I draw these words:

“We thank God for the rich variety of voices in our House, in our dioceses, in The Episcopal Church, and in the Anglican Communion, that reflect the wideness of God’s mercy and presence in the Church and in the world.”

“We thank God that in the fullness of the Holy Trinity we can and must remain together as the Body of Christ in our dioceses, in the Episcopal Church, and in our relationships with sisters and brothers in Christ in the Anglican Communion. The bonds created in baptism are indeed indissoluble and we pray that we have the confidence to rely upon the Holy Spirit who will continue to hold us all together as partners in communion through the love of God in Jesus.”

In the work we did here in East Carolina in the months following General Convention, it was my heart's desire to strengthen the unity of the members and congregations of our diocese as one body in Christ Jesus even as we considered difficult matters. I am grateful for those who hosted and led the deanery meetings held to consider General Convention's decisions regarding marriage for all people, and to consider the life of our deaneries. I am grateful for those who engaged me directly, sharing their hopes and concerns about the implications of General Convention's decisions. I am grateful for the small group of individuals, and particularly our Chancellor, Joan Geiszler-Ludlum, who considered an early draft of what was later published as my Pastoral Letter on Marriage. And I am grateful for the full range of responses I have received following its publication. In that letter, I expressed this hope:

“It is my prayer and my deep desire that this diocese will commit itself to being a place of welcome to all persons; to being a community which, while centered in Christ, affirms and nurtures the theological diversity of its people; and to being a Church that actively builds unity amongst its members within and beyond the diocese, in the name of Christ, wherever the possibility for such unity exists. Each of us must welcome, respect, and value those who are different from us, while expecting the same in return.”

In my understanding, “equipping the saints for ministry” must begin with a commitment to “maintain the unity of the Spirit in the bond of peace.” There will forever be things about which we will disagree, but I hope and will always pray that we remain committed to being one body in Christ Jesus, through the power of God's Holy Spirit.

As hard as I hope that we will work to “maintain the unity of the Spirit in the bond of peace” within our own congregations and in this diocese, I also hope that we will commit ourselves to finding ways to strengthen the unity of the body of Christ in the sets of relationships that we experience in the life of the wider Christian Church.

Next year, on Saturday, April 22nd, the three Episcopal dioceses of North Carolina will gather in New Bern for a celebration of the 200th anniversary of the founding of the first Diocese of North Carolina, of which we were a part. A leadership group, including members of each diocese, is working to develop the plans for our celebration. Our shared history with the dioceses of North Carolina and Western North Carolina finds expression in historical relationships with such entities as St. Augustine's University and St. Mary's School, both in Raleigh, and with Kanuga and the University of the South for whom I am a trustee, by virtue of being your bishop. Do we do these relationships justice by including \$1,000 for each in our Diocesan Budget? Or ought we to find appropriate ways of refreshing these historic relationships for our own times?

We have a mission partner relationship with the Episcopal Church in the Diocese of the Dominican Republic. Next week I will travel to Santo Domingo to be present for their diocesan convention and for the ordination of their new bishop coadjutor, and to participate in the meetings of the Dominican Development Group. Such international relationships are another way to bear witness to the unity of the body of Christ.

In recent weeks, the Internet has been filled with speculation about the gathering of Primates that took place in Canterbury, England. This gathering of the senior bishops of the Anglican Communion, at the invitation of the Archbishop of Canterbury, was predicted by some to be the time when The Episcopal Church would be cast out of the Communion for making decisions about same sex marriage that set us apart from other churches of the Communion. That did not happen. All of the primates but one stayed for the whole gathering, a time that was centered and upheld in daily prayer and worship. In the end, when the official communiqué was published and the first hand accounts had been shared, it became clear that the primates committed themselves to walking together rather than separately. For a short period of time, members of The Episcopal Church will not be free to represent the Communion in some official ways but, for the most part, our relationships across the Communion will continue much as they have been in recent years. As I reflected on everything I read and heard about the gathering of Primates, it struck me that we have been given an example of a moment when Christian leaders have demonstrated their commitment to unity in the Spirit as something of greater value than their own personal commitments to their individual differences.

The Compass Rose Society exists for the purpose of supporting and strengthening the work of the Archbishop of Canterbury and of the world wide Anglican Communion. Most days, I wear a Compass Rose lapel pin in my suit jacket. The people of St. John's Midland, where I served before coming here, were members of the Compass Rose Society as a statement of their commitment to the unity of our world wide church, particularly in the midst of the conflicts and potential division we have faced in recent years. In the months to come, I will take a proposal to our Executive Council that our Diocese join the Compass Rose Society as a practical expression of our commitment to the world wide Anglican Communion.

Alignment

*The gifts he gave were that
some would be apostles, some prophets, some evangelists, some pastors and teachers,
to equip the saints for the work of ministry,
for building up the body of Christ,
until all of us come to the unity of the faith and of the knowledge of the Son of God,
to maturity,
to the measure of the full stature of Christ.
(Ephesians 4:11-13, NRSV)*

Writing in a preaching commentary that I enjoy, Bishop Porter Taylor of Western North Carolina explains that the Greek word translated as "equip" in this passage can be understood to mean something like "the setting of a bone." Bishop Taylor writes,

"To grow in one's ministry, therefore, is to align oneself with God's intention, both individually and corporately, and to avoid being "tossed to and fro and blown about by every wind of doctrine."

There are several ways that I'm proposing we "re-align" the ministries of our diocese, as we equip the saints of God in East Carolina for the work of ministry.

As many of you have already heard, I intend to realign my pattern of parish visits, at least a little. With the new cycle of visits that will begin this September, I plan to be with every congregation at least once every year. We'll build this pattern to include:

-an "official" Sunday visit every second year, as a minimum,

- visits during the week or on weekends in alternate years, at the invitation of the congregation,
- deanery visits that will take me in and out of the congregations of this diocese.

Details of this new pattern will be shared in the weeks to come, with my hope that the new schedule will be published soon after Easter.

Whether or not the proposed canonical change regarding deaneries is adopted, we will be working together to revitalize deanery life and this will also involve some realignment. We have been well served by five clergy deans in recent years: John Bonner in Albemarle; Mimi Lacy in Pamlico, John Pollock in Trinity, John Frazier in Upper Cape Fear and Catherine Powell in Lower Cape Fear. With Catherine Powell's retirement, and the departure from the diocese of Mimi Lacy and John Bonner, we are naturally facing changes.

At this convention, it is my pleasure to appoint ten deans, two for each deanery, one lay and one ordained. My appointments are as follows:

Deanery Albemarle	Deans	
	Lay:	Beth Harrington, Holy Trinity Hertford
	Clergy:	Jeff Douglas, St. Thomas Ahoskie
Pamlico	Lay:	Susan Holmes, St. Timothy's Greenville
	Clergy:	Andrew Cannan, St. Paul's Greenville
Trinity	Lay:	Ginger Jacocks, St. Christopher's Havelock
	Clergy:	John Pollock, St. Andrew's Morehead City
Upper Cape Fear	Lay:	Rob Richardson, Holy Trinity Fayetteville
	Clergy:	John Frazier, St. Paul's in the Pines, Fayetteville
Lower Cape Fear	Lay:	Jane Martin, St. James Wilmington
	Clergy:	Dena Bearl Whalen, St. Paul's Wilmington

These appointments are for a period of one year at a time. Soon after convention, I will gather with the deans for a time of training so that we can properly "align" our efforts to support the revitalization of deanery life. They will then set a pattern of meetings for their respective Deanery Councils and invite the representatives from each congregation to come together. In your reporting to the diocese of the leaders selected for your congregation this year, please make sure to include the name of your deanery council representative. If you have not selected one yet this year, I'm encouraging you to do so as soon as possible.

None of us wants meetings for the sake of meetings, but I believe deeply that the body of Christ in East Carolina can be better strengthened and equipped for ministry when congregations work together rather than struggle in isolation. Please keep the renewal of the deanery life of our diocese in your prayers!

Last year, I stated that it was not my goal 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." During the past year, our staff has worked together to maximize our efforts and to consider ways of reorganizing our respective responsibilities. Separately from the Bishop's office itself, our work is being realigned into

three areas of responsibility: Leadership Development, Resources, and Diocesan Life with the plan that a senior staff person will lead our work in each. As we have worked to develop this plan, it has become clear that we are seriously understaffed in the leadership of Diocesan Life and so the cost of a new staff position to support this work has been included in the proposed budget for 2016. Details of this new position have been shared with and supported by our Executive Council, and presented in the Pre-Convention Deanery Meetings that have recently taken place. When our budget is approved, we will move to hire this new staff person as quickly as possible and then fine-tune the alignment of individual staff responsibilities. As this work takes place, we will do our best to communicate the changes we make, particularly as they impact on congregational life.

To sum up this section of my address, let me emphasize that the realignment I describe will be taking place with the clear desire to maximize the ability of the members of our diocese to more fully engage in the mission that God gives us in the world. God uniquely gifted each of us for the work of ministry. Together, we have all of the gifts and resources that we need “for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.”

Growth

*We must no longer be children,
tossed to and fro and blown about by every wind of doctrine,
by people's trickery,
by their craftiness in deceitful scheming.
But speaking the truth in love,
we must grow up in every way into him who is the head,
into Christ,
from whom the whole body,
joined and knitted together by every ligament with which it is equipped,
as each part is working properly,
promotes the body's growth in building itself up in love.
(Ephesians 4:14-16)*

There are lots of ways that the Church of Jesus Christ can grow. It is my deeply held conviction that as we are able to maintain the unity of the Body of Christ and align our respective God-given gifts in support of equipping the saints for ministry and for building up the Body of Christ, we will “grow up in every way into him who is the head, into Christ.”

Let me identify some ways in which I believe God is calling us to grow. As I do so, I encourage you to take a few notes. You might hear me speak of a ministry to which God may be calling you or you may be drawn by God to consider a ministry that I don't even mention. If you feel God stirring you to respond, we would ask that you share this information on the evaluation form that we hope you will complete before leaving convention. In the weeks following convention, we will connect those stirred to respond with those who are leading our diocesan ministries. If, from your responses, there is clear energy to launch new ministries then we will do our best to bring people together for this purpose. The Canon for Diocesan Life, whom we hope to be able to hire soon, will pick up responsibility for this work of connecting people and ministry when they begin work.

Last night, I spoke of the challenges faced by those involved in our Interfaith Refugee Ministry. Whether their board decides to go ahead with the settlement of refugees from all countries, including Syria and other countries associated with terrorism, or decides to limit their resettlement efforts in Craven County or other communities

in which they work, they will need our support to strengthen their capacity for this important ministry. Those gifted in not-for-profit board management might be encouraged to join the board. In a little bit, their executive director will speak to us about other ways that we can get involved. I've been involved in refugee resettlement in other places, and have found this work to be deeply satisfying. I will commit myself to more fully supporting this diocesan ministry in the year to come. Let us all keep Susan Husson and the staffs of the New Bern and Wilmington offices of Interfaith Refugee Ministry in our prayers.

Recently, I had separate conversations with military chaplains associated with our diocese, one navy and one army. Each is preparing to retire from active duty in the next year or so. Both were wondering if there might be ways for them to become more fully involved in the life of our diocese. It didn't take me long to ask each of them if they'd be willing to work together, with me and others, to strengthen our ministry with military families across our diocese. As this conversation proceeds, I expect that there will be lots of opportunities for others to join in.

At the January meeting of our Executive Council I was surprised to learn that few of those present, if any, were aware of local ecumenical gatherings in observance of the Week of Prayer for Christian Unity. While I am certain that many of our congregations regularly work with ecumenical partners to address local needs, I am hoping that we could strengthen our relationships with the wider Christian community and with our neighbors of other faith communities. Bob Hudak, rector of St. Paul's Greenville, represents our diocese in some of this work and is actively involved in ecumenical and interfaith work in his own community. If others are interested in the growth of this dimension of our diocesan life and ministry, I'm sure there will be a way to come together to develop first steps.

Very early on, I learned that the members of la Iglesia Episcopal de la Sagrada Familia were living with the dream that they would one day have their own church. After all of these years, they continue to worship outside under a picnic shelter. Think of the temperatures of the last few weeks ...a little cold? When I visited last summer, I deliberately dressed in full vestments with the cope and miter I wore last evening, even though the temperature was approaching 100 degrees. More than eighty young people and adults were confirmed that day. What excitement! The congregation has saved money themselves and still holds funds that were raised across the diocese in years past. This is a project that needs to be advanced as soon as possible. As I have continued to travel across the diocese, I have learned that many of our congregations wonder how they might reach out to Spanish speaking neighbors. At present, we have three congregations meeting each week. Fr. Tony Rojas leads La Sagrada Familia and also the congregation that meets on Sunday afternoons at St. Francis Church in Goldsboro. Deacon Janet Rodman leads the congregation that is a part of St. Peter's Church in Washington. In order to support and strengthen these existing Spanish language congregations, and to explore the possibility of forming new congregations, we have applied for and been awarded a grant from the Isabel Lehto Foundation. We are grateful to them for their support, and plan to hire a bilingual, bicultural person familiar with the Episcopal Church on a contract basis to assist us with this work of ministry development. Before too long, I hope, we will gather a diocesan group in support of our Spanish language congregations and ministries and we will welcome any interested in joining this work. Participation with this group will yield a rich, bicultural experience.

With our Commission on Ministry and some others, I have begun a conversation about the possibility of launching a School for Ministry in our diocese, to support the varied needs of church leaders. We would follow the model of the School for Deacons but offer courses and workshops intended to support all baptized Christians in their life and in their leadership of their congregational ministries. Essentially, we would strive to "equip the saints for the work of ministry!" In time, offerings could also support the formation of those called to be priests in this diocese, perhaps supplementing academic work that would be done in traditional or non-traditional paths

with our Episcopal seminaries. With the changing needs of our congregations for leadership, and particularly of our smallest congregations, the Church across North America is exploring new possibilities for formation for ministry.

Are you excited about something you've heard someone say at this year's convention? Are other ideas stirring in your heart? Have you written them down? As God's Holy Spirit moves you, I hope and pray that you will step forward to join in the growing ministry of our Church. Remember, you can use the Convention evaluation form to share your ideas or offer your gifts!

Conclusion

For now, let me leave you with an image.

...put on Carolina Panthers jersey ...

I'm wearing this to make a couple of points.

First, this being the day before Super Bowl 50, I want to simply say, "Go Panthers! Keep Pounding!"

Second, I want to let you know that the Diocese of North Carolina and the Diocese of Colorado are in a challenge to see who can raise the most money for Episcopal Relief and Development in the name of their team. As I finished writing this address, the Diocese of North Carolina was way behind, even though others of us have been supporting their effort. I want to encourage you go to the most recent edition of our diocesan News and Notes, or to our diocese's Facebook page, and follow the links to make a donation.

Finally, I want to tell you why I'm wearing jersey #73 instead of #1. Cam Newton, Carolina's quarterback wears #1. I love to watch him play. His skills, passion and style are exciting to me and I've become a Panthers fan this year. But no, I'm wearing #73 ...the number worn by Michael Oher, the offensive tackle charged with protecting Cam Newton's blind side. That's right. He's the player whose life story is told in the movie "Blind Side." Cam Newton would not likely be nearly as successful as the quarterback and leader of the Carolina Panthers if Michael Oher was not protecting his blind side, giving him time to make plays and keeping him from getting hit and possibly hurt.

To a certain degree, I understand my ministry as bishop to be that of protecting the blind side. Who's the star quarterback? It's not me. No that would be the body of Christ as represented by the saints of God in East Carolina.

As we finish our convention, and prepare to return to our homes, let us guard and protect the mission that God has given us in and through his son Jesus. One in God's Holy Spirit, let us equip the saints of East Carolina for the work of ministry, that all may see and know the love of our God which is for us and for all people.

To God be the glory!

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

Response from the Committee on the Bishop's Address

This committee thanks you for the opportunity to respond to your powerful and eloquent address to this diocesan convention.

Speaking on behalf of the diocese, we appreciate the richness of our life together and your leadership over the past year. We are also extremely grateful not only for your presence in our lives, but also the warmth and care exhibited by your wife Sandy. We recognize that she is a crucial element in sustaining your ministry with us.

Your diocese also appreciates the difficult and challenging work those people serving at Diocesan House have so graciously entered into. We understand that our diocese cannot do the work we have been given to do without all of your efforts and caring support. If it takes a village to raise a child, it most certainly takes the commitment of both lay and clergy members to provide successful leadership within the diocese.

While we really appreciate you making time to go every event and place that you are asked, we, as a diocesan family, are concerned about your well-being, and we ask that you continuously strive to find Sabbath time that will promote and nourish your spiritual health and life. Please remember that “no” is not a four letter word, and we give you permission to use the “no” word if the request places undue burden upon you.

We realize that no one person can do it all and therefore, we strongly encourage you to seek additional resources that may possibly include an assisting bishop, to support you in your episcopacy. It is our hope that with the addition of the new Diocesan Life staff position, our diocesan staff will be freed up to fulfil their individual gifts for ministry that will allow all of us to work more fully in the mission that God has given us to do.

Your consideration and careful thoughtfulness of the varying views regarding the marriage of same sex couples allowed our diocese the opportunity to come together to express our fears, concerns, and joys related to actions taken by the General Convention of the Episcopal Church last summer. Your leadership, direction, and guidance in dealing with this controversy has allowed our diocese to be a visible expression of God's generosity and love to all people. We invite you to challenge us as a diocese to continue to find ways to uphold and respect the dignity of each and every person and honor the rich diversity within our communities.

We appreciate your dedication to the Anglican Communion. We support your belief that our diocese should find ways to collaborate and engage more fully in our Anglican communities and we will look to you for direction in developing and strengthening those relationships.

As a large geographical diocese, the deanery system is vital to increasing the fullness of our life together. We applaud your idea to realign the structure of our deaneries as they currently exist with the hope that smaller parishes can receive much needed sacramental and physical support from larger, more financially stable parishes. Including lay people as co-deans in the deanery system provides a vibrant

opportunity for a variety of new ideas and greater involvement to emerge.

In conclusion, the committee finds your vision for our future together both inspiring and uplifting. We give thanks to God for the blessing of your continued ministry among us as we grow together by equipping the Saints for Ministry.

Respectfully submitted,

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

The Rev'd Dr. Everett Thomas – St. Francis by the Sea, Salter Path

Ms. Jillian Flom – St. Paul's in the Pines, Fayetteville

Ms. Annie Jacobs – St. Mark's, Wilmington

Bishop Diocesan's 2015 Calendar of Events
The Rt. Rev'd Robert S. Skirving

Official Acts

Ordination to Diaconate

June 6	Rebecca Bean	St. Mary's Church, Kinston
June 6	Carol Eaton	St. Mary's Church, Kinston
June 6	Paula Griffin	St. Mary's Church, Kinston
June 6	Elisa Kirby	St. Mary's Church, Kinston

Acceptance of Letters Dimissory

February 26	The Rev. Alice Webster from the Diocese of Maryland
June 8	The Rev. Jeffrey Thornberg from the Diocese of Indianapolis
August 19	The Rev. Deacon John Robertson from the Diocese of Arizona
September 18	The Rev. Malone Gilliam from the Diocese of Tennessee
October 29	The Rev. Margaret Finnerud from the Diocese of North Carolina

Transfer of Letters Dimissory

May 13	The Rev. Kevin Johnson to the Diocese of Forth Worth
May 13	The Rev. John Robert Spainhour to the Diocese of Vermont
May 13	The Rev. William Carl Thomas to the Diocese of New Jersey
June 8	The Rev. Marquita Hutchens to the Diocese of West Virginia
June 8	The Rev. Christopher Adams to the Diocese of Rio Grande
August 19	The Rev. Betty Glover to the Diocese of Kansas
October 29	The Rev. Mary Frances Curns to the Diocese of Massachusetts

Consents to Consecration of Bishops and other Consents 6

Lay Licenses

Eucharistic Ministers	812
Eucharistic Visitors	300
Worship Leaders	181
Catechists	11
Preachers	7

Retired

October 1 The Very Rev. John Bonner

Deaths

February 27 The Rev. Dan Lynch

March 31 The Rev. John James Ormond

Newly Licensed to Serve

March 5 The Rev. Deacon John Robertson

Parish Visitations (Sundays)

January 11 St. Mary's, Burgaw
January 18 Holy Cross, Wilmington
January 25 St. John's, Fayetteville
February 1 St. Thomas, Oriental
February 15 St. Thomas, Windsor and Grace, Lewiston-Woodville
February 22 St. John's, Wilmington
March 1 St. Joseph's, Fayetteville
March 8 Holy Trinity, Hampstead
March 22 Church of the Servant, Wilmington
March 29 St. Peter's, Washington
April 5 St. Paul's, Greenville
April 19 Christ Church and Galilee Mission, Creswell
April 26 St. Andrew's by the Sea, Nags Head
May 3 Holy Innocents, Kinston
May 17 St. George's, Engelhard
May 24 Albemarle Deanery Confirmation Service
June 7 St. John's, Grifton
June 14 Trinity, Chocowinity
June 21 St. Luke's, Currituck
July 19 La Iglesia de la Sagrada Familia, Newton Grove
September 6 Church of the Good Shepherd, Wilmington
September 13 Holy Trinity, Hertford
September 20 St. Mary's, Gatesville
September 27 St. Anne's, Jacksonville
October 4 St. Stephen's, Goldsboro
October 11 Christ Church, Elizabeth City
October 25 St. Francis by the Sea, Salter Path
November 8 Emmanuel, Farmville
November 15 St. Paul's, Beaufort
November 22 St. Peter's by the Sea, Swansboro

December 6	St. Andrew's, Goldsboro
December 13	St. Francis, Goldsboro
December 20	St. Paul's in the Pines, Fayetteville

Total Confirmations and Receptions 159

Judgments for Remarriage of Divorced Persons 14

Celebrations of New Ministry

February 11	The Rev. Diane Tomlinson St. Thomas Bath
April 17	The Rev. Jeffrey Thornberg Holy Trinity Fayetteville
May 14	The Rev. H. Paul Canady III Christ New Bern
July 17	The Rev. Daniel Cenci St. Paul's Clinton
November 11	The Rev. Malone Gilliam St. Paul's Edenton
December 13	The Rev. Margaret Finnerud St. Philip's Southport

Other Visitations Meetings and Events

Diocesan Annual Convention

February 5-7 132nd Diocesan Convention, New Bern

Conferences and Meetings

January 5	Clergy Meeting, Washington
January 7	Met with Clergy and Committee Chair, Diocesan House, Kinston
January 8	Met with Clergy and Committee Chair, Diocesan House, Kinston
January 10	Small Church Conference Planning Meeting, Diocesan House, Kinston
January 11	Boar's Head Festival - St. Mary's, Kinston
January 13	Finance Committee Meeting, Diocesan House, Kinston
January 14	Diocesan House Staff Meeting, Diocesan House, Kinston
January 15	Executive Council, Diocesan House, Kinston
January 18	Dr. Martin Luther King, Jr. Service - Wilmington
January 19	Dr. Martin Luther King, Jr. March and Met with Clergy - Wilmington
January 20	Met with Clergy person, Diocesan House, Kinston
	Met with Parish Vestry, Washington
January 24	Cursillo Secretariat, Diocesan House, Kinston
	Met with Deacons, Diocesan House, Kinston
January 26	Diocesan House Staff Meeting, Diocesan House, Kinston
January 27	Trustees' Meeting and Met with Nominees for Discernment Process
	Diocesan House, Kinston

January 28	Met with Clergy and Committee Members, Diocesan House, Kinston Met with Congregation - Edenton
January 29	Met with Clergy and Nominee for Discernment Process, , Diocesan House, Kinston
February 2-4	New Bishops' and New Spouses' Conference - Richmond, VA
February 10	Diocesan Hosue Staff Meeting, Diocesan House, Kinston Pamlico Deanery Clergy Lunch - St. Paul's, Greenville
February 11	Camp Lejune and Parish Meeting - Jacksonville
February 12	Anti-racism Commission and Bishop Moses Yoo, Diocesan House, Kinston
February 15	Absalom Jones Celebration, St. Cyprian's, New Bern
February 17	Met with Clergy, Diocesan House, Kinston Met with Vestry - Goldsboro
February 18	Bishop Conference Call and Sr. Warden Meeting, Diocesan House, Kinston
February 19	Bishop Conference Calls and Met with Clergy, Diocesan House, Kinston
February 23-24	Trinity Board Overnight - Trinity Center
February 26	Clergy Conference Calls, Diocesan House, Kinston
March 5	Clergy Conference Calls, Diocesan House, Kinston Met with Committee Member, Diocesan House, Kinston Met with Deacon, Diocesan House, Kinston
March 9	Diocesan House Staff Meeting, Diocesan House, Kinston Vestry and Search Committee Meeting - New Bern
March 10	Standing Committee, Diocesan House, Kinston Met with Clergy, Diocesan House, Kinston
March 12-18	House of Bishop's Meeting - Kanuga
March 19	Lent Clergy Day, Trinity Center
March 20	Young Adult Retreat, Trinity Center
March 21	Funeral - The Rev'd Daniel Lynch, St. James the Fisherman, Shallotte
March 23	Diocesan House Staff Retreat, Diocesan House, Kinston
March 24	Met with Interfaith Refugee Ministry Staff, New Bern Parish Meeting, Goldsboro
March 25	Lenten Teaching Series - Raleigh, NC Parish Service, St. Peter's, Washington
March 26	Executive Council, Diocesan House, Kinston Clergy Meeting, Diocesan House, Kinston
March 30	Clergy Conference Call, Diocesan House, Kinston Met with Vestry and Search Committee - New Bern
March 31	Clergy Conference Call and Meeting regarding Episcopal Farmworkers - Diocesan House, Kinston
April 2	Maundy Thursday Service, St. Mary's, Kinston
April 3	Good Friday Worship Service, St. John's, Fayetteville

April 4	Funeral - The Rev'd John Ormond, St. James, Wilmington
April 7	History Meeting, Diocesan House, Kinston Diocesan House Staff Meeting, Diocesan House, Kinston General Convenion Deputation Meeting, Diocesan House, Kinston
April 8-13	Cursillo, Alabama
April 14	Standing Committee Meeting, Diocesan House, Kinston Meet with Candidates for Ordination, Diocesan House, Kinston Phone appointment with Committee Chair, Diocesan House, Kinston
April 15	Episcopal Church Women Meeting, St. Francis, Goldsboro
April 16	Commission on Ministry Meeting, Diocesan House, Kinston The Well - ECU Campus Ministry, Greenville
April 17	Met with Clergy and Laity, Fayetteville
April 18	Christ Church Garden Party, New Bern
April 19-21	Small Church Conference, Trinity Center
April 22	Met with Clergy, Diocesan House, Kinston
April 23	Diocesan Cursillo, Trinity Center
April 24-26	Acolyte Festival, Nags Head
April 27	Met with Clergyperson, Nags Head Restoration Service for Bishop David Bane, Christ Church, Elizabeth City
April 28	Met with Nominees for the Discernment Process, Diocesan House, Kinston Dinner with Clergyperson, Wilmington St. James' Lecture Series, Wilmington
April 30	Met with Clergyperson, Diocesan House, Kinston
May 2	Cursillo Planning Meeting, Diocesan House, Kinston
May 5	Trinity Board Meeting, Trinity Center Met with Clergyperson, Diocesan House, Kinston
May 7-9	University of the South Trustees' Meeting, Sewanee, TN
May 12	Met with Seminarian, Diocesan House, Kinston
May 13	Met with Clergypersons, Diocesan House, Kinston
May 14	Conference Call with Bishop, Diocesan House, Kinston Met with Clergyperson, Diocesan House, Kinston Foundation Meeting, Diocesan House, Kinston
May 16	Executive Council, Trinity, Chocowinity Evensong with Schola Cantorum, St. George's, Engelhard
May 18-22	Living Our Vows Residency, Roslyn Center, VA
May 26	Met with Committee Chairs, Diocesan House, Kinston Met with Nominee and Rector for Discernment Process, Diocesan House, Kinston Met with Seminarian, Diocesan House, Kinston
May 27	Met with Nominee and Rector for Discernment Process,

	Diocesan House, Kinston
	Diocesan Trustees' Meeting, Diocesan House, Kinston
	Liturgical Committee Meeting, Diocesan House, Kinston
June 1-2	NC Bishops' Meeting, Asheville, NC
June 3-5	Province IV Synod, Kanuga, NC
June 7	Building Dedication for The Rev'd Tony Rojas, Newton Grove
June 9	Met with Diocesan Treasurer, Diocesan House, Kinston
	Met with Chancellor, Diocesan House, Kinston
	Standing Committee Meeting, Diocesan House, Kinston
	Diocesan House Staff Planning Meeting, Diocesan House, Kinston
June 13	United Methodist Conference, Wilmington
June 15	Diocesan House Staff Meeting, Diocesan House, Kinston
June 16	Episcopal Farmworkers Board Meeting, Newton Grove
	Met with Clergy person, Diocesan House, Kinston
June 17	Met with Nominee and Rector for Discernment Process, Diocesan House, Kinston
June 18	Met with Committee Chairs, Diocesan House, Kinston
June 20	Ordination of Deacons, St. Mary's, Kinston
June 22-July 4	General Convention, Salt Lake City, Utah
July 8	Diocesan House Staff Meeting, Diocesan House, Kinston
July 9-12	Wild Goose Festival, Hot Springs, NC
July 14	Met with Layperson and Clergy person, Diocesan House, Kinston
July 15	Diocesan House Staff Meeting, Diocesan House, Kinston
July 16	Commission on Ministry Meeting, Diocesan House, Kinston
July 17	Celebration of New Ministry - The Rev'd Daniel Cenci, St. Paul's, Clinton
July 18	Cursillo Secretariat, Diocesan House, Kinston
July 21	Met with Laypersons, Seminarian and Clergy person, Diocesan House, Kinston
July 22	Diocesan House Staff Meeting and Confirmation, Diocesan House, Kinston
July 23	Met with Laypersons and Clergy person, Diocesan House, Kinston
	Beach Towel Ministry, St. Peter's, Washington
July 25-31	7th-9th Graders Camp Trinity Session, Trinity Center
August 3	Met Camp Hope Bus, New Bern
August 13	Finance Committee, Diocesan House, Kinston
	Foundation Committee, Diocesan House, Kinston
August 14	Met with Sound to Sea Staff, Trinity Center
August 19	Diocesan House Staff Meeting, Diocesan House, Kinston
August 25	Met with Clergy persons, Diocesan House, Kinston

August 26	Diocesan House Staff Meeting, Diocesan House, Kinston
August 27	Faith Economic Poverty Summit, Church of the Advent, Williamston
August 30	Wade Chesnut Chapel Service, Topsail Beach
September 2	Diocesan House Staff Meeting, Diocesan House, Kinston Phone Appointment with Clergy person, Diocesan House, Kinston
September 3	Met with Seminarian, Diocesan House, Kinston
September 8	Convention Committee Meeting, Diocesan House, Kinston Met with Diocesan Staff, Diocesan House, Kinston Met with Clergy and Deacon, Diocesan House, Kinston
September 9	Diocesan House Staff Meeting, Diocesan House, Kinston LGBT Meeting, Diocesan House, Kinston
September 10	Met with several Clergypersons, Hertford and Elizabeth City
September 11	Met with Clergy person, Diocesan House, Kinston
September 12	Training for Deanery Conversations, Diocesan House, Kinston
September 15	Liturgical Commission Meeting, Diocesan House, Kinston Met with Parish Vestry, Grifton
September 16	Trustees' Meeting, Diocesan House, Kinston Met with Chancellor, Diocesan House, Kinston
September 17	Met with Committee Chairs, Diocesan House, Kinston Commission on Ministry Meeting, Diocesan House, Kinston Met with several Clergypersons, Diocesan House, Kinston
September 18	Clergy Conference Call, Diocesan House, Kinston
September 19	Executive Council Meeting, St. Andrew's, Goldsboro
September 21	Met with Trinity Center Staff, Trinity Center
September 22	Trinity Board Meeting, Trinity Center
September 23	Conference call with Presiding Bishop, Diocesan House, Kinston Diocesan House Staff Meeting, Diocesan House, Kinston Met with Clergy person, Elizabeth City Albemarle Deanery Conversation, Christ Church, Elizabeth City
September 24	Met with several Clergypersons, Elizabeth City
September 25	Met with Diocesan Staff, Diocesan House, Kinston
September 26	Happening Team Meeting, Wilmington
September 27	Evensong at Christ Church, New Bern, Christ Church, New Bern
September 29	Pamlico Deanery Conversation, St. Peter's, Washington
September 30	Diocesan House Staff Meeting, Diocesan House, Kinston Trinity Deanery Conversation, Christ Church, New Bern
October 1	Met with Seminarian, Swansboro Met with Clergypersons, Swansboro Gala - Comfortable Words Exhibit, NC History Center, New Bern
October 3	Interfaith Refugee Dinner of Five Continents, New Bern
October 6	Convention Committee, Diocesan House, Kinston

	Diocesan Staff Annual Reviews, Diocesan House, Kinston
	Upper Cape Fear Deanery Conversation, St. John's, Fayetteville
October 7	Diocesan House Staff Meeting, Diocesan House, Kinston
	Lower Cape Fear Deanery Conversation, St. Andrew's On the Sound, Wilmington
October 8	Met with Clergy to Licensed to Serve, Diocesan House, Kinston
	Diocesan Staff Annual Reviews, Diocesan House, Kinston
October 9	Diocesan Staff Annual Reviews, Diocesan House, Kinston
October 13-16	Sewanne Trustee Meeting, Sewanne, TN
October 19	Met with Clergyperson, Diocesan House, Kinston
October 20	Met with Clergyperson and Parish Vestry, Currituck
October 21	Phone appointment Committee Chair, Diocesan House, Kinston
October 26-28	Clergy Conference, Trinity Center
October 29-30	Visted Seminarians, Virginia Theological Seminary
November 1	Installation of the Presiding Bishop, Michael Currey, Washington, DC
November 7	Sacraments Rollo - Cursillo, Trinity Center
November 10	Personnel Meeting, Diocesan House, Kinston
	Parish Vestry Meeting, Fayetteville
November 11	Staff Meeting, Diocesan House, Kinston
	Methodist Radio Interview, Diocesan House, Kinston
	Conference Call regarding Episcopal Farmworkers Ministry, Diocesan House, Kinston
November 12	Foundation Meeting, Diocesan House, Kinston
November 13-14	Diocese of Dallas Consecration
November 17	Met with Seminarian, Diocesan House, Kinston
	Pastoral Meeting with Clergy Spouse, Diocesan House, Kinston
November 18	Diocesan House Staff Meeting, Diocesan House, Kinston
November 19	Executive Council Meeting, Diocesan House, Kinston
	Standing Committee Meeting, Diocesan House, Kinston
December 1	Funeral, Elizabeth Stockard, Greensboro, NC
December 2-4	Province IV Bishops' Meeting, Louisville, KY
December 9	Met with Seminarian, Diocesan House, Kinston
	Diocesan House Staff Meeting, Diocesan House, Kinston
	Phone appointment with Clergyperson, Diocesan House, Kinston
December 14	Met with Clergypersons, Wilmington, NC
	Interfaith Prayer Vigil to End Gun Violence, Wilmington, NC
December 15	Diocesan Staff Meeting, Diocesan House, Kinston
	Met with Clergy, Diocesan House, Kinston
	Clergy Conference Planning Committee, Diocesan House, Kinston
December 17	Met with Clergyperson, Diocesan House, Kinston
	Met with Commission on Ministry Chairs, Diocesan House, Kinston

December 23	Diocesan House Staff Meeting, Diocesan House, Kinston
December 24	Christmas Eve Worship, St. James, Wilmington
December 25	Christmas Day Worship, St. Mary's, Kinston

**IN THANKSGIVING FOR THE LIFE AND LEADERSHIP OF
MRS. HARRIETTE WAGNER**

WHEREAS: Mrs. Harriette Wagner was a faithful member of St. John's Episcopal Church, Wilmington for nearly fifty years, before she had to move out of state for health reasons;

WHEREAS: she attended General Convention as an Alternate Deputy;

WHEREAS: she served on the Diocesan Finance Committee for many years. Harriette was a professional and pastoral voice for all on that committee. She took the work to heart and wanted to be sure all were heard and that the committee was a good steward of all our gifts. Her kind smile, calm voice and welcoming spirit would always fill the meeting with grace;

WHEREAS: she provided leadership and inspiration to the Episcopal Church Women in the Diocese of East Carolina. She served for a number of years as ECW Treasurer and was a pillar of service as President of the Episcopal Church Women in the Diocese of East Carolina from 1989-1991;

WHEREAS: she provided great energy and expertise to the Trinity Center Finance Committee;

BE IT RESOLVED: that this 133rd Annual Convention of the Diocese of East Carolina give thanksgiving for Harriette's tireless committed work and her amazing embrace of our Diocese from Wilmington to Trinity Center to Kinston and beyond.

Respectfully submitted,

Ms. Ginger Jacocks, St. Christopher's, Havelock
The Rev'd Dr. Tom Barnett, St. John's, Wilmington
Mrs. Nancy Broadwell, Holy Trinity, Fayetteville
Ms. Jo Anne Kilday, St. Andrew's, Morehead City
Mrs. Dencie Lambdin, Trinity, Lumberton
Mrs. Tess Judge, All Saints, Southern Shores
Mrs. Debbie Luke, St. Andrew's by the Sea, Nags Head
Mr. Penn Perry, Executive Director, Trinity Center
The Rev'd Canon Matthew E. Stockard, Secretary of Convention
Mrs. Mary Duane Hale, St. Paul's, Beaufort
The Rev'd Dr. John B. Pollock, St. Andrew's, Morehead City
Mrs. Zona Tounsley, St. Paul's, Wilmington
The Rev'd Ray Brown, Retired
The Rev'd Dave Davis, St. James the Fisherman, Shallotte
The Rev'd Tom Wilson, All Saints, Southern Shores
Mr. John Jordan, St. James, Wilmington
Mrs. Jean Moore, St. John's, Fayetteville
Mrs. Teresa Osborne, St. Andrew's by the Sea, Nags
Head Mr. Tommy Sutton, St. Andrew's, Morehead City
Mr. Ray Tait, Christ Church, New Bern
Mrs. Judy Whichard, St. Paul's, Greenville

Mrs. Billie Craft, St. John's, Wilmington
Mrs. Ann Parker, St. James, Wilmington
Mrs. Annie Jacobs, St. Mark's, Wilmington
Mrs. Patricia Phillips, St. Paul's, Beaufort
Mrs. Martha Clark, Holy Trinity, Fayetteville

**A RESOLUTION IN THANKSGIVING FOR THE LIFE AND MINISTRY OF
CLAUD ROBERSON WHEATLY, JR.
(July 3, 1918-Dec. 24, 2015)**

WHEREAS he embraced St. Paul's Episcopal Church, Beaufort, and gave his spiritual support, financial support, energy, and guidance, and;

WHEREAS Claud Roberson Wheatly gave most generously of his love in the fellowship of the Episcopal Church and engaged his family in Christ in the spirit of mission and ministry of example, and;

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

WHEREAS he taught the Men's Bible School class at St. Paul's Episcopal Church, Beaufort, for 62 years, and
WHEREAS he served on the Vestry and as senior warden of St. Paul's Episcopal Church, Beaufort, on multiple occasions, and was an integral part in every facet of the church, and;

WHEREAS he was a delegate to the Annual Convention of the Diocese of East Carolina on more than 20 occasions, and;

WHEREAS he served as chair of the Committee on the Bishop's Address on two occasions, and;

WHEREAS he was a member of the Board of Directors of the Episcopal Foundation of the Diocese of East Carolina for many years, beginning in 1968 and continuing into the 1980s, serving as vice president and as president of the Foundation during the course of that time, and;

WHEREAS his work was instrumental to the formation of what would become Trinity Center, and;

WHEREAS he also provided legal counsel, leadership, strategy and guidance to the Diocese of East Carolina and her bishops as a friend on multiple occasions over the course of his life and leadership;

THEREFORE, LET IT BE RESOLVED that the Episcopal Diocese of East Carolina gives thanks for the life and ministry of our brother Claud Roberson Wheatly Jr.

Respectfully submitted by:

The Rev'd John Carlisto, St. Paul's Episcopal Church, Beaufort

Walter Phillips, St. Paul's Episcopal Church, Beaufort

Mary Duane Hale, St. Paul's Episcopal Church, Beaufort

Bill Blair, St. Paul's Episcopal Church, Beaufort

Jack Gardner, St. Paul's Episcopal Church, Beaufort

Deborah Van Dyken, St. Paul's Episcopal Church, Beaufort

The Rev'd John Pollock, St. Andrew's Episcopal Church, Morehead City

The Rev'd Michael Singer, St. Mary's Episcopal Church, Kinston

Judy Rochelle, St. Andrew's Episcopal Church, Morehead City

Ginger Jacocks, St. Christopher's Episcopal Church, Havelock

The Rev'd Matthew E. Stockard, Secretary to the 133rd Convention

**IN THANKSGIVING FOR THE MINISTRY AND PRIESTHOOD OF
THE REVEREND JOSEPH WILEY
Born 1994, Ordained Priest 1971**

WHEREAS, Joseph Wiley Cooper, born of a long tradition of Episcopal leadership in Bertie County, raised in St. Thomas' Church, Windsor, an acolyte and a crucifer, committing his own life to the service of God and humanity, prepared for service at Atlantic Christian College and the Virginia Episcopal Seminary;

WHEREAS, Joe Cooper, ordained to the diaconate in 1970 and the priesthood in 1971, served as an assistant priest at St. Stephen's in Goldsboro, and then simultaneously as priest at St. Barnabas in Murfreesboro, St. Mary's in Gatesville, St. Peter's in Sunbury and as chaplain at Chowan College;

WHEREAS, Joe Cooper having served at St. Paul's in-the-Pines, Fayetteville, and twenty-three years at the Church of-the-Servant in Wilmington, in ostensible retirement then served as Priest-in-Charge at his home parish in Windsor where he worked tirelessly as a community builder, continuing the lessons of Christian outreach;

WHEREAS, Joe Cooper has served five times as a Deputy to the General Convention of the Episcopal Church;

WHEREAS, Joe Cooper has been an advocate for youth participation in the church and a proponent of the Episcopal Campus Ministry (ECM) for his entire career;

WHEREAS, Joe Cooper, Diocesan Liturgical Officer for twenty-five years, inspired parishes to think creatively and anew about their worship services;

WHEREAS, Joe Cooper was a co-founder of the Annual Conference on Church Music in the Anglican Tradition, which is now in its 27th year, and of Schola Cantorum of the East Carolina Diocese,

WHEREAS, Joe Cooper has been a determined advocate for inclusiveness and a spirit of welcome for all people and has worked tirelessly to insure that both liturgy and church architecture reflect these values central to the Church universal;

WHEREAS, Joe Cooper never feared speaking his mind for the Gospel in conferences or conventions;

BE IT THEREFORE RESOLVED, that this One Hundred Thirty-Third Convention of the Diocese of East Carolina give thanks to God for the contribution to the mission of this Diocese and of the holy catholic Church worldwide of The Reverend Joseph Wiley Cooper.

Respectfully Submitted,

The Venerable J. M. (Sonny) Browne, III, Trinity, Chocowinity

Lanny Hiday, Esq., St. Thomas', Windsor

Dr. Karen Ray, St. Thomas', Windsor

Mrs. Sarah W. Davis, St. Thomas', Ahoskie

Ms. Laura Hickey, Church of the Servant, Wilmington

Ms. Michelle Colby, Church of the Servant, Wilmington

Ms. Mary Beth Koehler, Church of the Servant, Wilmington

Dr. John L. Hill, St. Thomas', Windsor,

Dr. John H. Davis, St. Thomas', Ahoskie

Mr. Hugh Davis, St. Thomas', Ahoskie

The Reverend Jeff Douglas, St. Thomas', Ahoskie

**IN THANKSGIVING FOR THE LIFE AND WITNESS OF
DR. STANLEIGH E. JENKINS, JR.
(1932-2016)**

WHEREAS Dr. Stanleigh E. Jenkins, Jr. was a long-serving lay leader of the Diocese of East Carolina, a delegate to this convention seventeen times in a nineteen-year span, a delegate to the special convention in 1979, and a faithful servant of this Diocese and its mission throughout his life;

WHEREAS, Dr. Stanleigh E. Jenkins, Jr. served the Diocese of East Carolina in many capacities, including as an appointed teller of voting results for changes to the Canons, and as a member of the Committee on the Bishop's Address, the Consulting Committee, the Department of Christian Ministries, the Finance Committee, the Department of Missions, the Nominating Committee, the special Sub-Committee on The Minister—His Life and Work, the Commission on the Ministry, the Liturgical Commission, and the Executive Council;

WHEREAS, Dr. Stanleigh E. Jenkins, Jr. was elected by and served the Diocese of East Carolina as an Alternate Delegate to General Convention, in 1976, and thrice as a Deputy to General Convention, in 1973, 1979, and 1982;

WHEREAS, Dr. Stanleigh E. Jenkins, Jr. served the Diocese of East Carolina as a Lay Reader for the churches of Coalition 16;

WHEREAS, Dr. Stanleigh E. Jenkins, Jr. served his own parish, St. Thomas' Episcopal Church in Ahoskie, NC, in many capacities, including as Vestryman, as both Junior and Senior Warden, as Lay Reader & Chalice Bearer, Acolyte, Usher, and Treasurer;

WHEREAS, Dr. Stanleigh E. Jenkins, Jr. served the people of eastern North Carolina as a longtime physician, mentor, and friend;

WHEREAS, Dr. Stanleigh E. Jenkins, Jr. worked to preserve this fragile earth, our island home, in acts of conservation both grand and small, walking the land and collecting litter, so that his town of Ahoskie and all that he saw might shine gloriously;

BE IT THEREFORE RESOLVED, that this One Hundred Thirty Third Convention of the Diocese of East Carolina give thanks to God for the incredible gifts of humility, humor, kindness, compassion, and empathy that Dr. Stanleigh E. Jenkins, Jr. so freely gave to strangers and friends as he contributed to the mission of this Diocese and of the church worldwide.

AND BE IT FURTHER RESOLVED, that this Convention directs the Secretary of Convention to convey a copy of this resolution be given to Dr. Jenkins' beloved wife, Tomma.

Respectfully Submitted,

The Rev'd Jeff Douglas, St. Thomas', Ahoskie

John H. Davis, St. Thomas', Ahoskie

The Rev'd Joe Cooper, St. Thomas, Windsor

John Hill, St. Thomas, Windsor

Bobbie Murray, St. Andrew's by-the-Sea, Nags Head

Barbara Glick, St. Andrew's by-the-Sea, Nags Head

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

Hugh H. Davis, St. Thomas', Ahoskie

Sarah W. Davis, St. Thomas', Ahoskie

Lanny Hiday, St. Thomas, Windsor

Karen Ray, St. Thomas, Windsor

Robert Trivette, St. Andrew's by-the-Sea, Nags Head

**IN THANKSGIVING FOR THE MINISTRY AND PRIESTHOOD OF
THE VERY REVEREND CATHERINE R. POWELL**

WHEREAS, Catherine R. Powell, dedicated herself to a life of service to God and humanity, taking seminary studies at Inter/Met in Washington, D.C., followed by Union Theological Seminary in New York, becoming an ordained priest in 1980;

WHEREAS, Catherine R. Powell, has faithfully served God as Associate Rector at Grace Church in Washington, D.C. for two years, as Vicar at Trinity Church in Fuquay-Varina for two years, as Associate Rector and then Rector at St. Peter's Church in Weston, MA for a combined eight years, seven years as Chaplain for the National Cathedral School in Washington, D.C., and most recently in her loving ministry as Rector at Church of the Servant, Episcopal in Wilmington, NC, for seven and a half years;

WHEREAS, Catherine R. Powell, has served since 2011 as Dean of the Lower Cape Fear Deanery, representing the deanery on Executive Council and providing leadership among the parishes and clergy of the deanery;

WHEREAS, Catherine R. Powell, has been a strong advocate for young people's education and spiritual development at Church of the Servant, instituting the Catechesis of the Good Shepherd, establishing a dedicated Family Service, and supporting the Episcopal Campus Ministry (ECM) in Wilmington;

WHEREAS, Catherine R. Powell, supported the missions of the congregation of Church of the Servant, the Lower Cape Fear Deanery, and the Episcopal Church regarding inclusiveness, social justice, and service to the greater community through initiatives such as the resolution to end gun violence, Habitat for Humanity, and the Trinity Institute's Conference on Racial Justice, among many others;

WHEREAS, Catherine R. Powell, worked tirelessly for the congregation of Church of the Servant, growing our membership, broadening our outreach, helping to develop a strategic plan for the future growth and stability of the church, and serving the needs of the congregation and the community with compassion and dedication;

WHEREAS, Catherine R. Powell, assisted the congregation of Church of the Servant to look inward and outward to define our spiritual needs and goals, through the adoption of RenewalWorks and the Stephen Ministry programs, and through a vital Christian Education program;

BE IT THEREFORE RESOLVED, that this One Hundred Thirty-Third Convention of the Diocese of East Carolina give thanks to God for the lasting contributions of The Very Reverend Catherine R. Powell.

Respectfully submitted,

Ms. Michelle R. Colby - Church of the Servant, Wilmington

Ms. Laura M. Hickey - Church of the Servant, Wilmington

Ms. Mary Beth Koehler - Church of the Servant, Wilmington

The Rev'd Deacon Grace Marie Wood - Christ Church, Elizabeth City

The Rev'd Pamela Stringer - Holy Trinity, Hampstead

Mr. Frank Ogden - Church of the Servant, Wilmington

Ms. Ginger Jacocks - St. Christopher's, Havelock

The Rev'd Deacon Lisa Kirby - Christ Church, New Bern

The Ven. Sonny Browne - Trinity, Chocowinity

Ms. Lindsey G. Harts - Church of the Servant, Wilmington

Ms. Jane Martin - St. James, Wilmington

Ms. Ann Parker - St. James, Wilmington

IN APPRECIATION AND SUPPORT OF THE INTEFAITH REFUGEE MINISTRY

“Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” –Matthew 25:40

“Show hospitality to strangers for by doing that some have entertained angels.” – Hebrews 13:1-2

WHEREAS, the Interfaith Refugee Ministry of the Diocese of East Carolina has welcomed thousands of refugees from around the world over the last twenty-three years who have been persecuted because of their faith, race and ethnicity.

WHEREAS, the Interfaith Refugee Ministry has been Christ’s heart and hands bringing safety, love and peace to those affected by war, violence and hatred.

WHEREAS, the Interfaith Refugee Ministry offices in New Bern and Wilmington, North Carolina selflessly serve refugees through this life-saving ministry.

BE IT THEREFORE RESOLVED, that the 133rd annual Convention of the Diocese of East Carolina extends its deepest appreciation to the Interfaith Refugee Ministry’s Executive Director Susan Husson, its staff and many volunteers for their Christ-like service to some of the world’s most vulnerable people;

AND BE IT RESOLVED, that the 133rd Convention of the Diocese of East Carolina affirm our wholehearted support for the Interfaith Refugee Ministry by our prayers, resources and actions.

Respectfully submitted,

The Rev’d Ron Abram - St. James, Wilmington
Mr. Frank Tutza - St. James, Wilmington
The Rev’d Andy Atkinson - Holy Cross, Wilmington
Ms. Ann Parker - St. James, Wilmington
The Rev’d Jay Sidebotham - St. James, Wilmington
Ms. Beth Carter - Holy Cross, Wilmington
Mr. Frank Ogden - Church of the Servant Wilmington
Ms. Lindsey Harts - Episcopal Campus Ministry, Wilmington
Ms. Laura Hickey - Church of the Servant, Wilmington
Ms. Mary Beth Koehler - Church of the Servant, Wilmington
Ms. Michelle R. Colby - Church of the Servant, Wilmington
Ms. Virginia Woodruff - St. James, Wilmington

**RESOLUTION IN THANKSGIVING FOR
HARRY NORTON DOUGLAS
(December 3, 1927-January 1, 2016)**

WHEREAS, Harry Norton Douglas was raised in Zion Episcopal Church in Washington, NC, serving faithfully as a member of that parish during his youth, and

WHEREAS, Harry was a member of Holy Cross Episcopal Church in Aurora, NC, serving in many capacities throughout the twentieth century, and

WHEREAS, Harry served on councils of advice for the Right Rev'd Thomas Wright and the Right Rev'd Sydney Sanders, to aid the ministry and mission of the Diocese of East Carolina, and

WHEREAS, Harry was a licensed worship leader (lay reader) serving many small, rural parishes in Hyde, Beaufort, Washington, Martin, Pitt, and Tyrrell Counties by leading Morning Prayer and by giving wise counsel and advice, and

WHEREAS, Harry helped to form Coalition Sixteen, a convocation of small parishes which shared in the cost of providing for a priest to serve their communities, and

WHEREAS, Harry participated in and supported the work of the Diocese of East Carolina by giving of his time, talent, and treasure to ministries, boards, commissions, and, most especially, to Camp Trinity and Trinity Center, and

WHEREAS, Harry and his wife, Winifred, became members of Trinity Episcopal Church, Chocowinity, NC, upon the closure of Holy Cross Episcopal Church, Aurora, whereupon he served on the vestry giving it the benefit of his years of experience and calm presence, and served as a delegate to Diocesan Convention for Trinity, and

WHEREAS, Harry faithfully served as a delegate to 56 Diocesan Conventions and was elected to serve at this (to have been his 57th) convention, yet dutifully resigned from this obligation on his deathbed, now therefore, be it

RESOLVED, that the 133rd Convention of the Episcopal Diocese of East Carolina, gives thanks to God for the life and ministry of Harry Norton Douglas.

Respectfully submitted,

Trinity, Chocowinity

The Ven. J. M. Browne, III

Marty Culbertson

Jackie Garner

Mary Ann St. John

Zion, Washington

Jane Taylor

Jan Hindsley

St. Thomas, Bath

The Rev'd Diane Tomlinson

Martha Fulton

Steven Vaughn

Betty Bowers

Thelma Piland

COURTESY RESOLUTION

BE IT RESOLVED that the 133d Convention of the Diocese of East Carolina expresses its appreciation to Christ Church, New Bern and St. Cyprian's for their continued hospitality and inviting spirit.

We also wish to express our appreciation to the selfless volunteers and shuttle drivers throughout convention.

We wish to thank The Rt. Rev. Robert Skirving for his insightfulness and guidance in helping to equip the people of our diocese for ministry.

We also would like to thank The Rt. Rev. Todd Ousley for his wonderful work of helping us reflect upon what it means to truly live into our Baptismal vows, fully using all our God-given gifts.

We offer thanks to the Diocesan Liturgical Commission for bringing us together for such meaningful worship. We also thank Christ Church, New Bern and St. Cyprian's for their welcoming us into their sacred spaces.

We offer deep thanks for the gifts of music and song provided us by the choir of St. Augustine's University in uplifting prayerfulness.

And a special thank you to the Convention Committee for outstanding organization of the convention and for the inspiring and insightful workshops.

And where would we be without our faithful, hardworking a Diocesan Staff who so diligently helps us all, not only during this convention, but throughout the year.

Ms. Ginger Jacocks, Chair, St. Christopher's, Havelock
The Rev. Deacon Grace Marie Wood, Christ Church, Elizabeth City
The. Rev. David Davis, St. James the Fisherman, Shallotte

CCC 2016.01

First Reading**CONSTITUTION****ARTICLE IV****Personnel of 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.~~

(b) When the Ecclesiastical Authority has recognized an Episcopal College or University Campus Ministry as a community of faith, the Campus Ministry shall be entitled to elect a student lay delegate as its representative to the Annual Convention. The student lay delegate shall be an adult confirmed communicant in good standing in this Church elected by the Campus Ministry from its membership.

EXPLANATION

Campus Ministry is now a diocesan ministry instead of a parish ministry. It is desirable to have a campus ministry recognized as a community of faith with representation in the Annual Convention. The amendment to the Constitution will allow the campus ministry to elect one delegate to represent it in the Convention.

As prescribed in Article XVI of the Constitution of this Diocese, amending the Constitution requires passage by two consecutive Annual Conventions. If passed on First Reading by a majority of the Convention, the amendment will be submitted to the following Annual Convention for a Second Reading. If approved on Second Reading by a majority of each order voting by Orders and Parishes as prescribed in Article VII, the amendment becomes part of the Constitution of this Diocese.

**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 *or elections* shall run from the close of the Convention at which the appointment *or election* is made until the close of the following Convention, unless otherwise provided. If ~~an appointee~~ *a person appointed or elected* dies, resigns or becomes incapacitated, a successor may be appointed by the Executive Council, upon nomination of the Ecclesiastical Authority, to serve the remainder of the term, unless otherwise provided. ...

(e)* The Elections Committee shall consist of two clergy and two lay persons, appointed by the Bishop. 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.~~

(f) The Nominations Committee shall consist of one member of the clergy and one lay person representing each deanery, elected by the Deanery Council no later than 60 days prior to the Annual Convention and confirmed by the Annual Convention. The Bishop shall be an ex-officio member of the committee. The Ecclesiastical Authority shall name the chair of the Nominations Committee from the elected membership. Members of the Nominations Committee may serve up to three (3) consecutive annual terms. Thereafter, no member who has served on the Committee for three (3) consecutive terms 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 Committee shall establish and publish nomination procedures, solicit and receive nominations for the offices to be elected by the Convention, examine the qualifications of nominees to assure conformity with any Constitutional or Canonical requirements for the office, present a slate equal to at least the number of vacancies to be filled which is broadly representative of this Diocese, and prepare a brief biographical profile on each nominee and assure inclusion of the profiles in the information provided to the members of the Annual Convention. These procedures shall not preclude additional nominations from the floor of the Annual Convention.

EXPLANATION

These amendments provide for a more open nomination process for serving the Diocese on various governing and working committees. The new section creates a Nominations Committee and sets forth the composition and the work of the Committee.

* This section was renumbered by the 132nd Convention's adoption of Resolution CCC 2015.01.

CCC 2016.03

TITLE II: Deaneries; Parishes and Missions of the Diocese

CANON 1 Deaneries

Section 1. Deaneries. The Diocese shall be divided into Deaneries, the number and boundaries of which shall be fixed from time to time by the Bishop, with the advice and consent of the Executive Council.

Section 2. Purpose. Deaneries are established for the following purposes:

- (a) To provide a means of communication among the Congregations, Bishop, Diocesan Staff, and other Diocesan entities as shall from time to time become appropriate.
- (b) To provide a regional forum, which the Congregations of the Deanery may use for organizing and conducting *events and* programs, ***including but not limited to shared mission, liturgical, educational and community building opportunities***, contributing to the enrichment of Congregational and Diocesan life.
- ~~(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. ***Deanery Council.***

- (a) The Vestry of each parish or mission within the Deanery ***may*** select ***two*** lay deanery representatives ***who shall be adult confirmed communicants in good standing*** for a term decided upon by the Vestry ***to serve with the clergy within the Deanery as the Deanery Council.***
- (b) The Deanery Council shall meet regularly to give leadership to the life and ministry of the Deanery.***
- (c) The Deanery Council shall conduct an annual meeting of the Council Deanery no later than sixty days prior to the Annual Convention at which: (i) one clergy person and one lay person who is an adult confirmed communicant in good standing shall be elected to represent the Deanery for a one year term on the Annual Convention's Nominations Committee and may subsequently be elected for a total of three consecutive terms; and (ii) when necessary to fill vacancies, one clergy person and one lay person who is an adult confirmed communicant in good standing shall be nominated to represent the Deanery on The Executive Council for a three year term upon election by the Annual Convention, as set forth in Title I. Canon 8; and (iii) other business of the Deanery Council may be conducted.***
- (d) The Deanery Council shall conduct an annual pre-convention meeting of the Deanery at which the delegates to the Annual Convention and other members of the Deanery congregations shall be given an opportunity to review items on the proposed Convention agenda.***

Section 5. Officers.

(a) The Bishop shall annually appoint *one or more* Deans, clergy or lay, from among the congregations of each Deanery, who shall convene and preside over any meetings of the Deanery *and the Deanery Council and who shall meet together with one another and the Bishop, when invited to do so.*

(b) In addition the Deanery *Council* may elect such other officers as it deems expedient for the transaction of its business.

Section 6. Conferences with the Bishop. The Bishop may provide for occasional conferences with clergy or lay groups within the Deaneries.

EXPLANATION

These amendments clarify the role of the Deanery Council in the life and ministry of the Deanery. It also provides for Deanery representatives on the Nominations Committee as well as Executive Council.

CCC 2016.04

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

**CANON 8
The Executive Council**

Section 9. All salaries, other than that of the Bishop, ~~and those fixed by the Diocesan Convention,~~ shall be fixed by the Executive Council.

TITLE III. Bishops, Priests and Deacons.

**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~~ *as adopted* 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.~~

EXPLANATION

During the recent episcopal transition, the overlapping and confusing language of these two canon sections became apparent. It appears from research that the canons may date from the time that this Diocese was a missionary diocese. The proposed amendments clarify the duties of Executive Council in preparing a budget for action by the Annual Convention.

CCC 2016.05

TITLE III. Bishops, Priests and Deacons.

Call of a Minister; Clergy Assistants

Section 5. A ~~Minister~~ **Rector** 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.

EXPLANATION

The amendment adds consistency to the wording of Canon 3, using Rector throughout.

CCC 2016.06

TITLE IV. Church Institutions.

CANON 3
Trinity Center

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, ***performing an annual audit***, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

EXPLANATION

The Trinity Center is performing an annual audit as detailed in the Financial Guidelines of the Diocese. This change includes that requirement in the Canon as an enumerated duty of the Board of Managers.

CCC 2016.07

TITLE V. Amendment; Effective Date; Repealer.**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~~ **adjournment** unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

EXPLANATION

The amendment changes the effectiveness of a canonical change from the moment of ratification to the moment of adjournment of the Annual Convention, unless the canon or amendment specifies otherwise. This change is consistent with the requirement of Article XV of the Constitution with regard to the effective date of Constitutional amendments.

EXECUTIVE COUNCIL
Diocesan House, Kinston
March 26, 2015

Council members present were: The Rt. Rev'd Robert Skirving, The Rev'd Teddra Hussey Smith, The Rev'd Jill Biemdiek, Mrs. Mary Duane Hale, The Rev'd Andrew Cannan, The Rev'd Dena Bearl, Mr. Robert Swindell, The Rev'd Jeffrey Douglas, Ms. Beth Harrington, Ms. Jo Anne Kilday, 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, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge, The Rev'd Canon Matthew E. Stockard and Mr. Hodges Hackney. Also present were: Mrs. Jimi Paderick, Mrs. Bonnie Holton and Mrs. Emily Gowdy Canady.

Canon Stockard confirmed the presence of a quorum.

The minutes from the January 14 meeting were approved as written with one minor correction. Bishop Skirving reviewed the proposed agenda with Council and asked for any modifications. Being none, the agenda was adopted.

Bishop Skirving welcomed and introduced new and returning members. Bishop Skirving requested that Canon Stockard notify Council of any vacancies on Executive Council prior to the May meeting and that recommendation be brought to the meeting. He added that prior to recommending someone, they should consent to serving. Council members then offered their reflections from the recent 132nd Annual Convention held in February.

Highlights were:

- Appreciation of the focus on Diocesan Community.
- The jazz music created a great atmosphere for the banquet.
- MDG Buckets
- Banners: Many shared how they wish that it be emphasized to bring your banner to convention for display at the convention center since there isn't room to process at Christ Church.
- Small Church Conversation
- Overall tone was positive due to Bishop Skirving's leadership

Bishop Skirving called on the deans of the diocese for their reports to Council.

Upper Cape Fear Deanery Report: Dean Frazier shared that there was a fire on March 24th at St. Joseph's Episcopal Church in Fayetteville. The Rev'd Hussey Smith, new Council member and Rector of St. Joseph's, shared with Council the damages the fire had caused and how the community, the bishop and especially the Episcopal Churches in the area had responded to the needs of the congregation. Dean Frazier shared that on March 31 there will be an Advisory meeting for the Pembroke Campus Ministry. He announced that The Rev'd Jeff Thornberg is the new rector at Holy Trinity, Fayetteville and that he was one of the first responders to the fire at St. Joseph's.

Albemarle Deanery Report: Dean Bonner announced that the Albemarle Deanery-wide Celebration would be held on Pentecost Sunday, May 24 at St. Paul's Episcopal Church in Edenton.

Pamlico Deanery Report: Dean Lacy shared that the financial summary provided by the Finance Committee was very helpful at their Pre-Convention Deanery Meeting. She shared that Bishop Skirving was their February Clericus. Dean Lacy stated that a farewell dinner for the Rev'd Kevin Johnson had been held at St. Peters

Episcopal Church in Washington.

Trinity Deanery Report: Dean Pollock shared that they had their Pre-Convention Deanery Meeting at St. Mary's Episcopal Church in Kinston and they also found the summary budget helpful. He shared that he felt there was great energy from the deanery conversations shared during convention.

Lower Cape Fear Deanery: Dean Powell extended thanks to Mrs. Judge for attending their Pre-Convention Deanery Meeting. She shared that Mrs. Patti Trainor spoke at their clericus meeting in March about Episcopal Farmworker's Ministry. Dean Powell stated that in response to the resolution on gun control conversation that the Lower Cape Fear Deanery has scheduled for initial conversation with 10 congregations in April.

Mrs. Gowdy Canady gave her report for Youth, University and Campus and Young Adult Ministries.

Young Adults: A Young Adults Retreat was held at Trinity Center. The retreat was facilitated and coordinated by the Rev. James Franklin from St. James Wilmington. The theme was "Shattered for Jesus: reflections from a clay pot" What fills your cup?

She shared she is working to have a presence at Kindling again this summer. (Kindling is the gathering of those in leadership in College and Young Adult Ministries across the church.) This event will be held in conjunction with General Convention in Salt Lake City.

Campus Ministries: In the process of hiring a new Campus Minister for UNCW. Mr. Adam Pierce is off to seminary in the fall. The Advisory Council for UNCW begins interviewing candidates just after Easter. The Well at ELCM has been doing great things with The Rev'd Donna Kraus. Programs this spring have included an ECU basketball game as well as bringing in local law enforcement to discuss the current topic of excessive force used by police and other law enforcement (which brought in the largest number of students to date).

ELM at UNCP was able to have an elected Lay Student Delegate through Trinity Episcopal Church in Lumberton at Diocesan Convention. Advisory Council is meeting on March 31st.

A Cross Campus Ministry Retreat will be April 24 - 26 in the Outerbanks. There are 28 participants, students and campus ministers from each of the three active Campus Ministries. Amelia Arthur, Director of Formation at St. Paul's, New Orleans and former Youth and Youth Adults Missioner for the Diocese of Louisiana will be the retreat facilitator. The Cross Campus Ministry Leadership team is applying for an Episcopal Church Grant to fund and support more Cross Campus Ministry in East Carolina. The Leadership Team would like to put together a mission pilgrimage to the Dominican Republic in the Late Spring of 2016 as well as have funding for a 2016 retreat.

Youth Ministries: ECYC Applications are currently being accepted. We have two seniors rolling off, plus 3 other positions that need to be filled. The deadline has been extended to April 10th. She encourage Council to share with her if they have a young person who is in leadership in their parish who they think would like to be in leadership on a broader level.

Boston Mission Pilgrimage 2015 - We have 12 young people and 3 adults heading to Boston in late July. We are working with Wonder Voyage Missions and will be serving in several ministries as well as learning more about our Episcopal/Anglican roots in Boston.

New Beginnings #50 was the past weekend at Trinity Center. Combined we had 20 more participants and team members than NB#49 or #48. New Beginnings underwent a programmatic revision in the Spring of 2012. Also the Diocese of East Tennessee brought a team of people to New Beginnings to go through the experience to take it back to East Tennessee. We will subsequently send a team of young people and adults to East Tennessee when they have their New Beginnings #1 to help them get started.

In January 3 young people and I traveled to the Diocese of Kansas to participate in Miqra (Hebrew for Public Reading of Scripture) which is a youth event there. Over the course of a 3-day weekend young people read the Bible from Beginning to end. After a report from the 3 young people, the ECYC has decided that we will begin Miqra in January 2016. It will be over the Martin Luther King, Jr. weekend. This weekend is chosen because that is when the now 5 participating Dioceses all host a Miqra (Diocese of Kansas, Diocese of Chicago, Diocese of West VA, Diocese of Maine - who were with us this year, Diocese of East Carolina). ECYC is hoping to host this in a parish.

Mission On Convention and Youth@Convention were both great events in conjunction with Diocesan Convention. We had 10 Youth Representatives, 4 Pages and one parish with a young person as an elected Delegate. Also, the video the Youth Council presented at Convention is available to parishes when you schedule a youth council visit. The ECYC is making their first Parish Visit to St. Mary's, Kinston on May 3rd. Mr. Alex Norwood, member of Christ Church New Bern has been accepted to SUMMA - A Student Theological Debate Society at Sewanee this summer. SUMMA was developed by The Rt. Rev. Duncan Gray and is in its 3rd summer.

Christian Formation: The Christian Formation Committee is scheduling deanery gatherings in hopes this will be a time for local Christian Formation leaders to gather together for some learning, but also networking.

Bishop Skirving reported on the following:

Conversations on Blessings and Marriages

-A Clergy Day was held with Mrs. Joan Geiszler-Ludum, Chancellor and Vice-Chair of the Task Force their to present and be available for questions.

-Deans will begin to explore this further with the bishop and Deanery Conversations will be scheduled.

House of Bishops' Lent Retreat

-Bishop Skirving shared that retreat summaries are available online. He said that there was a lot of information covered in a short amount of time.

Diocesan Staff Retreat

-Bishop Skirving shared that the Diocesan Staff had a one-day retreat at St. Mary's Episcopal Church in Kinston on . He shared that he has great appreciation for his staff and for the hard work they do especially during the work they accomplished during the transition period. He stated that the staff is basically in three groups:

-Program Staff: Currently one part-time person

-Office of Administration Staff: Currently two full-time staff however before the transition there was one full-time and two part-time staff.

-Office of the Bishop and Canon: Currently there are 5 full-time staff; however, prior to the transition there were 7 full-time staff.

He shared with Council how it was discussed at the retreat how to effectively use staff to accomplish the work the diocese has asked us to do. He stated that he would be continuing to work with staff on this.

Additional Reporting from Bishop Skirving:

-Bishop Skirving shared that a Burmese family, resulting in the death of three children) was violently attacked by another Burmese person in the New Bern area. All parties had previously or currently been clients of Interfaith Refugee Ministry in New Bern. He stated that diocesan and parish support for Interfaith Refugee staff and for the Burmese refugees during this time.

-Bishop Skirving shared that two mission teams just return from Dominican Republic. One team built a playground and the other team was a medical team who served approximately 740 people.

Mr. Horton gave his report as President of the Standing Committee. He stated that Standing Committee met prior to convention and approved the following:

- James Rickenbaker, Candidacy for the Priesthood
- Paula Griffin, Candidacy for the Priesthood
- Sarah Smith, Candidacy for Diaconate Transitional
- Pamela Hayes, Candidacy for Diaconate Vocational

Ms. Jacocks gave her report for Episcopal Church Women. She shared that she had productive conversations during convention. She announced that the ECW's annual meeting would be held at St. Francis Episcopal Church in Goldsboro on April 15.

Mr. Hodges, President of the Foundation, gave his report for the Foundation. He shared his report to convention and highlighted that the Foundation's portfolio at the year-end was over 11 million dollars. He explained that about half of this is from funds being held by 12 parishes in addition to Trinity Camp and Conference Center. Mrs. Judge gave the Treasurer's Report. She reviewed with Council the financial guidelines and procedures that were created in 2013 and then adopted by Executive Council in 2014. Discussion followed regarding recommended changes to the financial guidelines and procedures. Bishop Skirving formed a review committee to review the financial guidelines and procedures and Council unanimously adopted. The Review Committee will consist of: Mrs. Judge (convener), Mrs. Hale, Ms. Jacocks, Mrs. Geiszler-Ludlum, Mr. Swindell and Mrs. Teresa Osborne.

Mrs. Judge reviewed Financial Reports with Council and shared that all was in line for this time of the year. Bishop Skirving stated that he has been working with David Bane who resigned as Bishop of Southern Virginia and became involved with ACNA. Since then Mr. Bane has had regrets for doing this and has been working with him and the Presiding Bishop, Katharine Jefferts Schori, to restore Mr. Bane to the Episcopal Church as bishop.

The next meeting will be held at Trinity Church, Chocowinity on Saturday, May 16.

There being no further business, the meeting adjourned.

Respectfully submitted,
Jimi Paderick
Assistant to the Secretary of Convention

EXECUTIVE COUNCIL
Trinity Church, Chocowinity
May 16, 2015

Council members present were: The Rt. Rev'd Robert Skirving, Ms. Melene Hatcher, The Rev'd Teddra Hussey Smith, The Rev'd Jill Beimdiek, Ms. Mary Duane Hale, Ms. Judy Tucker, The Rev'd Andrew Cannan, The Rev'd Dena Bearl, Mr. Robert Swindell, The Rev'd Jeffrey Douglas, Ms. Beth Harrington, The Very Rev'd John Pollock, The Very Rev'd John Frazier, The Very Rev'd John Bonner, Ms. Joan Geiszer-Ludlum, Ms. Tess Judge, Mr. Hodges Hackney and Ms. Teresa Osborne. Also present: Ms. Jimi Paderick

Bishop Skirving confirmed the presence of a quorum.

Bishop Skirving gave thanks to the Ven. Sonny Browne and the people of Trinity Episcopal Church for their history of the church and hospitality.

The minutes from the March 26 Executive Council Meeting were approved as written.

Ms. Paderick addressed the Council to clarify their expectations of minutes. She recommended that since the reports from committees and deaneries are written and reported annually to convention that it was not necessary to duplicate the same information in the minutes. The Council agreed that unless an oral report resulted in a resolution from Executive Council that they did not need to be reflected in the minutes – just that the report had been received and would be included in their Annual Report to Convention.

The following deanery reports followed:

- +Trinity Deanery – The Very Rev'd John Pollock
- +Upper Cape Fear Deanery – The Very Rev'd John Fraizer
 - Ms. Hussey Smith gave an update on the fire at St. Joseph's, Fayetteville.
- +Albemarle Deanery Report – The Very Rev'd John Bonner

Dean Bonner shared with Council the outcome on the Small Church Conference that was held on April 19-21 at Trinity Center. The theme was "We Started With Twelve: Strengthen, Empower, Sustain. It was well attended by 23 parishes in the diocese. Highlights of the Conference were:

- +The Rev'd Jay Sidebotham – Vital Congregations and Best Practice Principles for Vibrant Churches.
- +The Rev'd Joe Cooper and Ms. Linda Thornton – Liturgy and Music
- +The Rev'd Jeffrey Douglas, The Ven. John Pollock and Ms. Chanda Platania – Website Development and Setting up a Facebook Account.
- +Dr. Pack Hindsley – Christian Formation
- +Ms. Leslie Flom – How to Organize and Present a Morning Prayer Service

There was much conversation among the leaders and participants that have produced continued conversations after the conference ended. Evaluations indicated that the conference exceeded the attendee's expectations. Dean Bonner stated that this may become an annual conference for the future and that suggested directions may be:

- +Partnering based on proximity
- +Practical Issues: buildings, grounds, budgets,
- +Explore ways we underuse deacons – as they might be an expansion of the ministry available to small churches
- +More on Lay Leadership

Dean Bonner gave thanks to everyone who gave their time and support to the conference.

Ms. Gowdy Canady's report as Program Officer for Youth, University and Campus, and Young Adult Ministries was received.

Bishop Skirving gave his report to Council. He stated that he continues as a new Bishop to work on a good life-work balance. With the demands of the diocese – it was challenging to find the correct balance but he continues to work towards it.

He shared that he is working with Diocesan Staff to make the best use of the staff we presently have. He stated that he would be meeting with Senior Staff to review roles and responsibilities to meet the needs of the diocese. Bishop Skirving stated that they might need to look at the hiring of an additional staff person. He added that this wouldn't be requested until it was clearly identified what that position would do and how it would serve the diocese.

Bishop Skirving stated that information regarding Deanery Conversation would be going out to the priests and people of the diocese this summer. In conjunction with that he shared he is building his fall calendar and will be looking ahead to future calendar models that might allow him to go to a one year visitation instead of the current two year schedules.

Bishop Skirving told Council that there would be an Ordination on June 20 at St. Mary's Episcopal Church in Kinston. Transitional Deacon: Paula Griffin and Vocational Deacons: Lisa Kirby (assigned to Christ Church, New Bern), Rebecca Bean (assigned to St. Andrew's, Goldsboro) and Carol Eaton (St. Peter's, Swansboro). Bishop Skirving hopes that it may be worked out that some ordinations can take place at the Annual Convention of the Diocese.

Bishop Skirving stated that he was in conversation with The Ven. John Gaskill regarding how the Deacons School for Ministry might be expanded to a School for Ministry. This would allow for a creative way to build lay leadership in the diocese.

Bishop Skirving shared that there were 19 congregations in the diocese in seeking ordained leadership in their parishes. He is working with Canon Stockard and Ms. Paderick to create standardize process for areas of transition for priest accepting calls outside the dioceses, retirements and how to start a search in your parish.

Ms. Judge gave a report for The Standing Committee on behalf of the Rev'd Jim Horton who was not able to attend today's meeting. Mr. Hodges gave the Foundation Report.

Bishop Skirving explained that there were two positions on Executive Council to be filled by Council. One lay person for At-Large and One clergy person for At-Large.

Lay nominees were:

Mr. Ray Tait (Christ Church, New Bern who was nominated by Dean Powell)

Mr. Carl Ragsdale (St. Frances by the Sea, Salter Path who was nominated by Dean Powell)

Mr. Ed Hodges (St. Peter's, Washington who was nominated by Dean Powell)

Ms. Annette Horner (Christ Church, Elizabeth City who was nominated by Dean Powell)

Mr. Jim Warren (St. John's, Wilmington who was nominated by Dean Powell)

Mr. Fallon Pierce (St. Philip's, Southport who was nominated by Dean Powell on behalf of the Rev'd Betty Glover)

Ms. Jennifer Adams (All Saints, Southern Shores who was nominated by Dean Bonner)

Clergy nominees were:

The Rev'd Betty Glover (St. Philip's, Southport who was nominated by Dean Powell)

The Rev'd Vic Fredericken (retired, Wilmington who was nominated by Dean Powell)

Bishop Skirving asked that ballots be distributed and the vote would be plurality. Ballots were collected and then tallied. Bishop Skirving announced that Mr. Carl Ragsdale and Ms. Betty Glover won the election.

Ms. Judge directed Council to the previously distributed document, Financial Guidelines and Procedures. At the last meeting, a Review Committee consisting of Ms. Judge, Ms. Hale, Ms. Jacocks, Ms. Geiszler-Ludlum, Mr. Swindell and Ms. Osborne. The committee made the recommended changes to Council. After discussion, Ms. Harrington made a motion to accept the amended guidelines as presented. Mr. Douglas seconded and the motion carried. Ms. Judge then gave the Treasurer's Report. Mr. Douglas made a motion to receive the financial reports presented. Mr. Swindell seconded and the motion carried.

Bishop Skirving shared with Council that he would like to look at the direction of deaneries in the diocese and asked Council to review Title II. Canon 1 before the next meeting in order to have conversation on the life of our current deaneries and how we might can reorganize the work or deaneries to better meet the needs of those in the diocese.

Bishop Skirving shared that he would like Council to create a procedure or normal practice of business on how to communicate, respond etc. to those parishes who decrease their pledges. He added that in some cases a pastoral response would need to come to him, but he feels that a letter from Council or the Finance Committee should be sent to the parish as well.

Bishop Skirving directed Council to a letter that goes out annually to parishes for "Designated Sunday Loose Plate Offerings." He said that in addition to this going out he has become aware of other fund raising type campaigns that are out in the diocese. He explained that after inquiring, he realized there was not a guideline in place on how you might get on this list and who gives permission for inter-diocesan and outer agencies to solicit parishes for fund raising. Bishop Skirving asked for volunteers to review this and make recommendations at the next meeting: Dean Pollock (convener); Ms. Kilday; Ms. Hatcher; Ms. Hussey-Smith.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick

Assistant to the Secretary of Convention

EXECUTIVE COUNCIL
St. Andrew's Episcopal Church, Goldsboro
September 19, 2015

Council members present were: The Rt. Rev'd Robert Skirving, Mrs. Melene Hatcher, The Rev'd Teddra Hussey-Smith, The Rev'd Jill Beimdeik, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev'd Andrew Cannan, The Rev'd Dena Bearl, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, Ms. JoAnne Kilday, Mr. Carl Ragsdale, The Very Rev'd Catherine Powell, Ms. Ginger Jacocks, The Very Rev'd Mimi Lacy, The Rev'd Jim Horton, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge and The Rev'd Canon Matthew E. Stockard. Also present: Ms. Jo Parrott and Mrs. Jimi Paderick.

Bishop Skirving gave thanks to The Rev'd Mary Reese and the people of St. Andrew's Episcopal Church for their church history and warm hospitality.

Canon Stockard confirmed the presence of a quorum. Bishop Skirving reviewed the proposed agenda with Council and asked for any modifications. Being none, Dean Powell made a motion to adopt the agenda. Ms. Hatcher seconded it and the motion carried.

Mr. Douglas made a motion to accept the minutes from the May 16, 2015 meeting. Ms. Jacocks seconded and the motion carried.

Ms. Judge introduced Mr. Coby Farley, Certified Public Accountant for Harvell & Company. Mr. Farley reviewed the 2014 Audit for the Episcopal Diocese of East Carolina and shared that there were no issues to report. A motion was made to accept the 2014 audit. It was second and carried.

The Rev'd Mary Reese, Chair of the Anti-racism Commission shared with Council the current work and challenges of the Anti-racism Commission. She requested Council members to encourage people throughout the diocese to attend the training.

The following reports were received:

- +Lower Cape Fear Deanery Report by Dean Powell
- +Upper Cape Fear Deanery Report by Ms. Hatcher
- +Albemarle Deanery Report by Ms. Harrington
- +Episcopal Church Women by Ms. Jacocks
- +Ms. Emily Gowdy Canady submitted a written report for Youth, University and Campus, and Young Adult Ministries

Bishop Skirving shared that he would holding a deanery conversation in each deanery starting later this month. The three topics for discussion are an Overview of the General Convention which will be led by the Diocesan Deputies to General Convention; a discussion regarding the development of a new Diocesan Policy on Marriage and conversation regarding the next Steps in Renewing Deanery Life. He noted that he has asked that members of the Search Committee for the 8th Bishop of East Carolina be present to listen and gather feedback in each Deanery.

Bishop Skirving informed Council that he is forming a Nominations Committee to assist him in obtaining nominations of elected and appointed positions in the diocese. He stated that he is seeking 2 representatives from each deanery (lay or priest) and if anyone is interested in serving to let Mrs. Paderick know.

Bishop Skirving told Council that a LETHO Grant Application was sent to him in August. We have made application for a grant to support the ministry of a person working in a focused mission organization position with Spanish-language Congregations.

Bishop Skirving read a letter of greetings from The Rt. Rev'd Juan David Alvarado, Bishop of the Diocese of El Salvador on behalf of their 47th Annual Convention. Council members asked that Bishop Skirving write Bishop Alvarado and the people of El Salvador a letter acknowledging their letter and offering greetings from Executive Council.

Ms. Parrott, Chair of the Trinity Center Board, reported that Ms. Mary Beth Gay and Ms. Stephanie Rudolph are acting as point of contact during Mr. Penn Perry's absence. She shared that the Trinity Center Board met with Trinity Center staff for a time to listen and give feedback. Ms. Parrott indicated that the Trinity Center Board wants to be a resource of support to Mr. Perry and the Trinity Center Staff.

Ms. Judge gave the Treasurers' Report. Ms. Judge reviewed financial reports with Council and stated that all was in line with this time of the year. She requested Council's approval for the following budget adjustments:

1. Ms. Gowdy Canady requested an increase of the projected use of the LEHTO grant funds for a campus ministry retreat and General Convention expenses.
2. Due to a parish decreasing their pledge by \$50,000 funds have been moved from the following areas to cover this reduction:
 - a. Increase from prior year pledges revenue (1-4013-00) \$5,833
 - b. Decrease Diocesan Convention expense (1-5505-00) \$6,631
 - c. Decrease Lambeth Convention transfer (1-5812-00) \$1,000
 - d. Decrease General Convention (1-5506-00) \$5,356
 - e. Decrease contingency (1-5199-00) \$31,180
3. Amend the budget to include \$15,000 approved by Trustees of the Diocese for seminarian expenses.

Ms. Hatcher made a motion to approve the recommended adjustments. Ms. Kilday seconded and the motion carried.

Canon Stockard gave a visual presentation to Council sharing the history of Diocesan Staff and a process of discernment around the development of a position regarding a Missioner for Diocesan Life. Discussion regarding the shape of this person's potential ministry followed.

On behalf of The Rev'd John Pollock, Bishop Skirving shared with Council a report from the work group on Designated Sundays. After discussion, Council decided to revisit this future as the work group feels further conversation needs to happen before a final recommendation is given to Council.

Mr. Douglas shared with Council that he and Mr. Horton attended the NC Poverty Initiative held at Church of the Advent, Williamston on August 27. He stated that The Rt. Rev'd Anne Hodges Copple initiated the meeting in hopes for laypeople, clergy and community to come together to form advocacy groups to address poverty in the Eastern part of North Carolina. He stated this is the first meeting and they will be having others and plan to develop resources regarding this initiative.

Bishop Skirving discussed Canon II, Title 1 “Deaneries” with Council. He seeks Council’s guidance to further define and shape how congregations function in deaneries. After discussion, Council asked that Bishop Skirving collect information from the Deanery Conversation and bring back to Council for further discussion to make a resolution on deaneries.

Canon Stockard stated that The Rev’d Betty Glover has left the diocese therefore creating a vacancy on Executive Council. Ms. Hatcher made a motion to have the Clergy Member At Large filled at the Annual Convention in February 2016. The motion was seconded by Mr. Calisto and carried.

Bishop Skirving directed Council to the position description for Missioner for Diocesan Life. After reviewing the position description and discussion, Ms. Hatcher made a motion that Council adopt the draft position description and the hiring of a Missioner for Diocesan Life pending that finances are acquired and Mr. Carlisto seconded. After discussion, Ms. Hatcher called the question. It was seconded and passed. Council then voted and the motion carried.

Bishop Skirving shared with Council that he, Bishop Curry and Bishop Taylor had each received a request from Thompson Child and Family Focus for the Diocese of East Carolina to give a gift of \$25,000 each for a statue at the orphanage in Charlotte. He added that the cost of the statue was \$270,000. After discussion, Ms. Hatcher made a motion that Bishop Skirving respond to the request stating that Council had voted and it was unable to support this request. Ms. Kilday seconded the motion and it carried.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary of Convention

EXECUTIVE COUNCIL
November 19, 2015
Diocesan House, Kinston

Those present: The Rt. Rev’d Robert Skirving, The Rev’d Teddra Hussey Smith, The Rev’d Jill Beimdiek, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev’d Andrew Cannan, The Rev’d Dena Bearl, Mr. Robert Swindell, Ms. Beth Harrington, Ms. Jo Anne Kilday, Mr. Carl Ragsdale, The Rev’d John Carlisto, Ms. Ginger Jacocks, The Very Rev’d John Pollock, The Very Rev’d John Frazier, The Rev’d Jim Horton, Mrs. Tess Judge, The Rev’d Canon Matthew E. Stockard, Mrs. Nancy Broadwell, Mrs. Jo Parrott and The Rev’d Jeremiah Day.

Also present: Mr. Fred Klick, Mr. Rob Richardson, Mrs. Jimi Paderick, Mrs. Emily Gowdy Canady 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. Being none, a motion was made to adopt the agenda, it was seconded and the motion carried.

Ms. Harrington made a motion to accept the minutes from the September 19, 2015 meeting. Mr. Carlisto seconded and the motion carried.

Bishop Skirving introduced Mr. Rob Richardson, Lay Director for Cursillo and Mr. Fred Klinck, Southeast Representative for Cursillo. Mr. Richardson and Mr. Klinck shared with Council a brief history of Cursillo and the current ministry Cursillo does in the Diocese of East Carolina.

Mrs. Judge gave the Treasurer's Report. She reviewed financial reports and stated that all areas were in line in comparison to previous years. Mrs. Judge stated that Trinity Center will begin renovations on the South Cluster soon and funds from the Trinity and Beyond Campaign will be disbursed soon. Ms. Beimdiek made a motion to accept the October Financial Statement. Mr. Salisbury seconded and the motion carried.

Mrs. Judge presented to Executive Council the 2016 Projected Budget stating that this was being done earlier so that Council Members would have more time to review prior to adopting the budget at the January 2016 Council Meeting. Mrs. Judge explained the projected budget presented was based on requests from Diocesan Staff and various organizations along with recommendations from Council and the Diocesan Personnel Committee – all requests are subject to adequate funding based on final pledges received from parishes which we will not know until later in the year.

She highlighted the following:

1. 10% of the parish 2014 operating income is \$ 1,466,711, the finance committee did not feel comfortable using this full amount as projected income based on current year pledges. This was reduced to \$ 1,247,000 based on 85% of the full 10% pledge rate consistent with what we received for 2015.
2. The Finance Committee is considering various ways of reflecting the presentation of income derived from The Episcopal Foundation of East Carolina in the operating budget.
3. The Personnel Committee has recommended pay adjustments ranging from 2-4% for employees and that is included in the budget. The employees' share for family health insurance has increased from 50% in 2015 to 75% in 2016.
4. The consensus of the finance committee was to make the pledge to the National Church at 15% of operating income (based on 2014 income) that would be \$ 175,937; however we made it \$ 178,716 in order for it not to be a reduction from 2015.
5. The Diocese has been approved and received a \$ 50,000 LEHTO grant for Spanish Language Ministry and that position in the budget has been included for the grant amount approved.
6. The new position recommended by Executive Council, Canon for Diocesan Life, has been budgeted for 9 months subject to final budget funding.
7. We are projecting revenues over expenses of \$ 116,000 for 2015 as a result of the following budgeted but unspent funds in 2015:

- \$ 19,000 Episcopate operational expenses (due to unknowns associated with new Bishop)
- \$ 23,000 Administration operational expenses (due to contracted services budgeted that were volunteered, reduction in audit due to more staff work, and savings in a few other lines)
- \$ 7,000 Canon operational expenses (primarily travel and continuing education not spent)
- \$ 3,000 Spanish language ministry (due to additional congregational support)
- \$ 15,000 Diocesan programs (primarily parish leadership program and retired and clergy conference)
- \$ 27,000 Youth programs (budget is based on estimate of participants)
- \$ 15,000 Canon required commissions (participant fees exceeded cost of convention and music conference)

Many of these budget lines have been reduced in the 2016 budget to better reflect actual needs based on 2015 estimated actuals.

8. We started the year with an undesignated operating balance of \$ 483,995, which was reduced by \$ 61,529 when we forgave the debt owed by Trinity & Beyond capital campaign to the Diocese leaving \$ 422,466, which represents approximately 4 months of our operating budget. The addition of this \$ 116,000 in 2015 may allow Executive Council to consider some one-time expenses.

Mrs. Judge requested Council to review the 2016 Projected Budget and if anyone has any questions or recommended changes to please contact her or Mrs. Holton.

Mrs. Holton shared with Council that there are some parishes that have not had their parish audits and she will provide Canon Stockard, Secretary of Convention a list of those parishes so he can contact them.

The following reports were presented:

- +Standing Committee by Mr. Horton
- +Episcopal Church Women by Ms. Jacocks
- +Youth, University and Campus, and Young Adults by Mrs. Canady
- +133rd Convention by Canon Stockard
- +Upper Cape Fear Deanery Report by Dean Frazier
- +Trinity Deanery by Dean Pollock
- +Pamlico Deanery by Mr. Cannan
- +Albemarle Deanery by Mr. Horton
- +Lower Cape Fear Deanery by Ms. Bearl

Bishop Skirving shared with Council that he discussed the Deanery Conversations at the Annual Clergy Conference in late October to gain further feedback on the three topics discussed at the Deanery Conversations. Bishop Skirving then shared the following:

Diocesan Policy on Marriage:

Bishop Skirving shared that he had not finished his Pastoral Letter but it would be going out to the diocese soon. He stated that he felt that the priests and parishes in the diocese would need to work on this together. No priests in the diocese are required to preside at any celebration and blessing of marriage, including those of same sex. He trusts that in those areas where priests don't feel comfortable due to their own beliefs or those of the parish that they would recommend the requesting couple to a neighboring priest/parish who may be willing to preside at their marriage.

Deanery Life:

Bishop Skirving took a partial proposal to Clergy Conference but after discussion on Deanery Life he has decided that more work needs to be done on this topic. He shared highlights from the five Deanery Conversations.

Bishop Skirving shared that a majority view across the diocese believes renewing deanery life would be better than dismantling. He stated that he would be appointing co-Deans for each (deanery) at the upcoming convention. There would be one clergy person and one lay person who would work together in the leadership of the life of the deanery.

+Bishop Skirving stated that although the Diocesan Canon on deaneries gives several expectations of deaneries, some might argue that those expectations have changed since originally written. He explained that, for example, Pre-Convention Deanery Meetings might have been needed twenty years ago but now with digital technology a meeting to share information may not be needed to obtain information.

Bishop Skirving suggested that each deanery be asked to host a pre-convention deanery meeting. Council was in agreement.

Bishop Skirving told Council that everything he is recommending is in accordance with the Diocesan Canons but as Deanery Life becomes better defined Canon changes may need to be made.

Dean Pollock shared that at the next Council Meeting he will bring a recommendation from the work group on Designated Sundays.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary of Convention

EXECUTIVE COUNCIL
Diocesan House, Kinston
January 14, 2016

Those present: The Rt. Rev. Robert Skirving, Mrs. Melene Hatcher, The Rev'd Teddra Hussey Smith, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev'd Andrew Cannan, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, Ms. Jo Anne Kilday, Mr. Carl Ragsdale, The Very Rev'd Catherine Powell, Ms. Ginger Jacocks, The Very Rev'd John Frazier, The Rev'd Jim Horton, Mrs. Tess Judge, The Rev'd Canon Matthew Stockard and Mr. Hodges Hackney.

Also present: Mrs. Jimi Paderick, Mrs. Bonnie Holton and Mrs. Emily Gowdy Canady.

Canon Stockard verified the presence of a quorum. Bishop Skirving reviewed the proposed agenda with Council and asked for any modifications. Being none, Ms. Hatcher made a motion to adopt the agenda, Ms. Harrington seconded and the motion carried.

Ms. Hatcher made a motion to accept the November 19th Executive Council Minutes as written with one minor correction. Ms. Powell seconded and the motion carried.

Mrs. Judge reviewed with Council the 2015 Financial Summary. Mr. Swindell made a motion to adopt the unaudited 2015 Year End Financial Report. Mr. Douglas seconds and the motion carried.

Ms. Judge stated that there was an estimated surplus in the budget of \$73,133 and the Finance Committee recommended that \$10,000 goes toward the Friends of Trinity to assist in reducing the debt Trinity Center has and that remainder go into a Ministry Development Fund. After discussion, a motion to accept the recommendation of the Finance Committee was made and Ms. Kilday seconded and the motion carried.

Ms. Judge then reviewed the 2016 Proposed Budget Summary with Council. She highlighted the following areas:

- +Pledge revenues are estimated at \$1,314,500 based on pledges received, estimates for those not received and the estimated collection rate.
- +Salary increases as recommended by the Diocesan Personnel Committee.
- +Implementation of 75% employee contribution for family health coverage as previously approved by Executive Council in July 2014.
- +Continuation of Hispanic Missioner position to be partially funded by congregational contributions (\$13,400) and existing reserve funds (\$25,000).
- +Addition of Spanish Ministry Coordinator position to be funded in full by LEHTO Grant (\$50,000).
- +Addition of Canon for Diocesan Life position to be funded for nine months costing approximately \$71,307.
- +Increased pledge to General Convention from \$178,716 to \$190,000.
- +Continue \$10,000 transfer to restricted fund for 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.
- +2016 Clergy Conference fully funded.
- +\$3,000 for Stewardship Committee.
- +Contingency budge of \$41,401 for unexpected expenses, future planning and outreach opportunities.

On behalf of the Finance Committee, Ms. Judge recommended to Council to adopt the 2016 Proposed Budget to present to the 133rd Annual Convention. The motion was seconded and carried.

The following reports were received:

- Foundation Report given by Mr. Hackney.
- Episcopal Church Women Report given by Ms. Powell.
- Youth, Young Adult and College Campus Ministry Report was submitted in writing by Mrs. Emily Gowdy Canady
- Pamlico Deanery Report given by Mr. Cannan.
- Upper Cape Fear Deanery Report given by Dean Frazier.
- Lower Cape Fear Deanery Report given by Dean Powell.
- Albemarle Deanery Report by Ms. Harrington.
- Trinity Deanery Report ?? was it Mary Duane???

Ms. Hatcher presented to Council on behalf the The Very Rev'd John Pollock recommendations for Designated Sunday Offerings. After discussion, it was recommended that in 2016 information be send to parishes educating them on Designated Sundays and then in 2017 move toward in implementing "Annual Opportunities for Giving." This list will include the following statement:

"The list above is not a comprehensive list of opportunities for giving, but it includes all opportunities relayed to the diocese by the deadline. Parishes may select none, any or all opportunities for giving. Parishes wishing to participate should be aware that some national organization have specific collections time frames for their campaigns."

The Diocesan Staff will only send out the notice to parishes of those opportunities available. Each organization will be responsible for their own appeal/marketing to the parishes.

Ms. Hatcher moved to adopt the recommendations for changing from "Designated Sunday Offerings" to "Opportunities for Giving" and its recommended process. Ms. Kilday seconded the motion and the motion carried.

Bishop Skirving stated that if anyone on Council had feedback related to a Year End Review to send the feedback direct to him. Some questions to ponder:

1. What has Council done well? What has Council done poorly?
2. What changes should be considered as we move forward?
3. Saturday Meetings – we tried this several time this pass year hoping to engage those that might not otherwise be able to serve if they aren't available during the workweek – what are your thoughts?

Mr. Swindell made a recommendation that Executive Council have a overnight retreat to get to know each other better.

There being no further business, Bishop Skirving made a motion to adjourn. Ms. Kilday seconded and the motion carried.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary of Convention

Convention Reports

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

ANTI-RACISM COMMISSION

“Seeing the Face of God in Each Other” Workshops				
Deanery and Dean	Host Parish	Number of Participants	Parishes/Ministries Represented	Facilitators
January 10 Pamlico Dean Lacy	Trinity, Chocowinity	10	St Thomas, Bath Trinity, Chocowinity ECU & Pitt Campus Ministry Interfaith Refugee Ministry	Mary Reese Jeff Douglas Erin Kirby
April 18 Albemarle Dean Bonner	Advent, Williamston	11	Advent, Williamston All Saints, Southern Shores Christ Church, Elizabeth City St. Peter’s, Washington	Jeff Douglas Charles Hannibal Bonnie Smith
May 2 Upper Cape Fear Dean Frazier	St. Paul’s in the Pines, Fayetteville	cancelled	N/A	Dionne Johnson Caroline Parham-Ramsey John Frazier
Oct. 10 Trinity (East), Dean Pollock	St. Andrew’s, Morehead City	30	Christ Church, New Bern St. Andrew’s, Morehead City St. Christopher’s, Havelock St. Cyprian’s, New Bern St. Paul’s, Beaufort St. Thomas, Oriental Trinity Center Sound to Sea	Mary Reese Caroline Parham-Ramsey Charles Hannibal John Gaskill
Oct. 24 Trinity (West), Dean Pollock	St. Mary’s, Kinston	18	Christ Church, New Bern Holy Innocents, Seven Springs St. Andrew’s, Goldsboro St. Augustine’s, Kinston St. Cyprian’s, New Bern St. Mary’s, Kinston St. Paul’s, Beaufort St. Timothy’s, Greenville Trinity Center Sound to Sea Emmanuel Hill Free Will Baptist, Kinston	Dionne Johnson Bonnie Smith Charles Hannibal
Nov. 14 Lower Cape Fear Dean Powell	Holy Trinity, Hampstead	24	All Souls, Northwest Church of the Servant, Wilmington Good Shepherd, Wilmington Holy Cross, Wilmington Holy Trinity, Hampstead St. Paul’s, Wilmington Trinity Center Sound to Sea Wilmington Campus Ministry	Charles Hannibal Henrietta Williams Millie Hart

The Commission scheduled six “Seeing the Face of God in Each Other” workshops in 2015. One workshop was cancelled due to insufficient preregistrations. The number of participants increased from 58 in 2014 to 100 in 2015. This number includes: 93 at deanery workshops and 7 at the workshop presented by Mary Reese and Millie Hart at the St. Andrew’s by the Sea, Nags Head April 25, and Acolyte Festival.

Participants were from 23 Episcopal churches, one non-Episcopal church, the Interfaith Refugee Ministry, Trinity Center, Campus Ministry and the Acolyte Festival.

The May 2015 letter to clergy from Bishop Rob focused attention on the work of the Anti-Racism Commission. He asked that the ‘Seeing the Face of God in Each Other’ workshops be seen as an opportunity for on-going Christian Formation. He noted his prayer was, “...that through the power of the Holy Spirit, we might face and overcome our own racism, so that we might more fully bear witness to God’s love for all people in the communities where we serve.”

Commissioners met August 23-25 for a curriculum review retreat that proved very effective. The goal of the workshops was defined: ‘To give participants a set of guidelines and skills to continue the dialogue in their congregations and communities.’ Program content was reviewed and restructured to provide more opportunity for interaction and dialogue and to use more online resources decreasing reliance on printed copies. A session with the Diocesan Program Officer for Youth, Young Adult and College Campus Ministry resulted in opportunities for Commissioners to support diocesan youth programs, and to be involved in the program Officer’s review of a program designed for youth.

The invitation to participate in this Christian Formation training was extended to all in our parishes and communities.

The means of communicating information about scheduled workshops was expanded: bulletin inserts were designed and distributed for inclusion in Sunday worship bulletins three weeks prior to local workshops; telephone calls were made to parishes to assure bulletin inserts were received; and requests were made for repeated notifications in Sunday announcements in the weeks preceding each workshop.

The support of Diocesan House personnel continues to be a key and much appreciated factor in the communication aspect of the work of the Commission. Workshop pre-registration and issuance of Certificates as well as fielding questions of potential participants are some of the tasks addressed by that team.

The Commission plans to put more workbook resources online in 2016.

Respectfully submitted,
Mr. Charles Hannibal
The Rev. Mary Reese

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 clergyperson of the diocese serves as session leader each week, providing spiritual direction and Christian programming.

One of the primary goals of Camp Trinity is “to provide a Christian camping experience that is diverse, inclusive, nurturing, loving, and affirming, while challenging each person to responsible to and for another.” In 2015, a dedicated Camp Trinity staff certainly achieved that goal with slightly under 600 campers. The summer staff was supported by eight nurses, three doctors, 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 2015, Trinity Center disbursed slightly less 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 third 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.

Respectfully submitted,

Mary Beth Bradberry
Director, Camp Trinity

CHRISTIAN FORMATION

The Christian Formation Committee hosted a workshop at the 2015 Diocesan Convention. Approximately 40 people attended. The Committee also had a booth at Convention where information was handed out. Videos about various Formation Curriculum were shown at the Formation booth. Due to relocations and resignations, the Christian Formation Committee is currently undergoing reconfiguration.

Respectfully submitted,

Millie Hart, Chair
Rev. Paul Canady
Beth Hammond
Emily Gowdy Canady

COMPANION DIOCESE COMMITTEE

The Diocese of East Carolina continues to nurture our relationship with the Episcopal Diocese of the Dominican Republic. In 2015 activity included a Vacation Bible School team from St Mary's Kinston. They visited Divinia Gracia in Mosovi where they also assisted with repainting the church and roof repair. They are working with DDG to help restore electricity in underserved areas.

A medical team from St Paul's Greenville returned to Jimani where they set up an urgent care clinic in Iglesia San Pablo. Over 650 patients were seen and rendered medical care and prescription drugs. They also provided 300 pairs of reading glasses for those in need.

Scholarships were also given by several churches to support local school children who attend Episcopal Church elementary schools. St Thomas Ahoskie has plans in 2016 for a return medical team to Bani.

Exploratory trips are planned for 2016 for anyone with an interest in starting a new mission team. Contact Richard Taft for details.

Respectfully submitted,

Richard Taft, Chairman

CLERGY COMPENSATION REVIEW AND RECOMMENDATIONS

The Committee on Compensation and Benefits has reviewed the past year and examined several components of clergy and lay compensation and benefits. Enclosed you will find an updated chart regarding clergy compensation for the upcoming year, as well as requirements for lay employee benefits and the 2016 Church Medical Trust insurance plans and rates.

According to the Consumer Price Index there is no increase in the Cost of Living, based on an average of 12 months of statistics for the months of May, June and July. Therefore, there is no COLA recommended for 2016.

In the area of Continuing Education, the committee encourages parishes to meet the recommendation of a minimum of \$1600 and 2 weeks for each clergy. The figure is essential for the health of clergy and parishes.

All vestries are reminded that IRS regulations require that a resolution must be passed by the Vestry before the beginning of the year to allocate the housing allowance for clergy. Otherwise the housing allowance cannot be tax protected.

Parishes with lay employees are reminded that by Resolution A177 of The Episcopal Church, there must be parity between lay and clergy in medical insurance coverage. The level of insurance offered to full-time clergy must also be made available to full-time lay employees as well. The resolution passed by the Executive Council can be found on page 12.

The minimum supply clergy remuneration plus mileage and travel reimbursement is outlined on page 9. 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

COMPENSATION AND BENEFITS

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 7 for ordering information) and this Clergy Compensation Recommendations, 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 2016 is 0%.
- (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 2015 Federal Tax Guide for Clergy may be downloaded from the Diocesan website. www.diocese-eastcarolina.org , Resources, Administrative Resources, under the “Clergy” 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.

Levels of Responsibility and Commensurate Compensation

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

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

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

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

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

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

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

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

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

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

Level G Episcopate

C. RECOMMENDED BASE SALARY RANGES

Below is the Diocesan recommended base salary ranges (**not including housing, utilities, or SECA**) related to parish size and clergy years of service. For churches whose attendance is near the maximum of a category, the vestry should consider advancing to the next level. Other factors which will call for increased base salary include, time in the parish, unique skills and talents which the parish finds desirable in its clergy, and any other subjective factors which the vestry, at its discretion, appreciates in the mutual ministry shared with the clergy.

Level A-1: First year of ordained ministry: \$31,384 (set by Diocese)

Level A-2: Second year of ordained ministry: \$34,797 (set by Diocese)

Years of Service	Level B	Level C	Level D	Level E	Level F	Level G
	< 50 ASA	50-150 ASA	150-250 ASA	250-350 ASA	>350 ASA	Episcopate
19 & up	61,969	63,302	74,135	114,750	143,446	179,252
13-18	56,473	58,026	67,559	104,579	130,722	163,351
8-12	50,976	52,750	60,980	94,397	117,998	147,447
4-7	45,480	47,476	54,404	84,218	105,272	131,548
0-3	39,980	42,199	47,827	71,039	92,548	115,645

D. HOUSING RESOLUTION BY VESTRY

The Internal Revenue Code (“Tax Code”) specifies that the housing allowance of a minister who owns or rents a home is nontaxable in computing federal income taxes to the extent that it is

1. declared in advance,
2. used for qualified housing expenses, and
3. does not exceed the fair rental value of the minister’s home, furnished, plus utilities.

The housing resolution should be approved by the Vestry and recorded in the December minutes for the next salary year, and ordinarily equal the fair rental value of the clergy-provided housing, unless the minister expects the housing expenses to be substantially less.

Note that it is the responsibility of the ordained employee who owns or rents his/her home to determine the fair rental value, furnished, plus utilities of that home; and — unless the housing allowance resolution amount suggested by the ordained employee exceeds his/her compensation — the employer or vestry should accept and duly approve it.

Under no circumstances can a church designate a housing allowance retroactively. Although the costs of a mortgage qualify as part of the housing allowance, costs associated with refinancing a principal residence or with a home equity loan qualify only if the proceeds are used for acquiring or maintaining a principal residence.

Sample Resolution: Whereas, the Rev. _____ is compensated by parish name exclusively for services as a minister of the gospel; and

Whereas, parish name does(not) provide clergy name with a rectory, therefore, it is hereby

Resolved, that the total compensation paid for clergy for the calendar year 20__ shall be \$ _____ of which \$ _____ is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$ _____ as a housing allowance shall apply to calendar year 20__ and all future years unless otherwise provided.

E. TOTAL COST TO THE PARISH

- A. Salary and Housing for Pension purposes (use chart on page 8)
 - 1. Salary
 - 2. Housing - (a) if rectory is provided, 30% of salary, utilities and social security allowance for purpose of calculating pension payment; (b) if no rectory is provided, actual cash allowance and utilities.
 - 3. Utilities - reimbursement of actual costs
 - 4. Social Security or SECA 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 2016 quotes from Church Medical Trust.
 - 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. (\$1600-\$1800). 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 found on our website at www.diocese-eastcarolina.org/Resources/Parishresources.html

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.

**F. A CHART TO CALCULATE
RECTOR'S SALARY AND BENEFITS**

(to fill in electronically, double click on the chart. Totals will add automatically.)

NOT LIVING IN RECTORY		LIVING IN RECTORY	
SALARY/ALLOWANCES:		SALARY/ALLOWANCES:	
1 SALARY		1 SALARY	
2 UTILITIES CASH ALLOW		2 UTILITIES CASH ALLOW	
3 HOUSING CASH ALLOW			
4 SECA CASH ALLOWANCE	0.00	3 SECA CASH ALLOWANCE	0.00
A TOTAL SALARY/ALLOWANCES	0.00	A TOTAL SALARY/ALLOWANCES	0.00
(1+2+3+4)		(1+2+3)	
RETIREMENT (PENSION FUND)		RETIREMENT (PENSION FUND)	
		4 SALARY+UTILITIES+FICA	0.00
		(SAME AS A)	
		HOUSING:	
		5 30%(SALARY+UTILITIES+FICA)	0.00
		6 SUBTOTAL (4 + 5)	0.00
B PENSION (18% OF ITEM A)	0.00	B PENSION (18% OF LINE 6)	0.00
C LIFE MEDICAL & DENTAL INSURANCE		C LIFE MEDICAL & DENTAL INSURANCE	
D LONG TERM DISABILITY INSURANCE		D LONG TERM DISABILITY INSURANCE	
(S/T DISABILITY PAID BY CPG)		(S/T DISABILITY PAID BY CPG)	
E SABBATICAL LEAVE		E SABBATICAL LEAVE	
(THREE MONTHS PER FIVE YEARS)		(THREE MONTHS PER FIVE YEARS)	
F VACATION (SUPPLY CLERGY COST)		F VACATION (SUPPLY CLERGY COST)	
G EQUITY ALLOWANCE (N/A)	0.00	G EQUITY ALLOWANCE	
		(TO NON-TAXABLE ANNUITY)	
H TRAVEL-ACTUAL EXPENSES		H TRAVEL-ACTUAL EXPENSES	
I CONTINUING EDUCATION		I CONTINUING EDUCATION	
TOTAL COST TO PARISH	0.00	TOTAL COST TO PARISH	0.00
(A+B+C+D+E+G+H+I)		(A+B+C+D+E+F+G+H+I)	

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.

For more information on Clergy Compensation and Tax laws, go to www.diocese-eastcarolina.org; click on Resources, then Administrative resources and scroll down to 2015 Federal Reporting Requirements for Episcopal Churches.

BENEFITS FOR RETIRED CLERGY

Medical benefits and Working after 65

When a priest (or lay employee) reaches the age of 65 and is eligible for Medicare, the question arises: Can the employee sign up for Medicare, be dropped from the medical coverage offered by the employer and be reimbursed by employer for the cost of Medigap or the Medicare Supplement Plan.

Simple answer: NO.

Medicare requires that any active employee be enrolled in the employers' active medical plan regardless of age or Medicare eligibility. This is Medicare's rule, not the Medical Trust's rule. It is meant to keep active employees out of the Medicare system if they remain actively employed (not retired). If for an employee it is determined by Medicare that they should have been on an employer's active plan but are on a Medicare Supplement plan, where Medicare pays primary, there are possible penalties incurred by both the employer and the employee, as well as cost recovery for claims paid by Medicare that would have been paid by the employees' active plan. Each year, the Center for Medicaid and Medicare Services (CMS) runs a test which compares W-2 data against Medicare Supplement Plan enrollment. If an individual makes more than the Medicare maximum income during retirement (at this point, they don't know if the individual is or is not retired) and is enrolled in a Medicare Supplement Plan, it creates an exception and the employer is sent a letter to clarify the individuals employment status. If it fails the test there may be penalties.

The complicated answer: Yes, but...

All that being said, the employer and employee may make the choice to continue on a Medicare Supplement Plan even if the employee is actively working.

If that is indeed the case, there are a couple of ways the employer and employee can protect themselves against implied liability. Anti-discrimination laws prohibit an employer from offering different plans to those employees who are 65 or older than those who are under 65. The 65 or older employee, who is enrolled in Medicare, can reject/decline active coverage offered by their employer if, and only if, the following is understood:

- The declination needs to be in writing
- The declination releases the employer from any further liability associated with this decision
- The employer cannot reimburse, pay for directly, or remunerate the employee for a Medigap or Medicare Supplement Plan, financially or otherwise, or incent the employee in any manner, to reject active coverage
 - The employee must state in writing they are not receiving any remuneration for their Medigap or Medicare Supplement Plan (includes salary adjustment to compensate)
- Employees who choose this option are NOT eligible for the Medical Trust's Medicare Supplement Plans and will need to purchase a supplement plan in the open market

So the bottom line is:

- The best option would be for the employee/cleric to enroll in the *active plan* provided by the parish/institution EXCEPT for the Anthem/Cigna HDHP plans (while the HDHP plans are available to 65+ employees, the 65+ employee cannot make any contributions to a HSA). They would remain enrolled in Medicare, but could exit their Medigap/Med Supp Plan as well as the Part D coverage (not needed on the Active Plan)
- You could ask that pricing be provided for an Anthem BCBS MSP/SEE (Medicare as Secondary Provider Small Employer Exception) plan, select one, and then enroll the employee/cleric in that plan, IF the parish/institution has less than 19 employees and qualifies for enrollment in an MSP/SEE plan
- The employee/cleric and the employer decide that the employee/cleric stay on their Med Supp plan and follow the guidance above.

Medicare Supplement Reimbursement Benefit

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").

LAY EMPLOYEE BENEFITS

Total Cost to Parish for Full-time (30 hours or more per week, 1500 hours per year)

1. Salary
2. Benefits
 - Retirement – minimum of 5% of salary, plus up to 4% matching for employee contribution
 - Life insurance through Church Medical Trust – twice the amount of salary
 - Medical, dental insurance on parity with clergy through Church Medical Trust
 - Disability

Part-time lay staff (at least 20 hours per week or 1000 per year)

1. Salary
2. Retirement – minimum of 5% of salary, plus up to 4% matching for employee contributions

DENOMINATION HEALTH PLAN AND PARITY IN THE DIOCESE OF EAST CAROLINA

(Resolution passed by the Executive Council of the Diocese of East Carolina)

To: All Lay Employees, Clergy and Vestries
From: Executive Council, Diocese of East Carolina
Date: May 2012

Effective January 1, 2013, all Parishes and Missions of this Diocese shall provide equal health care coverage through the Church Medical Trust (CMT) to all eligible lay and ordained employees. An eligible employee is defined as regularly scheduled to work 30 or more hours a week (1500 hours/year).

Health care coverage is defined as:

- (a) Medical insurance through one of the plans offered by the CMT.
- (b) Dental insurance through one of the plans offered by CMT.

The Vestry of each congregation of this Diocese shall determine which specific plan of health insurance from among those offered by the CMT will be offered to all eligible employees of the parish, both lay and ordained. Employees may be required to pay a portion of the cost of such medical insurance (not to exceed a 5% increase each year), but such cost must be equal for all employees, as determined by the Vestry.

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

The Executive Council may require other organizations subject to the Ecclesiastical Authority of this Diocese to provide such benefits to their employees at such time and under such conditions as Executive Council shall determine. Each organization shall obtain a quote each year for coverage provided by the CMT.

Adjustments to implementation may be made from time to time by the Executive Council.

The Vestry may offer to those clergy and lay employees working 20-29 hours per week the same coverage as full-time employees. The employee may be required to pay some or all of the premium.

A clergy or lay employee may opt out of the Denominational Health Plan if they have health care coverage available through qualifying exceptions as allowed by the CMT and the employee must present documentation to that effect.

NEW IRS and ACA MANDATES

Employer Health Care Arrangements

As of June 30, 2015 the IRS laws concerning "Employer Payment Plans" for medical premiums have changed. Please see the attached excerpt from the IRS website concerning small employers who reimburse any employees for their medical insurance premiums. If you have any questions, please consult a professional to make sure you are in compliance.

Excerpt from IRS site <http://www.irs.gov/Affordable-Care-Act/Employer-Health-Care-Arrangements>

Employer Health Care Arrangements

Q1. What are the consequences to the employer if the employer does not establish a health insurance plan for its own employees, but reimburses those employees for premiums they pay for health insurance (either through a qualified health plan in the Marketplace or outside the Marketplace)?

Under [IRS Notice 2013-54](#), such arrangements are described as employer payment plans. An employer payment plan, as the term is used in this notice, generally does not include an arrangement under which an employee may have an after-tax amount applied toward health coverage or take that amount in cash compensation. As explained in Notice 2013-54, these employer payment plans are considered to be group health plans subject to the market reforms, including the prohibition on annual limits for essential health benefits and the requirement to provide certain preventive care without cost sharing. Notice 2013-54 clarifies that such arrangements cannot be integrated with individual policies to satisfy the market reforms. Consequently, such an arrangement fails to satisfy the market reforms and may be subject to a \$100/day excise tax per applicable employee (which is \$36,500 per year, per employee) under section 4980D of the Internal Revenue Code.

Q2. Is there transition relief available from the excise tax under § 4980D for certain employers who offered their employees health coverage through arrangements that would constitute an employer payment plan as described in Notice 2013-54?

Yes. On February 18, 2015, the IRS issued [Notice 2015-17](#), which provides transition relief from the excise tax under § 4980D for failure to satisfy the market reforms in certain circumstances. The transition relief applies to employer healthcare arrangements that are (1) employer payment plans, as described in Notice 2013-54, if the plan is sponsored by an employer that is not an Applicable Large Employer (ALE) under Code § 4980H(c)(2) and §§ 54.4980H-1(a)(4) and -2 of the regulations; (2) S corporation healthcare arrangements for 2-percent shareholder-employees; (3) Medicare premium reimbursement arrangements; or (4) TRICARE-related health reimbursement arrangements (HRAs).

Notice 2015-17 provides temporary relief from the § 4980D excise tax for failure to satisfy the Affordable Care Act market reforms such as the prohibition on annual limits. Under the notice, small employers with employer payment plans get relief for 2014 and up to July 1, 2015. Small employers are employers that are not Applicable Large Employers under § 4980H (generally less than 50 full time and full time equivalent employees in prior year).

Notice 2015-17 also clarifies that S corporations may continue to report reimbursements of health insurance of 2 percent shareholders pursuant to Notice 2008-1. Until further guidance is issued, and in any event through the end of 2015, the excise tax under Code § 4980D will not be asserted for any failure to satisfy the market reforms by a 2-percent shareholder-employee healthcare arrangement.

Q3. Where can I get more information?

On Sept. 13, 2013, the IRS issued [Notice 2013-54](#), which explains how the Affordable Care Act's market reforms apply to certain types of group health plans, including health reimbursement arrangements (HRAs), health flexible spending arrangements (health FSAs) and certain other employer healthcare arrangements, including arrangements under which an employer reimburses an employee for some or all of the premium expenses incurred for an individual health insurance policy. On February 18, 2015, the IRS issued [Notice 2015-17](#), which reiterates the conclusion in previous guidance addressing employer payment plans, including Notice 2013-54, that employer payment plans are group health plans that will fail to comply with the market reforms

that apply to group health plans under the Affordable Care Act. Notice 2015-17 also provides transition relief from the assessment of the excise tax under § 4980D for failure to satisfy market reforms in certain circumstances.

DOL has issued a notice in substantially identical form to Notice 2013-54, [DOL Technical Release 2013-03](#). On Jan. 24, 2013, [DOL](#) and [HHS](#) issued FAQs that address the application of the Affordable Care Act to HRAs. On Nov. 6, 2014, DOL issued additional [FAQs](#) that address the application of the Affordable Care Act to HRAs and other payment arrangements.

Reporting Requirements Under the Affordable Care Act

The Affordable Care Act (ACA) imposes new reporting requirements on employers and plan sponsors that will assist the IRS in determining compliance with two ACA mandates:

1. The Employer Mandate – the requirement for large employers to offer health coverage to their full-time employees (Form 1094-C/1095-C)
2. The Individual Mandate – the requirement for individuals to obtain health coverage (Forms 1094-B/1095-B)

Failure to comply with these mandates may result in the employer and/or individual being subject to additional taxes.

Employer Mandate

If your organization is a “large employer” (more than 50 full-time employees) you will be responsible for filing the Employer Mandate tax forms. See link below for more information

If you are NOT a large employer you are considered a small employer and will not be required to take any action as a result of these new reporting requirements.

Individual Mandate

The IRS tax forms (1094-B/1095-b) required for the Individual Mandate must be provided to employees covered by a healthcare plan for both large and small employers. The Individual Mandate tax forms will be filed by either The Episcopal Church Medical Trust or in the case of fully insured plans, the insurance carrier. Therefore, **if you participate in the Medical Trust plans, you are not responsible for filing the Individual Mandate tax forms.**

For more information please go to: <https://www.cpg.org/linkservid/E3450959-D2E2-E7D0-1BA2A1D2F683E287/showMeta/0/?label=Health-Affordable%20Care%20Act%202015%20Memo>

2016
Diocese of East Carolina
Insurance Rates

Open enrollment begins October 16 and all employees must log in online to verify or make changes as necessary to their plan options before November 6.

Plan Name	#Groups Enrolled In 2015	2016 Rates				
		Single	Plus Sps	Plus Child	Family	Final % Chg
Anthem BCBS EPO80	2	763	1373	1373	2136	0
Anthem BCBS EPO90	12	891	1604	1604	2495	5.94
Anthem BCBS High Deductible Health Plan	38	590	1062	1062	1652	5.91
Anthem PPO 75/50	2	686	1235	1235	1921	6.03
Anthem PPO 80/60	1	774	1393	1393	2167	0
Anthem PPO 90/70	6	913	1643	1643	2556	6.04
*Anthem BCBS MS EPO90	2	644	1159	1159	1803	-3.48
*Anthem PPO MS 75/50		559	1006	1006	1565	3.5
*Anthem PPO MS 80/60	1	608	1094	1094	1702	-4.85
EAP		5	5	5	5	0
New Plans Offered						
Anthem BCBS High Deductible Plan 15		668	1202	1202	1870	New
Anthem BCBS High Deductible Plan 40		533	959	959	1492	New
Anthem BCBS PPO 70 SLV		642	1156	1156	1798	New
*Anthem BCBS MS PPO 70 SLV		523	941	941	1464	New
*Anthem BCBS MS EPO80		594	1069	1069	1663	-5.73
*Anthem PPO MS 90/70		668	1202	1202	1870	-3.06
Dental Plans						
Preventive Dental	10	33	59	59	92	9.72
Basic Dent-50/150	22	56	101	101	157	1.88
Dent&Ortho-25/75	33	75	135	135	210	2.93

*These plans are available for employees over the age of 65 if the employer qualifies for the MSP/SEE (Medicare as Secondary Payer Small Employer Exception.) See page 17 in this booklet for more details.

For more information and a plan comparison chart of benefits please go to <http://www.ecdio.org/compensation-and-benefits.html>

Under the mandate of the Episcopal Church and the Executive Council of the Diocese of East Carolina, all full-time employees, clergy or lay, must be offered insurance coverage on an equal basis, providing parity for all. Please see the Resolution passed by the Executive Council on page 12 of this booklet.

**2016
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

Medicare Secondary Payer – Small Employer Exception

If your parish qualifies as a Small Employer by the guidelines below, and you have employees 65 years old or older, you can apply for the Small Employer Exception which will allow those employees to sign-up for one of the **MS** medical plans listed on page 15 at a cost savings to the employer and to the employee. For more information, please contact Bonnie Holton or Beth Nagy at the Diocesan office – 252-522-0885.

Are you a Small Employer?

The Centers for Medicare & Medicaid Services (CMS) has specific guidelines that define Small Employers and who to consider as an employee.

An employer will be considered a “Small Employer” if they employ 19 or fewer full and/or part time employees each working day in each of the 20 or more calendar weeks in the current and previous calendar year. This may be determined by the number of employees on the payroll on any given workweek plus any self-employed clergy paid during the same payroll period. For the purposes of the Medicare Secondary Payer (MSP) Small Employer Exception each local church or other salary-paying unit may be a separate employer. A local church or salary-paying unit will be considered to be a separate employer, provided that the local church or salary paying unit:

- 1) Is separately incorporated, and
- 2) Has its own Employer Identification Number (EIN)

CMS does not aggregate religious organizations for MSP purposes. Incorporated parishes and churches that are part of a church-wide organization, such as a diocese, are considered to be individual employers for purposes of the MSP Small Employer Exception.

Please note that this document is provided for informational purposes only and should not be viewed as legal, tax or other advice. Please consult with your own professional advisor for further guidance.

THE ORDER OF THE 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 Episcopal, Anglican, Lutheran (ELCA) and Roman Catholic churches. In the Diocese of East Carolina, all chapters are in Episcopal Churches.

We are blessed to have nearly 270 Daughters in our diocese, serving in chapters in 18 parishes. 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.

Women who are currently attending parishes without 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 approximately 67 women met at St. Andrew's on the Sound in Wilmington. Our theme was, "Prayer – Nourishing the Light Within Us". Rev. Martha Horn, the Assistant Chaplain for Province IV spoke to us about "The Providential Care of God: Finding the Altars on our Life's Journey".

Our Diocesan Vice-president, Ann-Marie Montaque, attended the 46th DOK Triennial Retreat at Zermatt Resort in Midway, Utah in June. Highlights were the outdoor liturgies with a commanding view of the mountains; speakers, Canon Andrew White, Bishop of Bagdad and Rev. Becca Stevens, Founder of Thistle Farms & Magdalene Ministries; and the opportunity to meet Daughters & Junior Daughters from all over the world.

Our next Assembly will be held on Saturday, April 16, 2016, at St. Timothy's in Greenville. The speaker will be Bishop Robert Skirving. All are welcome and encouraged 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 at kaygram@earthlink.net.

Respectfully submitted,

Kay Roberts, President
Diocese of East Carolina DOK

ECUMENICAL & INTERRELIGIOUS REPORT

As the representative of our diocese on The Episcopal Church's network of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), I participated in the National Workshop on Christian Unity in Charlotte, April 20 – 23. Among the more than 200 participants from across the country, 43 Episcopal members of EDEIO were present. This was my first experience in such a setting – and I found it to be most informative, primarily in networking with our sisters and brothers engaged in fostering ecumenical and interreligious relationships. One of the 'takeaways' I brought home to eastern NC was Gospel Call, an ecumenical retreat co-sponsored by anywhere from three to six denominational congregations led by Protestant and Catholic co-leaders. Five congregations partnered in Greenville from November 15 – 18, holding services each evening in a different church to provide participants the opportunity to pray together and experience fellowship in each other's worship space. Plans to explore ways we can act together are in place for 2016, including on-going ecumenical Bible Study. I have material I am more than willing to share with your parish or deanery should you wish to pursue an initiative such as this.

I continue to represent our diocese on the governing board of the NC Council of Churches. 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.

The Council is working for Medicaid expansion and a state that welcomes immigrants and refugees. More importantly, we're working for people to be healthier and for a more peaceful planet where fewer of our sisters and brothers are displaced by factors beyond their control. The Council is working for voter access, for fair, livable wages, and for the just treatment of farmworkers. More importantly, we're working for a compassionate society that doesn't value people based on income, gender, skin color, or any of the other identifiers used to minimize or 'other.' We are working for care of creation, for sustainable and equitable food systems, for a society where having enough for all isn't viewed as suspect or threatening. More importantly, we are working toward a planet that is treated with respect and where the inhabitants are valued equally. Our faith calls us to do nothing less.

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 and Interreligious Officer, St. Paul's, Greenville

EPISCOPAL CHURCH WOMEN (ECW)

I would like to thank the Bishop, the staff at the Diocesan House, and the priests and deacons for all the support that has been provided the ECW.

This past year has been an exciting and adventurous one for the ECW. Our April Annual Meeting was held at St. Francis, Goldsboro for a "standing room only" group of women. We were blessed to have as our guest speaker, The Rev. Deacon Nancy Crawford, President of the National ECW Board. The women of St. Francis out-did themselves "Stirring up the Spirit" for this event.

In June we had five women attend the Province IV Women's Conference at Kanuga. Then in July four delegates attended the Triennial Meeting in Salt Lake City. Of significance to all levels of the Episcopal Church Women

was legislation changing the organization's purpose and vision with a focus on the women "in the pews," and with the intent that these statements be the same from National to parish level.

The new purpose is to empower the women of The Episcopal Church to carry on Christ's work throughout the world.

The new Vision Statement: As the eyes, ears, hands, and heart of Christ in the world, we will persist in the work of healing, justice, and peace.

To live Christ's ministry we will:

- Listen to voices of women worldwide;
- Promote educational, spiritual, and social programs which minister to women and children;
- Provide opportunities and tools to grow relationships with God and others through spirituality, prayer, and worship; and
- Encourage the development of women's leadership by example in stewardship, training, and education.

We had a tremendous August Gathering at Trinity Center of more than 110 women and a superb program provided by a few of the members of the Crystal Coast Community Choir. During the Triennial Meeting Claudia Sulloway of St. Andrew's, Morehead City, was recognized as the Honored Woman of our Diocese; during our August Gathering we honored Claudia for this prestigious honor and thanked her for all she has done throughout the years for our ECW and our diocese. Our ECW Chaplain, and Rector of St. Paul's, Wilmington, The Rev. Dena Bearl, led the group in a Celtic Eucharist.

Our four Triennial Delegates had a delightful and uplifting experience attending all five District Gatherings this Fall; the delegates presented the program at each meeting, briefing the women of our districts on the highlights of the Triennial and the Triennial legislative matters that would directly effect our parish ECWs. But perhaps the most uplifting part of each gathering was the sharing of ideas and the camaraderie demonstrated by all present.

Another highlight of the year has been the "resurrection" of three parish ECWs – each had been totally inactive for a number of years, one of them for more than forty years.

The women in our congregations continue to be seek opportunities to grow spiritually and to get to know the women in their own congregations and their community through a great variety of outreach opportunities.

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 one 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.

We have ten active EfM groups in East Carolina. They're located in Fayetteville, Greenville, Morehead City, New Bern, Washington and Wilmington. There are also five people within the Diocese who are currently enrolled in EfM Online.

In the 2014-2015 academic year, 88 East Carolina students were enrolled in EfM. Of these, 20 were First Year students.

CONGRATULATIONS to these 18 Class of 2015 graduates:

from the Wilmington area –Judy Bagley, Barbara Hajek, Blair Kutrow, Rene Lemons, Spencer Weig, Ellen Wells and Carol Whitehall;

from New Bern – Jerry Ocorr;

from Morehead City – Willa Dickens and Rob Roney;

from Fayetteville – Donald LaHuffman, Samuel Lloyd, Patricia Politowicz, Sybil Sasaki, and Paula Stewart, and

from the Greenville area – Alleah and John Crawford, Betty Eschenbaugh, Bitsie Harwell, and Jamie Kirby.

Well-trained Mentors are the bedrock of EfM’s ongoing success. Mentors commit to recertify their training every 12-18 months. Two Mentor training sessions were offered at Pelican House in the summer/fall of 2015. East Carolina is honored to have 18 active Mentors: the Rev Andy Atkinson, Frances Trask, Ginny Woodruff, the Rev John Frazier, Rob Richardson, Harry Gormley, Thom Wilson, Paul Keel, Jane Taylor, Rachel Pace, Nancy Keller, the Rev Jack Robertson, Ed Toone, Bates Toone, Susan Whitlow, Andrea O’Connell, Jon Yuhas and Dr Rebecca McEnally (who Mentors an Online Group). Many other EfM graduates have participated in Mentor training and are willing to recertify in order to start EfM groups. Thanks to you all!

For more information about EfM in the Diocese of East Carolina, EfM Online and EfM Mentor training, please visit our website www.eastcarolinaefm.com or contact me at piergazer@gmail.com

Respectfully submitted,
Lisa Richey
Diocesan EfM Coordinator

EPISCOPAL RELIEF AND DEVELOPMENT

As Episcopal Relief and Development’s 75th Anniversary of “helping a hurting world” draws near the end, I would like to thank all Clergy members, Parish Representatives, Church Organizations, and individual donors who participated in the celebration. So many of you gave donations, offered your precious time to spread the word, and/or offered support to make your local fund-raising campaigns successful. Without your unyielding spirit and love of God and humanity, the financial support we received would not have been possible. As a result, Province IV, which includes our Diocese, would not be ranked among the highest benefactors of the nine Provinces. Consequently your giving over the years has helped significantly in Episcopal Relief & Development’s effort to eliminate human suffering globally, in a variety of ways by using ninety percent of all its donations towards helping people in need.

Since 1940, Episcopal Relief & Development has been “healing a hurting world”. As the compassionate response of the Episcopal Church, the agency takes its mandate from Jesus’ words in Matthew 25:30-40. Episcopal Relief and Development embraces the Episcopal Church principles of compassion, dignity and generosity and helps Episcopalians answer God’s call to serve Christ in all persons--caring for the sick, feeding the homeless and welcoming the stranger. Our history has been a tradition of saving lives, assisting refugees worldwide and rebuilding communities--and lives. Additionally, Episcopal Relief and Development goals are consistent with those of Millennium Development Goals. We are grateful to the Millennium Development Goals Commit-

tee for awarding over \$17,000.00 to be used towards the Clean Water Project initiated at the 132nd Diocesan Convention.

Episcopal Relief & Development set a goal of \$7.5 million dollars to reach by the end of the 75th Anniversary. With support of Church-wide diocesan campaigns, individual donations and corporate sponsorships, it is very likely this goal will be reached, if not exceeded by the end of the year.

A completed financial report of Diocesan and 75th contributions will be forthcoming when they become available.

In closing, I want to express my humility and enjoyment for being able to represent the Diocese of East Carolina through this ministry. Additionally, I want to express my deepest gratitude for your trust and support as I look forward to our work together in the upcoming year.

I pray God's continued blessings as we continue to help this hurting world.

Prayerfully,
Dr. Thomas Warren
Coordinator
East Carolina Episcopal Relief & Development

EPISCOPAL FARMWORKER MINISTRY

2015 was a year of transitions, transformation and transportation for the Episcopal Farmworker Ministry in Newton Grove. This collaborative ministry between the Diocese of North Carolina and the Diocese of East Carolina provides essential programs, food, clothes, immigration assistance for over 10,000 farmworkers and their dependents.

2015 began with a very generous gift from the Diocese of East Carolina to repair several structural issues with the St. Martin's building. This building is rented out to a federal Head Start program and the revenue is indispensable to the sustainability of the ministry. This was a transformative time for the building, but also provided time for the Board of Directors to focus on two important transitions.

Fr. Tony Rojas concluded his work as Executive Director on December 31st. On Sunday, June 7th, Bishop Michael Curry and Bishop Rob Skirving joined the Board of Directors and Fr. Tony and his family to name the Farmworker Ministry Center in his honor. A plaque now resides at the entrance to the center to remind people of the wonderful ministry Fr. Tony faithfully shepherded for many years.

Mr. Juan Carabana served as the interim Executive Director until the Board discerned the correct path for the future. This was achieved with the creation of two directors. Silvia Cendejas, who had served as the Administrative Assistant for the ministry was employed to serve as the Director for Finance, Development and structures. Juan Carabana was engaged to serve as Director for Programs, Outreach and Sacramental Ministry. The restructuring of the staff was a major accomplishment this past year.

The board also transitioned itself, reducing the Committee system from five to two committees. One committee

now works directly with Juan Carabana and the other works directly with Silvia Cendejas providing a streamlined structure that has enabled the boards work to be more productive. This past year several new programs were established to provide water bottles, gloves, rain gear and diapers to farmworkers and their families.

As these transitions were taking place the Harvest for Hospitality Campaign concluded. Under the dedicated guidance of Patti Trainor, this campaign raised almost \$300,000 between the two dioceses. This money will be used for the ongoing programs and sustainability of the Farmworker Ministry.

At the 2015 Diocesan Convention in February it was announced that the four van used by the Farmworker Ministry were in desperate need of replacing. The hope was to replace one van a year for four years. These vans are indeed the lifeline of the farmworkers providing transportation for the camps to worship, programs, health care and other important destinations.

On January 13, 2016 we dedicated two new vans for the ministry. The money for the vans was graciously given with a grant of \$50,000 from the Diocese of Long Island and an \$18,000 from St. John's Church in Fayetteville. These two gifts were indeed a tremendous blessing and the Board is extremely grateful for their support and commitment.

The Episcopal Farmworkers Ministry ended 2015 in the best financial shape it has been in for years. Through the kindness of individuals, parishes, organizations, grants and the support of both dioceses have been able and will continue to be the face of Jesus Christ to the poorest amongst us.

Respectfully submitted
The Rev. Ron Abrams
Chair, Episcopal Farmworkers Ministry Board

HISTORIOGRAPHER'S REPORT

In January I worked on the history of our bishops for the display at Convention. During Convention I had help with set up of the exhibit from Convention Center staff; Delle Curry, Christ Church, New Bern arranged for "sitters" and Convention Center Staff took the exhibit down. I received a request from John Gruenebaum of Christ Church, New Bern for information on Rev'd Johnson. Karen Ray and John Hill, St. Thomas, Windsor, talked about having the History & Archive committee members visit.

Other February highlights include:

- February 5th: referral from Lynn Hoke, DNC, regarding St. Gabriel's 1700s. Sent 1885 information to Sarah Robinson.
- February 10th: began completing Darst history, addresses and calendars.
- February 13th: sent more information to Sarah Robinson.
- February 19th: sent Deanery information to Mary Anderson who had requested number of counties and parishes in our diocese.
- February 20th: had photos and Bishop Watson copy of consecration framed.

In March:

- Emailed Clare Baum a brief bio at her request for use with history I had written about the Episcopal Church in Hyde County.

- Worked on Bishop Darst's addresses and calendars; Tuesdays in Kinston, made list of items needed for new Archives area.
- Answered questions from Susan Block of Wilmington.
- At home, worked on Holy Cross, Aurora items: roll books and vestry meetings book.
- At office, continued work on Christ Church, Hope Mills registers.

April:

- Continued Bishop Darst's addresses and calendars.
- April 7th: Three dioceses met for 2017 celebration with Bishop Skirving.
- Worked on histories of priests and deacons for records, and finished Bishop Darst project.
- First order for Archives arrived.

May:

- Worked in Archives, putting boxes together.
- Worked more on Christ Church, Hope Mills Record of Services.
- At home, worked on records of 1883-1900.
- Sent Florence Lee information on Harriette Wagner, Wilmington.

June:

- Request from Morgan Harris, Hyde County, on St. James, Pantego/Pungo/Haslin. Emailed him information that I had. Received his book on the history of Hyde County, to be put in office at Diocese.
- Contacting folks for records about Peace Church, New Bern, particularly members who went to Havelock for Rev. Chris Carlin.

July:

- Received books of services of Peace Church. I am still in need of other records.

August:

- Worked on Bishop Watson Addresses and Calendars late 1800-1904.
- Worked on a special request from the Rev. Canon Stockard.
- Research for Patty Johnson, Nags Head, for celebration in 2016.
- Sent Holy Trinity, Fayetteville, information to Sharon Robertson.

September:

- Sent Lynn Hoke, DNC, information on black churches in our diocese.
- Continued working on Bishops of our diocese, Watson, Strange, Darst, Wright and began Elebash.
- Email welcome to Rev. Mr. Gilliam, St. Paul's, Edenton; asked if he was related to any of our earlier Gilliam priests. Nice note back saying no.

October:

- Sent Nancy Broadwell Chapter 5 of the "new book" for the new rector at Holy Trinity, Fayetteville. Suggested that Bishop Skirving take Mr. Brewster's book to him.
- Attended meeting of Tri-Diocese Committee in Gastonia to plan 2016 meeting in April.
- Continued work on Bishop Elebash addresses and calendars.
- Corresponded with Lynn Hoke, DNC, regarding missions in our diocese.
- Finished three roll books and Mrs. Magee's booklet for Holy Cross, Aurora.
- Attended Anti-racism workshop at St. Andrew's, Morehead City.

November:

-Worked on Bishop Sander's addresses and calendars. Finished these on the 20th began Bishop Daniel's. Will finish his and do Bishop Marray and Bishop Lee. The plan is to have these Bishops' Addresses/Calendars printed to be available at the Convention in 2016 for anyone interested in this history of the diocese.

-November 18th: answered email from Mark West regarding photos and histories of our Bishops, sent brief histories I wrote for St. Paul's, Beaufort and sent photos except for Bishops Lee and Skirving.

December:

I have finished all of the Addresses and Calendars of every Bishop, except Bishop Daniel, which is still in the works, along with Bishop Marray and Bishop Lee.

This month has been busy at my home church, with services by others, and myself since Fr John Calisto had emergency surgery the Wednesday before Thanksgiving and has spent the time recovering until Christmas Eve. I sang with our choir for the funeral of Mr. Claud Roberson Wheatly, Jr. last Sunday who died Christmas Eve day at age 97.5.

I wish everyone a peace-filled, blessed and happy new year.

Respectfully submitted with peace and blessings,
Mamré Marsh Wilson, Historiographer

INTERFAITH REFUGEE MINISTRY

Refugees. Who are they? Where are they from? Why are they here? How do they get here? Refugees are people. They are people who have lived through traumatic experiences of war or persecution and have survived to start a new life legally in a new country, America, that shines as a beacon of freedom and hope.

They are from many countries whose governments are repressive or who have actively persecuted those of different faiths, races, and ethnicities. Africa, Latin America, the Middle East are the major areas from which refugees flee for their lives, seeking peace and safety.

They are in eastern North Carolina because this area has been a welcoming one for 23 years with many churches, businesses and volunteers playing a vital part in saving lives and helping build new ones. Refugees are people. They work. They pay taxes. They send their children to school. They learn English. They buy houses. They buy cars. They become friends.

Throughout these years, Episcopal churches in our Diocese have played a vital role in welcoming these strangers and helping them become contributing members of their communities.

Services that IRM and churches provide include assistance with housing, clothing, food, and furnishings. IRM also enrolls adults in English classes, cultural orientation classes, and children in school. Our employment specialist finds jobs within an average of 65 days after arrival.

New Bern Statistics for 2015

- Arrivals – 167
- Nationalities – Afghanistan, Burma, Democratic Republic of Congo, Cuba, Colombia, Iraq, Somalia, Vietnam.
- Average Family size – 2.5
- Languages from Burma – Burmese, Falam Chin, Tedim Chin, Mizo Chin, Daae Chin, Matu Chin, Pwo Karen, Sgaw Karen, Arkanese, Kayah.
- Other languages – Arabic, Dari, Pashto, Spanish, French, Lingala, Somali, Vietnamese.
- Education – varies from none to university degree
- Projected arrivals for 2016 – 200
- Refugees were resettled in New Bern, Greenville, Jacksonville and Morehead City.

The Wilmington sub-office is going strong with many churches and volunteers to help them in their mission.

Wilmington statistics for 2015

- Arrivals – 97
- Nationalities – Burma, Cuba, Democratic Republic of Congo, Iraq, Colombia
- Languages – Burmese, Sgaw Karen, Chin
- Education – varies from none to university level
- Projected arrivals for 2016 – 110

For the future:

The New Bern office is hoping to partner with Craven Community College in work force development and perhaps with Pamlico Community College in Human Services.

Partnership with Craven County schools will continue with after school programs and cultural enrichment for students and meetings for parents.

Cultural Orientation classes will continue with members of the general public coming to tell their stories, as well as having visits from police officers, a lawyer, and others who make up the typical American community.

OUR FIRST TASK

Our first task in approaching another people, another culture, another religion, is to take off our shoes, for the place we are approaching is holy. Else we may find ourselves treading on men's dreams. More serious still, we may forget that God was here before our arrival. – Max Warren

For more information, please visit our web site (www.helpingrefugees.org) or Facebook pages.

Thank you for playing a vital role in this life-saving ministry.

Respectfully submitted,
Susan Husson
Executive Director
Interfaith Refugee Ministry

MILLENNIUM DEVELOPMENT GOALS (MDGs) COMMITTEE

The Millennium Development Goals (MDGs) were established in 2000 to reduce the number of people who live in extreme poverty by 2015. These eight goals were developed by the international community, including leaders from 191 countries. They have also been endorsed by development institutions and religious bodies worldwide.

The Episcopal Church formally endorsed the Millennium Development Goals at the 74th General Convention in 2003. Three years later, the Church voted to make the MDGs a mission priority at the 2006 Convention. The Church also established a budget line item of 0.7% to support the achievement of the MDGs, and has encouraged all dioceses to pledge a minimum of their budget to ministries focused on these goals.

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.

The committee's focus for 2015 was Goal 7: Ensure environmental stability

Convention delegates heard me address convention regarding the lack of clean, drinkable water in many parts of the world. Members of the MDG Committee gave out 10 gallon buckets, one for each congregation. During Lent, congregations were asked to collect coins, which at Easter would be counted and the money forwarded on to the diocese and sent to Episcopal Relief and Development. \$17,038.81 was collected from 39 congregations. Four other congregations sent their money directly to ERD, amounting for an additional \$1,875. Thank you to everyone who contributed to this meaningful project.

A focus of mission is providing funding (.7%) through the diocesan budget for MDG ministries. In 2015 we were able to fund the following projects:

\$ 500 – St. Thomas, Windsor – Backpack Program –to provide food to hungry elementary school children over the weekend in Bertie County

\$ 200	Holy Trinity, Hampstead – Gleaning Project
\$ 500	St. Mary's, Kinston, to provide educational materials for the children of Mosovi, Dominican Republic– St. Mary's has a companion relationship with Divina Graci
\$1,969.61	“Friends of Kadami” – a project to bring water to a school in Kadami, Uganda – led by Dr. Sylvester Odeke, an endocrinologist in Greenville, who is spearheading this initiative
\$1,969.61	“Charity Water” - a non-profit organization that provides clean and safe drinking water to people in developing nations
\$1,969.61	“The Water Project, Inc.” - non-profit organization unlocking human potential by providing reliable water projects to communities in sub-Saharan Africa who suffer needlessly from a lack of access to clean water and proper sanitation
\$1,969.61	“Ryan's Well Foundation” - non-profit organization located in Kemptonville, Ontario, Canada. It was founded in 2001 by Ryan Hreljac with the focus of raising funds to enable clean water projects and health-related initiatives in African nations and other developing countries.

As we conclude 2015, we also conclude the work of the Millennium Development Goals Committee. The 15 year project to end world poverty has seen many successes in our parishes, our diocese, in the Episcopal Church and throughout the world. It has brought about a greater awareness of our neighbors and worked to end world poverty.

In 2016, the Episcopal Church joins much of the world in adopting a new set of goals, The Global Goals. These goals, 17 in all, are working to achieve 3 extraordinary things in the next 15 years. End extreme poverty. Fight inequality and injustice. Fix climate change.

The committee's focus in 2016 will be Global Goal 3: Good health and well-being. In 2016 we are partnering with Mitch Lewis, a New Bern resident, artist and activist, to make KLEM shoes for children in Mozambique. Created by Korean designer Lee Jinyoung, these shoes can be created and assembled in congregations, deaneries, by youth groups, in our diocese and beyond.

In our attempt to be the heart and hands of the diocese, we strive through a hands-on effort at each convention to raise awareness and 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

PERMANENT DIACONATE

In our ancient Anglican tradition, with our historic episcopate, and love of scripture, tradition, and reason, there are four “orders”. These orders are (in prayer book sequence) laity, bishops, priests, and deacons. East Carolina's parishes are very familiar with laity, bishops, and priests, but few have experienced a deacon's ministries. We deacons would love to change that situation.

In our beloved Diocese of East Carolina, we are seeking people who are called to live the parable of the Good Samaritan to be ordained deacon. We are seeking people who are called to help those least able to help themselves, and to speak to the Church on behalf of those least able to speak for themselves. As examples of our current deacons and postulants already responding to this call this year, East Carolina's deacons and postulants provided meals and shelter for the homeless and elderly; worked with the Latino and farm worker population; worked to eliminate racism; established and facilitated support groups for those in special life circumstances; addressed aging issues; referred for health care services through agencies and clinics those who would otherwise have had no care; volunteered as Chaplains in hospitals; provided education and support groups for persons dealing with severe and persistent mental illness and their families or care-givers; served and led others as hospice volunteers; worked with at-risk young people in schools, and created a program involving an entire parish in working with a school with an at-risk population; worked throughout the diocese in developing support and programs for recovering addicts; and organized and led a recurring "Towel Ministry" project involving young people repairing the homes of people in need, among other things. All that with only fourteen active deacons. Just think what we could do if we had more deacons! And deacons have liturgical roles, too. They read the Gospel, bid the prayers, set the altar, serve the paten or chalice, and dismiss the people. And, they can preach. You ought to hear them!

This year we ordained three new deacons in June, The Rev. Rebecca Bean, The Rev. Carol Eaton, and The Rev. Lisa Kirby. Three more deacons! That increased our number by 27.2%! Wonderful! Early in 2016 we will hopefully ordain a fourth deacon, Pamela Hayes, who completed her training in December. Postulant Linda Murdock is in her second year of study, and we hope to have another Postulant beginning in January. Slowly but surely we continue to grow, and our Diaconal Training Program, now under the direction of The Rev. Katherine Mitchell, continues to prepare new deacons. Our Diaconal Training Program and our wonderful Postulants are very important, because:

Alas, we currently have only fourteen (14) active deacons (to hopefully become 15 in early 2016) in our beloved diocese. There are entire Deaneries which have NO deacons serving in them. For the benefit of our parishes and our communities, that needs to change. We need to spread the word about who deacons are and what they do. TO THAT END, Archdeacon John Gaskill as well as other deacons, have volunteered to travel to any parish in the diocese to preach or address a group of parishioners in any format desired. Any church in the diocese, regardless of how large or how small, could benefit from having a deacon assigned, because, among other things, DEACONS WORK FOR FREE. Try to top that! Talk about value added!

Though few in numbers, our deacons mean a great deal to the parishes and communities they serve within the Diocese of East Carolina. We pray that others will be inspired to discern a call to serve as a deacon, and that this apostle-ordained order may grow.

Respectfully submitted,

The Ven. Joseph M. Browne, III, Archdeacon
The Ven. John J. Gaskill, Jr., Archdeacon

PERSONNEL COMMITTEE

With the completion of a major task, the publication of a new Diocesan Personnel Manual, the committee was inactive until the fall. By that time, the committee chair, the Reverend Mimi Lacy, rector of St. Timothy's, Greenville, had left the Diocese for a new call in Virginia Beach. Mimi was largely responsible for the new Personnel Manual, having done most of the research and drafting of that document. We give hearty thanks for the blessing she was to the Diocese of East Carolina and to this Committee.

In the fall, the committee received questions and comments on the new Personnel Manual from members of the Diocesan staff. The committee met with Bishop Skirving to discuss those questions and comments on November 10th. Following that meeting, the committee, led by Mr. John Holmes of St. John's, Fayetteville, gathered information and considered necessary revisions to the new procedures and policies set forth in the Manual. We sent our responses and suggestions to Bishop Skirving on December 22.

In the coming year, the committee hopes to finish necessary revisions to the Personnel Manual and to begin drafting proposed job descriptions for the various positions in Diocesan house. Tess Judge, Cynthia Davis, Jane Martin, John Holmes and I served on the committee in 2015.

Respectfully submitted for the committee,
The Rev. Raymond F. Brown

STANDING COMMITTEE

The Standing Committee of the Diocese of East Carolina serves several purposes. The Committee serves as a Council of Advice for our Bishop. We also have the responsibility, from the national canons, to give approval or to refuse approval regarding the elections of Bishops within the national church. This year we approved the selection of the Rev. Peter Eaton as Coadjutor Bishop of the Diocese of Southeast Florida. We also approved the election of the Rev. Moises Quezada-Moto as Bishop Coadjutor of the Diocese of the Dominican Republic.

The Standing Committee is also a participant in the Ordination process. To that end Ms. Rebecca Bean, Ms. Carol Eaton and Ms. Lisa Kirby for ordination to the Vocational Diaconate. The Standing Committee also approved the ordination of Ms. Paula Griffin to the Transitional Diaconate and the Priesthood.

The Standing Committee also over-sees property issues that require indebtedness or the purchase and sale of certain properties. The following decisions were made: 1) St. Stephen's, Goldsboro requested approval for property exchanges. Tentative approval was given with the understanding the St. Stephen's would return for final approval. That has not yet occurred. Approval was given for the Board of Managers of Trinity Center to enter into an agreement with the Town of Pine Knoll Shores as to the licensing of a cell tower on the water tank leased to the town by Trinity Center. Approval was given to St. Thomas, Bath to seek a "Quit Claim" deed to sell a wedged piece of St. Thomas, Bath's property for \$1.00 to the Bath Christian Church. Approval was also given to Holy Trinity, Fayetteville to refinance their loan. Approval was given to St. Mary's, Kinston to purchase a home next to St. Mary's, Rectory to be used as a residence for an Assistant or other staff member housing. We are especially grateful for the continued advice offered to our committee by our Chancellor Ms. Joan Geizler-Ludlum.

It has been our pleasure to serve as your Standing Committee this year. We remind you that the minutes of our meetings can be found on the diocesan website.

Respectfully submitted,
The Rev. James R. Horton, President
Ms. Nancy Broadwell, Secretary
Ms. Tess Judge
The Rev. John Bonner
Ms. Jo Parrott
The Rev. Jeremiah Day

THOMPSON CHILD AND FAMILY FOCUS

Upon his admission to Thompson, Tyler exhibited extreme behaviors of verbal and physical aggression, destruction of property, inappropriate boundaries and defiance. It hasn't been easy or quick, but Tyler goes to his new "home" with a foundation of love and care provided by Mentors, Program Supervisors, Therapists, Teachers, Nurses and a host of staff across the Thompson campus. Mr. Blue provided up close support and encouragement during escalations when Tommy wasn't sure about himself or anything. But that close personal support, guidance and love has helped Tommy be more able to cope and make sense out of an often confused and frightening world. As he prepared to leave and go to his group home placement, Tyler carried a memory book around campus during his last days at Thompson getting people to sign it and wish him well. The messages of hope and encouragement will continue to lift up this young man's life during the days ahead.

I have a hunch that the memory book that Tommy carried with him those last days at Thompson will be kept real close for some time to come. Let us pray for Tommy and for all who cared for him. And let us give thanks to God for the opportunity to be a part of Tommy's life even if at a distance.

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 10 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:

- Participating in the historic annual Thanksgiving church offering.
- 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.

Thank you for joining Thompson and helping change a child's life forever! www.thompsoncff.org.

TRINITY CENTER

2015 was a very busy year for Trinity Center. We are finally nearing the end of our renovations made possible by the first critical million dollars of the Trinity and Beyond capital campaign. Over the past four years, the Trinity and Beyond campaign has allowed us to replace all of the original roofs on property. It has allowed us to build a sea wall to protect Dorm D. It has helped us replace countless air conditioning units and air handlers. It has allowed us to replace the decks of all three original housing clusters. It has allowed us to fully renovate all of our original housing; in fact, the renovation of the rooms of South cluster is underway as I write this report.

Meanwhile, a grant from Christ Church New Bern, along with help from Anna Fay Campbell, allowed us to replace all the mattresses in all four of our dorms. Support from the Episcopal Foundation helped us repair damage done to our beloved Sanders Point by Hurricane Arthur. Support from St. Philip's Southport allowed us to replace key kitchen equipment so that we could continue to offer our guests our best service. We continue to be blessed by support from around our diocese, and we remain so grateful for that support.

Trinity Center has also undergone a major transition in staffing. In September, Amanda Morris resigned her position as Head of Food Services. Amanda served in the position for several years, and she worked in Food Services for almost a decade. While we were sad to see Amanda go, we have been thrilled with the hiring of Charles Park as the new Head of Food Services. Charles is the owner of Beaufort Grocery and has many years of experience in the restaurant industry. He has most recently served as Food Services Director for Aramark at Camps Seagull and Seafarer. We are very lucky to have him onboard at Trinity Center, and he is already making his mark in Food Services. Trinity Center staff members are responding positively to his leadership, and guests are responding just as positively to the meals being served in our dining rooms.

In addition, I must note that I underwent emergency quadruple bypass surgery in early September 2015. This surgery was unexpected and kept me away from Trinity Center for two full months of recovery. During my extended absence, Chief Financial Officer Stephanie Rudolph and Assistant Director Mary Beth Bradberry served quite admirably in my stead. They worked together as a team to solve problems and earned the respect and trust of the Trinity Center staff in the process. I will be forever grateful for their leadership.

I am heartened by all these transitions, for I believe they show that Trinity Center is adapting to the changing times. I believe that Bishop Skirving is bringing energy and vitality to the Diocese of East Carolina, and I

believe that his support of Trinity Center is helping the diocese see us with fresh eyes. As he travels the diocese and visits various parishes and diocesan institutions, I know that he speaks of Trinity Center and the many ways we can be used by our own parent diocese. I am hopeful that his positive energy and 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

2015 has been a year of broadening and deepening in both Youth and Campus Ministries. We are still seeking ways in which we can be more engaged in ministry with Young Adults in a more formal way.

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 2015-2016

Members:

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

The East Carolina Youth Council has grown this year to include 13 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 four times a year and all members participate in an annual planning meeting in August and in Diocesan Convention in February.

Provincial and Episcopal Church Involvement

2 young people and 2 adults participated in the annual Province IV Youth Leadership Network Conference at The Lutheran Retreat Center in the Episcopal Church in South Carolina December 3-6 2015. 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 pilgrimage through the city of Charleston learning more about its impact

Participant at PYE 2015

Elizabeth Scott - Upper Cape Fear Deanery

The Province IV High School Short Term Mission Traveled to Quito, Ecuador on for a second trip. This group continued work with Buen Pastor and the Episcopal Church. The group did both construction and helped facilitate a Vacation Bible School.

PYEMS (Provincial Youth Event for Middle Schoolers)

Was postponed from 2015 to 2016.

Emily Gowdy Canady is serving as a Co-Coordinator of this event.

Diocesan Events

Mission on Convention

In its fourth year the ECYC chose to focus on Mark of Mission #5 from the 5 Marks of Mission. In that focus the members of the ECYC developed a program about environmental stewardship. The program included a speaker from the Neuse River Keepers in New Bern. The group went on a field trip to Union Point Park where the Trent and Neuse Rivers converge to learn more about River ecology.

The event is for 6th – 12th graders and began on the Friday night of Annual Diocesan Convention and ended 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. Jamie Mills served as the event Musician.

New Beginnings #50

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

This year we hosted the Diocese of East Tennessee who brought a team of young people and adults to go through the weekend in hopes of taking New Beginnings back to their Diocese. It is the hope that we will send a group of team members to the Diocese of East Tennessee to help them with their first New Beginnings sometime in 2016. The event drew over 50 young people and adult leaders from all five deaneries to Trinity Center, March 20-22 at Trinity Center.

Youth Leadership Team for New Beginnings #50

Wood Mordecai, St. Paul's Edenton served as the Shepherd.

Elizabeth Scott, Holy Trinity Fayetteville served as the Archdeacon.

Amanda Taheri, Holy Trinity Fayetteville served as the Guide.
 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.
 Alex Haralson, Diocese of East Tennessee served as Musician

Happening #65 & #66

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 #65 was February 27 – March 1 and Happening #66 was October 16-18.

Youth Leadership Team for Happening #63

Dowling King – Rector, St. James, Wilmington
 Clark Dozier– Head Gopher, St. James, Wilmington
 Cody Rieman - Chaplain, St. Andrew's-on-the-Sound, Wilmington

Youth Leadership Team for Happening #64

Cecelia Beard – Rector, St. James, Wilmington
 Libba Zimmerman – Head Gopher, Covenant Presbyterian, Wilmington

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

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

The Rev. Jay Sidebotham, St. James Wilmington -Spiritual Director

Hinton Carter - Music Team Leader for #65

Molly Carter and Rachel Gore - Music Team Leaders for #66

Annie Barnes and Ashley Simpson - Celebration Team Coordinators #65

Ashley Simpson and Cody Rieman – Celebration Team Coordinators #66

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

Happening #65 – Carteret County Animal Shelter

Happening #66 – Trinity Center Scholarship Fund

yOUTHREACH 2015

In its fifth year, yOUTHREACH is for young people in grades 6-12 to focus on an outreach ministry opportunity inside the Diocese of East Carolina. In 2015, yOUTHREACH worked with the Special Olympics of Cumberland County. The 40+ young people and adults gathered at Holy Trinity Fayetteville for some community building and worship. Then the whole group headed to the local field to put on cookie decorating social for the Special Olympic Athletes and their buddies. The young people had a chance to meet and visit with the athletes and their families. In addition, Jeremy Mincey, the Special Olympics Program Director for Cumberland County Parks and Recreation along with Daryl Wilson, a Special Olympics Athlete spoke to the group about how to become more involved in their local communities.

yOUTHREACH was hosted by Holy Trinity, Fayetteville

The Rev. Jeff Thornburg, Holy Trinity Fayetteville served as Chaplain

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 Episco-Heroes: Striving for Justice, Freedom and Peace. The young people engaged in a program talked about how the Baptismal Covenant calls us to talk about privilege and exclusion and equips us to make a difference when we see people being treated unjustly.

Ashley Simpson of Christ Church, New Bern served as a Co-Coordinator
Hannah Hutchens of St. Timothy's, Greenville served as a Co-Coordinator
The Very Rev. John Pollock served as Chaplain
Amanda Buffa from Christ Church, New Bern served as Musician

Fall Conference, New Beginnings and Happening would not be possible without the continued support, guidance and work of Mary Beth Bradberry, the Camp Trinity Director. She is 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 is 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.

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. She also maintains an office at Our Redeemer Lutheran.

Highlights from this year include:

- An Evening with Bishop Skirving
- Making blankets for Hospice with the Women of Our Redeemer Lutheran Church
- Cross Campus Ministry Retreat in April with UNCW and UNCP
- A Discussion on Racism led by The Rev. Gordon Myers
- Interdenominational Retreat (Presbyterians, Methodists, Baptists and ELCM) - Diverse and One in Christ
- Annual Thanksgiving Dinner for residents of University Towers

Lower Cape Fear Deanery

Adam Pierce transitioned out of his position as Campus Minister in July and into seminary at Virginia Theological Seminary.

In October the Advisory Council extended a call to Mrs. Alfreda Gee to serve as the Campus Minister for the Wilmington area. Prior to this Mrs. Gee was a counselor with the New Hanover County Health Department working with young adults. She has been a member of Church of the Servant in Wilmington for over 30 years.

Highlights from this year include:

- Lenten Labyrinth program at Church of the Servant
- Cross Campus Ministry Retreat in April at the Outerbanks with ECU and UNCP
- Monthly Eucharist celebrated by local clergy
- Interfaith Thanksgiving Celebration with the Catholic and Greek Orthodox Campus Ministries
- Program on Saints, Gifts and Talents

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 are looking to expand the group to include some other parishes in the Wilmington area.

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 the group. The Rev. Gene Wayman of Trinity Lumberton also provides support for the ministry as well.

The Advisory Council for ELM at UNCP meets quarterly or more often as needed and determined by the students.

Highlights from this year include:

- Cross Campus Ministry Retreat in April with the other Diocesan Campus Ministries
- Confirmation of Amanda Mosley by Bishop Skirving
- Coffee & Compline
- Trash Your Insecurities
- Volunteering at the Episcopal Farmworker Festival

Young Adult Ministry

The Program Officer attended the Kindling Conference in conjunction with General Convention of the Episcopal Church in July. At Kindling the Program Officer was able to network and also learn more about how Young Adult Ministry is growing and changing in the Episcopal Church.

The Program Officer also participated in a United Thank Offering Webinar specifically to help Young Adults in the Diocese identify ministry projects and initiatives that the UTO might be willing to help fund through grants.

Respectfully submitted,

Emily Gowdy Canady

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

**Foundation of the Episcopal Diocese of East Carolina
2015 Fund Report
February 4, 2016**

The Foundation ended the year 2015 with total assets in its portfolio of \$ 11,376,229 broken down as follows:

Designated Funds	\$ 4,051,588
Church and Other Beneficiary Funds	6,030,776
Undesignated Funds	<u>1,293,865</u>
	\$ 11,376,229

The Foundation awarded grants from its undesignated funds to various churches, missions, and Trinity Center in 2015 totaling \$ 62,522 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	<u>5,000</u>
	\$ 62,522

The Foundation has approved grants totaling \$ 66,839 for 2016 as follows.

Church of the Good Shepherd, Wilmington	\$ 10,000
St. Andrew's, Morehead City	5,199
Trinity Center	12,240
St. Paul's in the Pines, Fayetteville	20,000
St. Joseph's, Fayetteville	6,000
Episcopal Farmworker Ministry	8,400
Common Ground of Eastern NC (St. Mary's Kinston)	<u>5,000</u>
	\$ 66,839

The Foundation approved \$ 198,377 from its designated funds to supplement various programs and expenses in the 2015 Diocesan budget and of this amount \$ 194,711 was used. The Foundation has approved \$ 210,377 for support of the 2016 Diocesan budget.

During 2015 three new church funds were established for Holy Trinity Episcopal Church, Hampstead; Trustees of the Diocese of East Carolina; and the Huber Fund for St. Paul's Episcopal Church, Greenville.

**FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA
2015 FUND REPORT**

<u>DESIGNATED FUNDS</u>	12/31/2015 Balance
<u>George Jeffreys Memorial Fund</u> Designated for maintenance and improvements at Trinity Center	\$ 330,052
<u>Bishop Wright Fund</u> No specific restriction-per convention journals	9,836
<u>Price N Poe Memorial Fund</u> Designated for building and rebuilding church buildings in Diocese and for training men and women for Christian work	316,242
<u>R.A. Williams Fund</u> Designated for education of Episcopal ministers	47,360
<u>Mary Smith Fund</u> Designated for theological education	23,012
<u>Bishop Strange Fund</u> Designated for missionary work in the Diocese	8,466
<u>Anne Shepard Graham Building Fund</u> Designated for capital improvements of missions, camps, conference centers, schools and other properties operated by Diocese	141,938
<u>Priest Education Fund</u> Designated for domestic continuing education for clergy	55,209
<u>Louis Alston Fund</u> Designated for theological education, religious work among college students and to supplement salaries for lower paid clergy	2,311,161
<u>Therapeutic Support Fund</u> Designated for therapeutic support of clergy	69,476
<u>S. Williams Family Fund</u> Designated for charitable causes with priority to programs providing food clothing or shelter to those in need.	96,700
<u>Clergy Foreign Travel Fund</u> Designated for clergy foreign travel	95,347
<u>Smithson Fund</u> Designated for Trinity Center	310,490
<u>Youth and Young Adult</u> Designated for youth, young adult and campus ministries	24,534
<u>Trinity and Beyond Capital Campaign Endowment</u> General endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center maintenance and improvements	45,525
<u>Seale Trinity Center Permanent Maintenance Endowment</u> Separately named endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center	133,335
<u>Willie S. Grimes Fund</u> Designated for use by Bishop to provide for those in need	32,905
TOTAL DESIGNATED FUNDS	<u><u>\$ 4,051,588</u></u>

FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA
2015 FUND REPORT

<u>OTHER BENEFICIARY FUNDS</u>	<u>12/31/2015 Balance</u>
<u>FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:</u>	
St. Thomas Episcopal Church, Windsor	\$ 59,489
St. Thomas Episcopal Church (Memorial), Windsor	47,365
St. Thomas Episcopal Church, Windsor	14,126
St. Francis By-The-Sea (R Seale Match), Salter Path	53,074
St. Francis By-The-Sea (N Seale Match), Salter Path	41,667
St. Francis By-The-Sea Episcopal Church, Salter Path	105,862
Grace Episcopal Church, Plymouth	121,798
St. Thomas Episcopal Church, Ahoskie	288,242
Trinity Episcopal Church (Endowment), Lumberton	134,415
Trinity Episcopal Church, Lumberton	167,738
St. Thomas Episcopal Church, Bath	234,694
St. Paul's Episcopal Church, Greenville	271,031
St. Paul's Episcopal Church (Huber Fund), Greenville	230,031
St. James The Fisherman, Shallotte	142,116
Church of the Servant, Wilmington	136,050
St. Luke's/St. Anne's Episcopal Church, Roper	44,835
St. John's Episcopal Church, Fayetteville	675,589
Holy Trinity Episcopal Church (Endowment), Fayetteville	663,612
Holy Trinity Episcopal Church (Perpetual Garden Fund), Fayetteville	764
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	14,277
Holy Trinity Episcopal Church (Melissa Gardner Fund), Fayetteville	21,826
Holy Trinity Episcopal Church (White Bequest Fund), Fayetteville	11,292
Holy Trinity Episcopal Church, Hertford	424,084
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	416,332
Trustees of Diocese of East Carolina	521,992
Holy Trinity Episcopal Church, Hampstead	59,649
Trinity Center Endowment Fund, Trinity Center	135,970
Trinity Center Bishop's Chapel, Trinity Center	23,654
	<u>5,061,574</u>
<u>FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:</u>	
Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	39,455
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	255,837
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	24,476
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	71,083
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	18,333
Edward Forbes Fund-annual income to Christ Church, New Bern and Diocese	160,607
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	399,411
	<u>969,202</u>
TOTAL OTHER BENEFICIARY FUNDS	<u><u>\$ 6,030,776</u></u>

**FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA
2015 FUND REPORT**

UNDESIGNATED FUND

**12/31/2015
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
 Gift from Ray Tait

TOTAL UNDESIGNATED FUNDS

\$ 1,293,865

FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA
2015 FUND REPORT

<u>DESIGNATED FUND</u>	2015 <u>BUDGET</u>	2015 <u>ACTUAL</u>	2016 <u>BUDGET</u>
George Jeffreys Memorial Fund	16,123	16,123	17,007
Bishop Wright Fund	447	447	490
Price N Poe Memorial Fund	15,345	15,345	16,357
RA Williams Fund	2,372	2,372	2,504
Mary Smith Fund	1,095	1,095	1,181
Bishop Strange Fund	371	371	411
Graham Building Fund	7,100	7,100	7,522
Priest Education Fund	2,688	2,688	2,889
Louis Alston Fund	114,961	114,961	121,924
Therapeutic Support Fund	3,068	2,500	3,360
S Williams Family Fund	4,708	4,708	5,013
Clergy Travel Fund	4,298	1,200	4,695
Smithson Fund	15,295	15,295	16,158
Youth/Young Adult	1,176	1,176	1,271
Willie Grimes	1,533	1,533	1,660
Seale Trinity Center Permanent Maintenance Endowment	6,000	6,000	6,242
Trinity and Beyond Capital Campaign Endowment	<u>1,797</u>	<u>1,797</u>	<u>2,093</u>
	198,377	194,711	210,777

**Episcopal Diocese of East Carolina
Balance Sheet
General Fund
December 2015**

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Accounts

Assets		
Current Assets		
Checking/Savings		
1-1011-00 - BB&T Business Money Market	\$213,868.80	
1-1013-00 - BB&T Diocesan Travel Account	\$1,311.54	
1-1040-00 - Little Bank General Checking	\$105,659.59	
1-1040-02 - Little Bank Money Market Acct.	\$101,472.72	
1-1040-03 - First Citizens Money Market Acct.	\$249,110.92	
1-1040-10 - PNC Checking Account	\$100.00	
1-1040-11 - PNC Money Market	\$129,959.91	
Total Checking/Savings	\$801,483.48	
Petty Cash		
1-1030-00 - General Petty Cash	\$106.00	
Total Petty Cash	\$106.00	
Accounts Receivable		
1-1120-00 - A/R Insurance Premiums	\$231.00	
1-1130-00 - A/R Expense Reimbursements	\$33.00	
1-1144-00 - Advances for Foundation	\$36,975.75	
1-1145-00 - Advances for Trustees	\$18,282.63	
1-1155-00 - Sales Tax Receivable	\$2,368.37	
Total Accounts Receivable	\$57,890.75	
Other Current Assets		
1-1210-00 - Prepaid Expenses	\$9,097.13	
Total Other Current Assets	\$9,097.13	
Total Current Assets		\$868,577.36
Foundation Investments		
1-4000-00 - Walker Fund (for Bishop Disc Fund)	\$416,332.31	
Total Foundation Investments		\$416,332.31
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	(\$546,539.39)	
Total Fixed Assets		\$525,272.75
Total Assets		\$1,810,182.42
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Current Liabilities		
Accounts Payable		
1-2010-00 - Outstanding Invoices	\$13,975.54	
Total Accounts Payable	\$13,975.54	
Advance Deposits		
1-2210-00 - Advance Conference Deposits	\$2,493.76	
Total Advance Deposits	\$2,493.76	
Total Current Liabilities		\$16,469.30
Total Liabilities		\$16,469.30
Fund Principal		
1-3008-00 - Fixed Asset Fund Balance	\$525,272.75	
1-3010-00 - General Fund Balance Beg Year	\$422,466.04	
Excess Cash Received	\$76,786.92	
Total Fund Principal and Excess Cash Received		\$1,024,525.71
Restricted Funds		

Episcopal Diocese of East Carolina
Balance Sheet
General Fund
December 2015

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Accounts

Total Temporarily Restricted	\$769,187.41	
Total Permanently Restricted	<u>\$0.00</u>	<u>\$769,187.41</u>
Total Restricted Funds		\$769,187.41
Total Liabilities, Fund Principal, & Restricted Funds		<u>\$1,810,182.42</u>
***** Out of Balance *****		\$0.00

**Episcopal Diocese of East Carolina
2015 Treasurer's Report
Fund: General Fund
January to December 2015**

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
Revenues			
Pledges			
1-4010-00 - Annual Parish Pledges	\$1,182,279.94	\$1,210,000.00	\$27,720.06
1-4013-00 - Prior Year Pledges	\$15,328.30	\$15,833.00	\$504.70
1-4014-00 - Individual Operating Gifts	\$3,550.00	\$0.00	(\$3,550.00)
Total Pledges	\$1,201,158.24	\$1,225,833.00	\$24,674.76
Other Income			
1-4119-00 - Other Operating Income	\$337.00	\$0.00	(\$337.00)
Total Other Income	\$337.00	\$0.00	(\$337.00)
Earnings on Investments			
1-4210-00 - Interest Income	\$718.66	\$0.00	(\$718.66)
Total Earnings on Investments	\$718.66	\$0.00	(\$718.66)
Total Revenues	\$1,202,213.90	\$1,225,833.00	\$23,619.10
Expenses			
The Episcopate			
Episcopate Personnel Expenses			
1-5001-00 - Bishops Salary, Housing, SECA	\$163,843.54	\$162,767.00	(\$1,076.54)
1-5002-01 - Executive Assistant to the Bishop	\$45,616.70	\$44,967.00	(\$649.70)
1-5002-02 - Administrative Assistant	\$26,163.53	\$24,451.00	(\$1,712.53)
1-5003-01 - Bishop Health/Life	\$18,229.96	\$18,002.00	(\$227.96)
1-5003-02 - Bishop Pension	\$29,491.89	\$29,298.00	(\$193.89)
1-5003-07 - Episcopate Staff Health/Life	\$28,477.14	\$26,773.00	(\$1,704.14)
1-5003-08 - Episcopate Staff Pension	\$6,408.20	\$6,248.00	(\$160.20)
1-5004-00 - Episcopate Staff Payroll Taxes	\$5,111.94	\$5,310.00	\$198.06
Total Episcopate Personnel Expenses	\$323,342.90	\$317,816.00	(\$5,526.90)
Episcopate Operational Expense			
1-5010-00 - Bishop's Automobile	\$4,571.32	\$10,000.00	\$5,428.68
1-5011-00 - Bishop Travel	\$13,500.42	\$25,700.00	\$12,199.58
1-5011-02 - Bishop Con Ed	\$1,282.76	\$3,000.00	\$1,717.24
1-5011-03 - Episcopate Staff Travel	\$86.83	\$450.00	\$363.17
1-5012-00 - Bishop Sabbatical Fund Transfer	\$2,000.00	\$2,000.00	\$0.00
1-5012-02 - Episcopate Staff Con Ed.	\$4,072.78	\$3,860.00	(\$212.78)
1-5012-03 - Epis Staff Cont Ed Found Funding	(\$3,860.00)	(\$3,860.00)	\$0.00
1-5013-00 - Bishop Supplies	\$475.36	\$450.00	(\$25.36)
1-5013-02 - Episcopate Staff Supplies	\$1,920.63	\$2,230.00	\$309.37
1-5014-00 - Bishop Cell Phone	\$1,007.60	\$1,100.00	\$92.40
1-5060-00 - Chancellor Expenses	\$6,852.24	\$7,000.00	\$147.76
1-5099-06 - Future Transition Funding	\$10,000.00	\$10,000.00	\$0.00
Total Episcopate Operational Expense	\$41,909.94	\$61,930.00	\$20,020.06
Total The Episcopate	\$365,252.84	\$379,746.00	\$14,493.16
Diocesan Administration			
Admin Personnel Expenses			
1-5101-02 - Diocesan Administrator	\$52,196.66	\$51,547.00	(\$649.66)
1-5102-01 - Administrative Asst/Receptionist	\$23,474.41	\$22,526.00	(\$948.41)
1-5102-02 - Communications Coordinator	\$25,811.40	\$24,782.00	(\$1,029.40)
1-5102-03 - Sexton	\$4,717.75	\$5,000.00	\$282.25
1-5103-02 - Administrative Staff-Health/Life	\$40,042.38	\$42,087.00	\$2,044.62
1-5103-03 - Administrative Staff-Retirement	\$9,506.06	\$9,347.00	(\$159.06)
1-5104-00 - Administrative Staff Payroll Taxes	\$7,472.60	\$7,945.00	\$472.40
Total Admin Personnel Expenses	\$163,221.26	\$163,234.00	\$12.74
Admin Operational Expenses			
1-5110-00 - Administrative Travel	\$143.76	\$450.00	\$306.24

**Episcopal Diocese of East Carolina
2015 Treasurer's Report
Fund: General Fund
January to December 2015**

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5111-00 - Administrative Con Ed.	\$2,572.73	\$4,859.00	\$2,286.27
1-5111-01 - Admin Conf & Train Foundation Fund	(\$2,572.73)	(\$4,859.00)	(\$2,286.27)
1-5112-00 - Audit & Professional Fees	\$10,650.00	\$12,000.00	\$1,350.00
1-5113-00 - Insurance	\$14,892.00	\$17,000.00	\$2,108.00
1-5114-00 - Office Supplies	\$6,808.63	\$8,500.00	\$1,691.37
1-5116-00 - Journal Production and Mailing	\$340.46	\$1,200.00	\$859.54
1-5117-00 - Postage and Shipping	\$7,632.11	\$8,200.00	\$567.89
1-5118-00 - Office Equipment-Leases	\$16,549.08	\$16,500.00	(\$49.08)
1-5119-00 - Computer Expenses	\$10,245.81	\$12,000.00	\$1,754.19
1-5120-00 - Dues & Publications	\$1,293.46	\$1,500.00	\$206.54
1-5121-00 - Telephone/Internet	\$5,813.40	\$6,000.00	\$186.60
1-5122-00 - Utilities	\$11,500.43	\$13,500.00	\$1,999.57
1-5123-00 - Building Maintenance	\$10,044.47	\$12,000.00	\$1,955.53
1-5123-02 - Building Renovation Fund Transfer	\$7,547.00	\$7,547.00	\$0.00
1-5123-04 - Building Renovation Found Support	(\$7,547.00)	(\$7,547.00)	\$0.00
1-5124-00 - Yard Maintenance	\$5,172.24	\$5,700.00	\$527.76
1-5125-00 - Contract Services	\$599.50	\$10,000.00	\$9,400.50
1-5125-01 - Volunteer Treasurer Travel	\$0.00	\$1,500.00	\$1,500.00
1-5126-00 - Bank Charges & Fees	\$356.91	\$500.00	\$143.09
Total Admin Operational Expenses	\$102,042.26	\$126,550.00	\$24,507.74
Total Diocesan Administration	\$265,263.52	\$289,784.00	\$24,520.48
Office of the Canon to the Ord			
Personnel Expenses			
1-5201-00 - Canon to Ordinary Salary/Housing	\$109,165.70	\$108,516.00	(\$649.70)
1-5203-01 - Canon to Ordinary-Health/Life	\$17,057.12	\$17,079.00	\$21.88
1-5203-02 - Canon to Ordinary-Pension	\$19,649.05	\$19,533.00	(\$116.05)
Total Personnel Expenses	\$145,871.87	\$145,128.00	(\$743.87)
Operational Expense			
1-5210-00 - Canons Automobile	\$5,137.87	\$7,000.00	\$1,862.13
1-5211-00 - Congregational Travel	\$1,120.63	\$5,000.00	\$3,879.37
1-5212-00 - Congregational Con Ed.	\$2,393.12	\$4,225.00	\$1,831.88
1-5212-01 - Cong Conf & Train Found Funding	(\$2,393.12)	(\$4,225.00)	(\$1,831.88)
1-5213-00 - Congregational Supplies	\$2,782.07	\$3,850.00	\$1,067.93
1-5214-00 - Congregational Cell Phone	\$784.83	\$800.00	\$15.17
Total Operational Expense	\$9,825.40	\$16,650.00	\$6,824.60
Total Office of the Canon to the Ord	\$155,697.27	\$161,778.00	\$6,080.73
Office of Spanish Ministry			
Personnel			
1-5216-00 - Missioner-Spanish Spk Cong. Sal/Hou	\$36,000.00	\$36,000.00	\$0.00
1-5216-01 - Missioner Insurance	\$9,384.00	\$9,000.00	(\$384.00)
1-5216-02 - Missioner Travel	\$4,038.80	\$5,000.00	\$961.20
1-5216-98 - Existing Restricted Funds	(\$15,000.00)	(\$30,000.00)	(\$15,000.00)
1-5216-99 - Spanish Cong. Support for Missioner	(\$13,400.00)	(\$10,000.00)	\$3,400.00
Total Personnel	\$21,022.80	\$10,000.00	(\$11,022.80)
Total Office of Spanish Ministry	\$21,022.80	\$10,000.00	(\$11,022.80)
Diocesan Programs			
1-5220-00 - Transition Ministry	\$4,112.02	\$4,000.00	(\$112.02)
1-5220-01 - Transition Min Foundation Funding	(\$2,500.00)	(\$2,500.00)	\$0.00
1-5221-00 - Communications Ministry	\$1,463.23	\$3,000.00	\$1,536.77
1-5223-00 - Education for Ministry	\$2,662.75	\$2,800.00	\$137.25
1-5223-01 - EFM Foundation Funding	(\$2,662.75)	(\$2,800.00)	(\$137.25)
1-5224-00 - Deacon Formation/Education	\$17,338.45	\$12,000.00	(\$5,338.45)
1-5224-01 - Deacon Foundation Funding	(\$13,468.15)	(\$9,350.00)	\$4,118.15

**Episcopal Diocese of East Carolina
2015 Treasurer's Report
Fund: General Fund
January to December 2015**

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5224-02 - Deacon Trustee Funding	(\$2,651.52)	(\$2,650.00)	\$1.52
1-5225-00 - Seminarians Education/Support	\$59,954.31	\$51,800.00	(\$8,154.31)
1-5225-01 - Seminarians Foundation Funding	(\$18,000.00)	(\$18,000.00)	\$0.00
1-5225-02 - Seminarians Trustee Funding	(\$41,954.31)	(\$33,800.00)	\$8,154.31
1-5226-00 - Clergy Domestic Education	\$2,100.00	\$2,688.00	\$588.00
1-5226-01 - Clergy Dom Ed Foundation Funding	(\$2,100.00)	(\$2,688.00)	(\$588.00)
1-5227-00 - Clergy Foreign Travel	\$1,200.00	\$4,298.00	\$3,098.00
1-5227-01 - Clergy Foreign Travel Found Funding	(\$1,200.00)	(\$4,298.00)	(\$3,098.00)
1-5228-00 - Retired Clergy Liaison	\$65.04	\$200.00	\$134.96
1-5230-00 - Stewardship Committee	\$1,000.00	\$1,000.00	\$0.00
1-5235-00 - Clergy Conference	\$14,253.58	\$15,500.00	\$1,246.42
1-5235-01 - Clergy Conf. Participant payments	(\$4,850.00)	\$0.00	\$4,850.00
1-5235-02 - Clergy Conference Foundation Fundin	(\$2,989.00)	(\$2,401.00)	\$588.00
1-5237-00 - Retired Clergy Conference	\$0.00	\$3,000.00	\$3,000.00
1-5238-00 - Parish Leadership Training	\$0.00	\$3,000.00	\$3,000.00
1-5239-00 - Small Church Conference	\$8,949.35	\$10,000.00	\$1,050.65
1-5240-00 - Diocesan Sponsored Min Dev & Train	\$2,875.87	\$6,800.00	\$3,924.13
1-5242-00 - Diocesan Committee Hospitality	\$556.29	\$1,300.00	\$743.71
Total Diocesan Programs	\$24,155.16	\$42,899.00	\$18,743.84
Youth and Young Adult Ministry			
Youth & Young Adult Personnel			
1-5301-00 - Youth Director Salary	\$42,411.74	\$41,762.00	(\$649.74)
1-5303-01 - Youth Staff Insurance/Life	\$1,108.30	\$1,142.00	\$33.70
1-5303-02 - Youth Staff Retirement	\$3,213.23	\$3,759.00	\$545.77
1-5304-00 - Youth Staff Payroll Taxes	\$3,250.47	\$3,195.00	(\$55.47)
Total Youth & Young Adult Personnel	\$49,983.74	\$49,858.00	(\$125.74)
Youth Operational Expenses			
1-5310-00 - Youth Staff Travel	\$2,649.57	\$3,950.00	\$1,300.43
1-5311-00 - Youth Staff Con Ed.	\$881.70	\$1,200.00	\$318.30
1-5312-00 - Youth Staff Supplies	\$694.80	\$775.00	\$80.20
1-5313-00 - Youth Staff Cell Phone	\$1,030.73	\$1,150.00	\$119.27
Total Youth Operational Expenses	\$5,256.80	\$7,075.00	\$1,818.20
Youth & Young Adult Programs			
1-5350-00 - Youth Program Funds	\$70,223.78	\$98,075.00	\$27,851.22
1-5350-03 - Youth Participant Fees	(\$40,244.77)	(\$52,975.00)	(\$12,730.23)
1-5350-04 - Youth Program Scholarships	\$2,220.25	\$6,000.00	\$3,779.75
1-5351-00 - Campus Ministry Program Funds	\$11.89	\$0.00	(\$11.89)
1-5351-01 - Campus Ministry Prog.Fds-Greenville	\$4,049.81	\$6,800.00	\$2,750.19
1-5351-02 - Campus Ministry Prog.Fds-Wilmington	\$3,850.75	\$4,250.00	\$399.25
1-5351-03 - Campus MInistry Prog.-Pembroke	\$3,893.29	\$4,100.00	\$206.71
1-5352-00 - Campus Ministry Salary-Greenville	\$14,400.00	\$14,400.00	\$0.00
1-5352-01 - Campus Ministry Salary-Wilmington	\$11,725.00	\$15,000.00	\$3,275.00
1-5353-00 - Campus Ministry Payroll Taxes	\$1,998.58	\$2,250.00	\$251.42
1-5357-00 - Diocesan College/Young Adult Prog	\$2,412.56	\$3,250.00	\$837.44
1-5359-01 - College/Young Adult Foundation Fund	(\$20,184.73)	(\$25,176.00)	(\$4,991.27)
1-5359-04 - LEHTO Grant	(\$38,502.96)	(\$45,225.00)	(\$6,722.04)
1-5359-05 - DFMS Grant	(\$1,700.00)	(\$1,700.00)	\$0.00
1-5359-06 - Lutheran Synod Support	(\$2,400.00)	(\$2,400.00)	\$0.00
1-5512-00 - Christian Formation Education	\$765.52	\$8,000.00	\$7,234.48
1-5512-01 - Christan Form Ed Foundation Funding	(\$765.52)	(\$1,000.00)	(\$234.48)
Total Youth & Young Adult Programs	\$11,753.45	\$33,649.00	\$21,895.55
Total Youth and Young Adult Ministry	\$66,993.99	\$90,582.00	\$23,588.01
Canon Required Commissions			

**Episcopal Diocese of East Carolina
2015 Treasurer's Report
Fund: General Fund
January to December 2015**

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5501-00 - Executive Council	\$922.97	\$500.00	(\$422.97)
1-5502-00 - Standing Committee	\$150.60	\$700.00	\$549.40
1-5503-00 - Commission on Ministry	\$3,427.99	\$4,500.00	\$1,072.01
1-5503-01 - COM Foundation Funding	(\$2,500.00)	(\$2,500.00)	\$0.00
1-5504-00 - Archives/Historian	\$1,961.30	\$6,660.00	\$4,698.70
1-5504-01 - Archives/Historian Found Funding	(\$470.00)	(\$470.00)	\$0.00
1-5505-00 - Diocesan Convention	\$38,659.28	\$41,684.00	\$3,024.72
1-5505-01 - Convention Participant Payments	(\$45,135.00)	(\$48,315.00)	(\$3,180.00)
1-5506-00 - General Convention	\$45,364.15	\$47,239.00	\$1,874.85
1-5506-01 - General Convention Fund Transfer	(\$42,500.00)	(\$42,500.00)	\$0.00
1-5507-00 - Synod Meeting	\$2,452.00	\$2,500.00	\$48.00
1-5509-00 - Anti-Racism Training	\$2,112.49	\$2,000.00	(\$112.49)
1-5509-01 - Anti-Racism Foundation Funding	(\$500.00)	(\$500.00)	\$0.00
1-5510-00 - Ecumenical Relations	\$2,750.00	\$2,750.00	\$0.00
1-5511-00 - Liturgical: Music Conference	\$39,416.64	\$35,000.00	(\$4,416.64)
1-5511-01 - Liturgical: Music Conf. Partpnt Fee	(\$42,376.36)	(\$32,500.00)	\$9,876.36
1-5511-02 - Liturgical:Acolyte Festival	\$0.00	\$1,000.00	\$1,000.00
1-5511-03 - Liturgical Commission	\$262.47	\$200.00	(\$62.47)
1-5513-00 - Disciplinary Board	\$0.00	\$1,000.00	\$1,000.00
Total Canon Required Commissions	\$3,998.53	\$18,948.00	\$14,949.47
Other Diocesan Ministries			
1-5801-00 - Trinity Center	\$69,215.00	\$69,215.00	\$0.00
1-5801-01 - Trinity Center Foundation Funding	(\$39,215.00)	(\$39,215.00)	\$0.00
1-5802-00 - CSM - Epis. Farmworker Min.	\$33,000.00	\$33,000.00	\$0.00
1-5802-01 - CSM -Interfaith Refugee Min.	\$5,000.00	\$5,000.00	\$0.00
1-5802-02 - CSM - HIV/AIDS Prov. IV Rep	\$1,177.45	\$1,600.00	\$422.55
1-5802-99 - CSM Foundation Funding	(\$38,000.00)	(\$29,887.00)	\$8,113.00
1-5803-00 - Millennium Development Goals	\$9,139.00	\$9,139.00	\$0.00
1-5804-00 - Companion Diocese Program	\$0.00	\$2,750.00	\$2,750.00
1-5804-01 - Companion Diocese Found Funding	\$0.00	(\$2,750.00)	(\$2,750.00)
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	\$178,716.00	\$178,716.00	\$0.00
1-5811-00 - Province IV Assessment	\$4,028.00	\$4,028.00	\$0.00
1-5813-00 - Bishop's Relief Fund	\$2,500.00	\$3,068.00	\$568.00
1-5813-01 - Bishop's Relief Foundation Funding	(\$2,500.00)	(\$3,068.00)	(\$568.00)
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	\$0.00	\$500.00	\$500.00
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)	\$1,533.00	\$1,533.00	\$0.00
1-5853-01 - Thompson Foundation Support	(\$1,533.00)	(\$1,533.00)	\$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	\$223,060.45	\$232,096.00	\$9,035.55
Total Expenses	\$1,125,444.56	\$1,225,833.00	\$100,388.44
Net Total	\$76,769.34	\$0.00	(\$76,769.34)

DIOCESE OF EAST CAROLINA
2016 OPERATING BUDGET
 Adopted by convention February 6, 2016

	2015 Amended Budget	2015 Projected Actuals	2016 Requested Budget	2016 Proposed Budget
Pledge and Other Operating Income				
1-4010-00 - Annual Parish Pledges	1,210,000	1,182,280	1,466,711	1,314,500
1-4013-00 - Prior Year Pledges	15,833	15,328	10,000	10,000
1-4014-00 - Other operating gifts	-	3,550	-	-
1-4119-00 - Other Operating Income	-	337	-	-
1-4210-00 - Interest Income	-	719	-	500
Carry forward from 2015-Trinity Center Debt Reduction Planning	-	-	-	10,000
TOTAL Pledge & Other Oper. Income	1,225,833	1,202,214	1,476,711	1,335,000
Foundation Support	150,263	150,263	159,562	159,562
Total Revenues	1,376,096	1,352,477	1,636,273	1,494,562
EXPENSES:				
The Episcopate				
Episcopate Personnel Expenses				
1-5000-00 - Bishop Salary, Housing, SECA & Episcopate Staff Salaries	232,185	235,625	232,185	238,217
1-5003-01 - Bishop Health/Life	18,002	18,230	16,307	16,307
1-5003-02 - Bishop Pension	29,298	29,492	29,298	29,884
1-5003-07 - Episcopate Staff Health	26,773	28,477	25,498	25,498
1-5003-08 - Episcopate Staff Pension	6,248	6,408	6,248	6,498
1-5004-00 - Episcopate Staff Payroll Taxes	5,310	5,112	5,310	5,523
Total Episcopate Personnel Expenses	317,816	323,344	314,845	321,926
Episcopate Operational Expense				
1-5010-00 - Bishop Automobile	10,000	4,566	10,000	6,000
1-5011-00 - Bishop Travel	25,700	13,500	23,800	15,000
1-5011-01 - Bishop Continuing Education	3,000	1,283	3,000	3,000
1-5011-02 - Episcopate Staff Travel	450	87	750	400
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000	2,000	2,000	2,000
1-5012-02 - Episcopate Staff Continuing Education	3,860	4,073	2,424	2,424
1-5013-00 - Bishop Supplies	450	475	750	750
1-5013-02 - Episcopate Staff Supplies	2,230	1,921	300	300
1-5014-00 - Bishop Cell Phone	1,100	1,008	800	800
1-5060-00 - Chancellor Expenses	7,000	6,852	7,500	7,500
1-5099-03 - Future Transition Funding Transfer	10,000	10,000	10,000	10,000
Total Episcopate Operational Expense	65,790	45,765	61,324	48,174
Total The Episcopate	383,606	369,109	376,169	370,100
Diocesan Administration				
Administration Personnel Expenses				
1-5100-00 - Finance/Administration Salaries	103,855	106,200	103,855	107,293
1-5103-02 - Administrative Staff-Health	42,087	40,042	39,279	39,279
1-5103-03 - Administrative Staff-Retirement	9,347	9,506	8,897	9,206

DIOCESE OF EAST CAROLINA
2016 OPERATING BUDGET
 Adopted by convention February 6, 2016

	2015 Amended Budget	2015 Projected Actuals	2016 Requested Budget	2016 Proposed Budget
1-5104-00 - Administrative Staff Payroll Taxes	7,945	7,473	7,945	8,209
Total Administration Personnel Expenses	163,234	163,221	159,976	163,987
Administration Operational Expenses				
1-5110-00 - Administrative Travel	450	144	600	400
1-5111-00 - Administrative Continuing Education	4,859	2,573	3,327	3,327
1-5112-00 - Audit	12,000	10,650	12,000	11,500
1-5113-00 - Insurance	17,000	14,892	17,000	15,000
1-5114-00 - Office Supplies	8,500	6,809	8,500	7,000
1-5116-00 - Journal Production and Mailing	1,200	340	800	500
1-5117-00 - Postage and Shipping	8,200	7,632	8,200	7,100
1-5118-00 - Office Equipment - Leases	16,500	16,549	16,500	16,500
1-5119-00 - Computer Expenses	12,000	10,345	12,000	12,000
1-5120-00 - Dues & Publications	1,500	1,293	1,500	1,000
1-5121-00 - Telephone/Internet	6,000	5,813	6,000	6,000
1-5122-00 - Utilities	13,500	11,587	13,500	12,500
1-5123-00 - Building Maintenance	12,000	10,044	12,000	12,000
1-5123-03 - Building Renovation Fund Transfer	7,547	7,547	8,012	-
1-5124-00 - Yard Maintenance	5,700	5,172	5,480	5,480
1-5125-00 - Contract Services	10,000	600	10,000	5,000
1-5125-01 - Volunteer Treasurer Travel	1,500	-	1,500	1,500
1-5126-00 - Bank Charges & Fees	500	357	500	450
1-5140-00 - Staff Planning Retreat	-	-	3,000	1,000
1-5199-00 - Contingency Expenses	-	-	-	41,400
Total Administration Operational Expenses	138,956	112,347	140,419	159,657
Total Diocesan Administration	302,190	275,568	300,395	323,644
Canon				
Canon Personnel				
1-5201-00 - Canon to Ordinary Salary/Housing/SECA	108,516	109,166	108,516	110,686
1-5203-01 - Canon to Ordinary-Health/Life	17,079	17,057	15,383	15,383
1-5203-02 - Canon to Ordinary-Pension	19,533	19,649	19,533	19,924
Total Canon Personnel	145,128	145,872	143,432	145,993
Canon Operational Expense				
1-5210-00 - Canon Automobile	7,000	5,138	7,000	6,000
1-5211-00 - Canon Travel	5,000	1,121	4,200	2,500
1-5212-00 - Canon Continuing Education	4,225	2,393	6,600	3,000
1-5213-00 - Canon Supplies	3,850	2,782	3,500	1,000
1-5214-00 - Canon Cell Phone	800	785	1,000	1,000
Total Canon Operational Expense	20,875	12,219	22,300	13,500
Total Canon	166,003	158,091	165,732	159,493
Spanish Language Ministry				
Personnel				
Ministry Coordinator Position	-	-	50,000	50,000
				\$ 50,000 LEHTO grant approved (to be allocated once position filled)

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LEHTO Grant	-	-	(50,000)	(50,000)	
1-5216-00 - Missioner-Span Spk Cong. Salary/Housing/SECA	36,000	36,000	36,000	36,720	
1-5216-01 - Missioner Insurance	9,000	9,384	10,102	10,102	
1-5216-98 - Existing Restricted Funds	(30,000)	(15,000)	(15,000)	(25,000)	Covenant and Cornerstone funds
1-5216-99 - Congregational Support	(10,000)	(13,400)	(10,000)	(13,400)	
Total Spanish Language Personnel	5,000	16,984	21,102	8,422	
Spanish Ministry Operational Expenses					
1-5216-02 - Travel	5,000	4,300	4,500	4,500	
Total Operational Expenses	5,000	4,300	4,500	4,500	
Total Spanish Language Ministry	10,000	21,284	25,602	12,922	
Canon for Diocesan Life					
1-5217-00 - Coordinator Salary/Housing/SECA	-	-	60,548	45,411	This position was approved by Exec Council subject to funding; 9 months budgeted
1-5217-01 - Coordinator Health/Life	-	-	12,030	9,022	
1-5217-03 - Coordinator Retirement Benefits	-	-	10,899	8,174	
Total Coordinator Personnel	-	-	83,477	62,607	
Diocesan Life Operational Expenses					
Automobile			5,000	4,000	
Travel	-	-	2,000	1,250	
Continuing Education	-	-	2,000	2,000	
Office Supplies	-	-	500	500	
Cell Phone	-	-	1,100	950	
Total for Diocesan Life Expenses	-	-	10,600	8,700	
Total for Diocesan Life Coordinator	-	-	94,077	71,307	
Diocesan Programs					
1-5220-00 - Transition Ministry	4,000	4,112	6,000	4,000	
1-5221-00 - Communications Ministry	3,000	1,463	4,500	4,500	
1-5223-00 - Education for Ministry	2,800	2,663	2,800	2,800	
1-5224-00 - Deacon Formation/Education	12,000	17,338	14,820	17,320	
1-5224-02 - Deacon Trustee Funding	(2,650)	(2,650)	-	-	
1-5225-00 - Seminars Education/Support	51,800	59,954	46,050	46,050	
1-5225-02 - Seminarians Trustee Funding	(33,800)	(39,000)	(28,000)	(28,000)	
1-5237-01 - Retired Clergy Conference	3,000	-	3,000	3,000	
1-5238-00 - Parish Leadership Training	3,000	-	-	-	
1-5239-00 - Small church conference	10,000	8,950	10,000	10,000	
1-5226-00 - Clergy Domestic Education	2,688	2,100	2,500	2,500	
1-5228-00 - Retired Clergy Liaison	200	65	200	200	
1-5230-00 - Stewardship Committee	1,000	1,000	1,000	3,000	
1-5235-00 - Clergy Conference	15,500	14,254	15,500	14,000	
1-5235-01 - Clergy conference participant fees	-	(4,850)	(4,500)	-	

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1-5240-00 - Diocesan Sponsored Ministry Dev & Train.	6,800	2,876	5,550	5,000
1-5242-00 - Diocesan Committee Hospitality	1,300	556	1,300	1,000
Total Diocesan Programs	<u>80,638</u>	<u>68,831</u>	<u>80,720</u>	<u>85,370</u>
Youth and Young Adult Ministry				
Youth & Young Adult Personnel				
1-5301-00 - Youth Director Salary	41,762	42,412	41,762	43,015
1-5303-01 - Youth Staff Health/Life	1,142	1,108	1,141	1,141
1-5303-02 - Youth Staff Retirement	3,759	3,213	3,759	3,871
1-5304-00 - Youth Staff Payroll Taxes	3,195	3,250	3,195	3,291
Total Youth & Young Adult Personnel	<u>49,857</u>	<u>49,983</u>	<u>49,857</u>	<u>51,318</u>
Youth Operational Expenses				
1-5310-00 - Youth Staff Travel	3,950	2,650	3,250	3,250
1-5311-00 - Youth Staff Continuing Education	1,200	882	1,241	1,241
1-5312-00 - Youth Staff Supplies	775	695	755	755
1-5313-00 - Youth Staff Cell Phone	1,150	1,031	850	800
Total Youth Operational Expenses	<u>7,075</u>	<u>5,258</u>	<u>6,096</u>	<u>6,046</u>
Youth & Young Adult Programs				
1-5350-00 - Youth Program Funds	98,075	70,224	75,825	75,825
1-5350-03 - Youth Participant Fees	(52,975)	(40,245)	(45,125)	(45,125)
1-5350-04 - Youth Scholarships	6,000	2,220	5,000	3,000
1-5351-01 - Campus Ministry Program Fds-ECU, PCC	6,800	4,050	6,600	6,600
1-5351-02 - Campus Ministry Program Funds-UNCW	4,250	4,143	7,150	7,150
1-5352-00 - Campus Ministry Salary - ECU, PCC	14,400	14,400	15,000	15,000
1-5352-00 - Campus Ministry Salary - UNCW	15,000	11,725	14,400	14,400
1-5351-03 - Campus Ministry Prog. - Pembroke	4,100	3,893	6,800	6,800
1-5353-00 - Campus Ministry Payroll Taxes	2,250	1,999	2,119	2,119
1-5357-00 - Diocesan College/Young Adult Prog	3,250	2,413	3,650	3,650
1-5359-03 - Campus Ministry Escrowed Funds	-	-	-	(9,000)
1-5359-05 - DFMS Grant	(1,700)	(1,700)	-	-
1-5359-04 - LEHTO Grant	(45,225)	(38,503)	(11,475)	(11,475)
1-5359-06 - Lutheran Synod Support for Campus Min	(2,400)	(2,400)	(1,000)	(1,000)
1-5512-00 - Christian Formation Education	8,000	766	1,550	1,550
Total Youth & Young Adult Programs	<u>59,825</u>	<u>32,985</u>	<u>80,494</u>	<u>69,494</u>
Total Youth and Young Adult Ministry	<u>116,757</u>	<u>88,226</u>	<u>136,447</u>	<u>126,858</u>
Canon Required Commissions				
1-5501-00 - Executive Council	500	923	700	900
1-5502-00 - Standing Committee	700	151	700	300
1-5503-00 - Commission on Ministry	4,500	3,428	4,500	3,000
1-5504-00 - Archives/Historian	6,660	1,918	8,000	3,000
1-5505-00 - Diocesan Convention	41,684	38,659	48,315	40,000
1-5505-01 - Diocesan Convention Participant Fees	(48,315)	(45,135)	(48,315)	(40,000)

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1-5506-00 - General Convention	47,239	45,364	-	-
1-5506-01 - General Convention Fund Transfer	(42,500)	(42,500)	15,000	15,000
1-5507-00 - Synod Meeting	2,500	2,452	-	-
- ECW Triennial Transfer	-	-	1,200	1,200
1-5509-00 - Anti-Racism Training	2,000	2,112	3,000	2,200
1-5510-00 - Ecumenical Relations	2,750	2,750	3,500	3,500
1-5511-00 - Liturgical Music Conference	35,000	39,417	35,000	35,000
1-5511-01 - Liturgical Music Conf. Participant Fees	(32,500)	(42,376)	(32,500)	(32,500)
1-5511-02 - Liturgical Acolyte Festival	1,000	-	-	-
1-5511-03 - Liturgical Commission	200	262	1,000	1,000
1-5513-00 - Disciplinary Board	1,000	-	1,000	1,000
Total Canon Required Commissions	<u>22,418</u>	<u>7,425</u>	<u>41,100</u>	<u>33,600</u>
Other Diocesan Ministries				
1-5801-00 - Trinity Center	30,000	30,000	30,000	30,000
Trinity Center Debt Reduction Planning	-	-	-	10,000
1-5802-00 - Christian Social Ministries - ERFWM	33,000	33,000	37,000	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	1,177	1,600	1,600
1-5803-00 - Millennium Development Goals	9,139	9,139	9,139	9,139
1-5804-00 - Companion Diocese Program	2,750	-	1,000	1,000
1-5806-00 - Camp Trinity	20,000	20,000	20,000	20,000
1-5810-00 - General Church Program	178,716	178,716	211,125	190,000
1-5811-00 - Province IV Assessment	4,028	4,028	4,028	4,028
1-5812-00 - Anglican Comm/Lambeth Fund Transfer	-	-	-	-
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)
1-5816-00 - ERD Training	500	-	500	500
1-5850-00 - Day 1 (Episcopal Radio)	500	500	-	-
1-5851-00 - Kanuga Support	1,000	1,000	-	-
1-5852-00 - Sawanee Support	1,250	1,250	1,250	2,000
1-5854-00 - St. Mary's School Support	1,000	1,000	-	-
1-5855-00 - St. Augustine's College Support	1,000	1,000	-	-
Total Other Diocesan Ministries	<u>294,483</u>	<u>290,810</u>	<u>325,642</u>	<u>311,267</u>
Total Expenses	<u>1,376,096</u>	<u>1,279,344</u>	<u>1,545,884</u>	<u>1,494,562</u>
Operating Budget Revenues Over (Under) Expenses	<u>0</u>	<u>73,134</u>	<u>90,389</u>	<u>0</u>
Year End Special Executive Council Allocations				
Carryover for Trinity Center Debt Reduction Planning		10,000		
Transfer to Ministry Development Fund		63,134		
Total Year End Allocations		<u>73,134</u>		

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Balance after Special Allocations		(0)			
FOUNDATION SPECIFIC REVENUES	48,114	44,448	51,173	51,173	
FOUNDATION SPECIFIC EXPENSES:					
1-5227-00 - Clergy Foreign Travel	4,298	1,200	4,695	4,695	
1-5813-00 - Bishop's Relief Fund	3,068	2,500	3,360	3,360	
1-5801-00 - Trinity Center	39,215	39,215	41,458	41,458	
1-5853-00 - Thompson Child/Family Focus	1,533	1,533	1,660	1,660	
Total	48,114	44,448	51,173	51,173	
FOUNDATION SPECIFIC NET REVENUES OVER (UNDER)	-	-	-	-	

Parish	City	2015 Pledge Data				2016 Pledge Data			
		2013 Operating Revenue	2015 10% Minimum	2015 Actual Pledge	2015 Percentage	2014 Operating Revenue	2016 10% Minimum	2016 Actual Pledge	2016 Percentage
All Saints Episcopal Church	Southern Shores	\$300,618	\$30,062	\$30,062.00	10.00%	\$315,072.00	\$31,507	\$ 31,507.00	10.0%
All Soul's	Northwest	\$29,283	\$2,928	\$2,680.00	9.15%	\$33,613.00	\$3,361	\$ 2,480.00	7.4%
Christ Episcopal Church	Creswell	\$5,092	\$509	\$509.00	10.00%	\$6,336.00	\$634	\$ 634.00	10.0%
Christ Episcopal Church	Elizabeth City	\$356,516	\$35,652	\$30,000.00	8.41%	\$322,315.00	\$32,232	\$ 30,000.00	9.3%
Christ Episcopal Church	New Bern	\$958,493	\$95,849	\$86,400.00	9.01%	\$931,028.00	\$93,103	\$ 89,320.00	9.6%
Church of the Advent	Williamston	\$119,714	\$11,971	\$10,850.00	9.06%	\$182,562.00	\$18,256	\$ 10,850.00	5.9%
Church of the Good Shepherd	Fayetteville	\$12,420	\$1,242	\$1,366.00	11.00%	\$13,949.00	\$1,395	\$ 1,535.00	11.0%
Church of the Good Shepherd	Wilmington	\$74,059	\$7,406	\$6,046.00	8.16%	\$82,122.00	\$8,212	\$ 5,000.00	6.1%
Church of the Servant	Wilmington	\$299,954	\$29,995	\$31,277.00	10.43%	\$319,448.00	\$31,945	\$ 31,945.00	10.0%
Emmanuel Episcopal Church	Farmville	\$38,717	\$3,872	\$3,872.00	10.00%	\$34,166.00	\$3,417	\$ 3,417.00	10.0%
Galilee Mission	Creswell	\$11,756	\$1,176	\$1,293.00	11.00%	\$10,238.00	\$1,024	\$ 1,229.00	12.0%
Grace Episcopal Church	Lewiston-Woodville	\$9,500	\$950	\$2,100.00	22.11%	\$3,917.00	\$392	\$ 2,100.00	53.6%
Grace Episcopal Church	Plymouth	\$105,739	\$10,574	\$11,708.00	11.07%	\$100,411.00	\$10,041	\$ 10,041.00	10.0%
Grace Episcopal Church	Trenton	\$4,748	\$475	\$475.00	10.00%	\$2,028.00	\$203	\$ 203.00	10.0%
Grace Episcopal Church	Whiteville	\$117,471	\$11,747	\$11,160.00	9.50%	\$131,684.00	\$13,168	\$ 13,168.00	10.0%
Holy Cross Episcopal Church	Wilmington	\$169,602	\$16,960	\$8,480.00	5.00%	\$167,309.00	\$16,731	\$ 16,731.00	10.0%
Holy Innocents Episcopal Church	Seven Springs	\$63,508	\$6,351	\$2,000.00	3.15%	\$50,108.00	\$5,011	\$ 5,011.00	10.0%
Holy Trinity Episcopal Church	Fayetteville	\$443,897	\$44,390	\$45,000.00	10.14%	\$501,675.00	\$50,168	\$ 50,168.00	10.0%
Holy Trinity Episcopal Church	Hampstead	\$138,719	\$13,872	\$11,000.00	7.93%	\$148,900.00	\$14,890	\$ 11,000.00	7.4%
Holy Trinity Episcopal Church	Hertford	\$179,991	\$17,999	\$17,999.00	10.00%	\$172,642.00	\$17,264	\$ 17,264.00	10.0%
La Iglesia de la Sagrada Familia	Newton Grove	\$16,005	\$1,601	\$1,601.00	10.00%	\$16,005.00	\$1,601	\$ 1,000.00	6.2%
St. Andrew's By-the-Sea Episcopal Church	Nags Head	\$333,881	\$33,388	\$29,000.00	8.69%	\$333,834.00	\$33,383	\$ 30,000.00	9.0%
St. Andrew's Episcopal Church	Columbia	\$26,180	\$2,618	\$2,618.00	10.00%	\$28,432.00	\$2,843	\$ 2,843.00	10.0%
St. Andrew's Episcopal Church	Goldsboro	\$35,479	\$3,548	\$3,548.00	10.00%	\$46,071.00	\$4,607	\$ 4,000.00	8.7%
St. Andrew's Episcopal Church	Morehead City	\$256,415	\$25,642	\$23,077.00	9.00%	\$294,807.00	\$29,481	\$ 29,481.00	10.0%
St. Andrew's on-the-Sound Episcopal Church	Wilmington	\$646,564	\$64,656	\$30,000.00	4.64%	\$645,625.00	\$64,563	\$ 66,001.00	10.2%
St. Anne's Episcopal Church	Jacksonville	\$212,221	\$21,222	\$7,000.00	3.30%	\$228,440.00	\$22,844	\$ 8,000.00	3.5%
St. Augustine's Episcopal Church	Kinston	\$35,650	\$3,565	\$500.00	1.40%	\$27,602.00	\$2,760	\$ 1,518.00	5.5%
St. Christopher's Episcopal Church	Elizabethtown	\$26,500	\$2,650	\$2,650.00	10.00%	\$23,213.00	\$2,321	\$ 2,321.00	10.0%
St. Christopher's Episcopal Church	Havelock	\$37,611	\$3,761	\$3,761.00	10.00%	\$42,111.00	\$4,211	\$ 4,211.00	10.0%

St. Cyprian's Episcopal Church	New Bern	\$39,082	\$3,908	\$3,000.00	7.68%	\$35,269.00	\$3,527	\$	3,000.00	8.5%
St. Francis by-the-Sea Episcopal Church	Salter Path	\$239,740	\$23,974	\$12,000.00	5.01%	\$202,547.00	\$20,255	\$	14,000.00	6.9%
St. Francis Episcopal Church	Goldsboro	\$130,008	\$13,001	\$13,000.00	10.00%	\$135,057.00	\$13,506	\$	13,506.00	10.0%
St. George's Episcopal Church	Engelhard	\$62,645	\$6,265	\$6,365.00	10.16%	\$49,653.00	\$4,965	\$	4,965.00	10.0%
St. James Episcopal Church	Belhaven	\$38,979	\$3,898	\$3,898.00	10.00%	\$42,565.00	\$4,257	\$	4,257.00	10.0%
St. James Episcopal Church	Wilmington	\$1,172,662	\$117,266	\$121,793.00	10.39%	\$1,269,664.00	\$126,966	\$	126,966.00	10.0%
St. James the Fisherman Episcopal Church	Shallotte	\$226,115	\$22,612	\$22,612.00	10.00%	\$209,784.00	\$20,978	\$	20,978.00	10.0%
St. John's Episcopal Church	Fayetteville	\$663,456	\$66,346	\$66,348.00	10.00%	\$670,382.00	\$67,038	\$	67,038.00	10.0%
St. John's Episcopal Church	Grifton	\$59,142	\$5,914	\$4,000.00	6.76%	\$35,380.00	\$3,538	\$	3,600.00	10.2%
St. John's Episcopal Church	Wilmington	\$445,097	\$44,510	\$33,000.00	7.41%	\$591,008.00	\$59,101	\$	38,000.00	6.4%
St. Joseph's Episcopal Church	Fayetteville	\$65,458	\$6,546	\$6,546.00	10.00%	\$65,000.00	\$6,500	\$	6,500.00	10.0%
St. Luke's Episcopal Church	Currituck	\$34,544	\$3,454	\$3,454.00	10.00%	\$39,174.00	\$3,917	\$	3,454.00	8.8%
St. Luke's/St. Anne's Episcopal Church	Roper	\$14,155	\$1,416	\$1,000.00	7.06%	\$33,184.00	\$3,318	\$	1,000.00	3.0%
St. Mark's Episcopal Church	Wilmington	\$96,349	\$9,635	\$4,000.00	4.15%	\$147,635.00	\$14,764	\$	2,952.70	2.0%
St. Mary's Episcopal Church	Burgaw	\$57,572	\$5,757	\$4,500.00	7.82%	\$55,533.00	\$5,553	\$	5,553.00	10.0%
St. Mary's Episcopal Church	Gatesville	\$42,498	\$4,250	\$2,500.00	5.88%	\$19,720.00	\$1,972	\$	1,972.00	10.0%
St. Mary's Episcopal Church	Kinston	\$463,715	\$46,372	\$46,372.00	10.00%	\$481,531.00	\$48,153	\$	48,153.00	10.0%
St. Paul's Episcopal Church	Beaufort	\$489,073	\$48,907	\$48,907.00	10.00%	\$492,824.00	\$49,282	\$	49,282.00	10.0%
St. Paul's Episcopal Church	Clinton	\$108,087	\$10,809	\$10,800.00	9.99%	\$120,066.00	\$12,007	\$	12,850.00	10.7%
St. Paul's Episcopal Church	Edenton	\$396,933	\$39,693	\$39,693.00	10.00%	\$435,524.00	\$43,552	\$	43,552.00	10.0%
St. Paul's Episcopal Church	Greenville	\$720,868	\$72,087	\$71,300.00	9.89%	\$747,079.00	\$74,708	\$	64,170.00	8.6%
St. Paul's Episcopal Church	Vanceboro	\$0	\$0		0.00%		\$0	\$	-	0.0%
St. Paul's Episcopal Church	Wilmington	\$316,474	\$31,647	\$18,000.00	5.69%	\$394,624.00	\$39,462	\$	21,000.00	5.3%
St. Paul's in the Pines Episcopal Church	Fayetteville	\$106,657	\$10,666	\$10,667.00	10.00%	\$108,570.00	\$10,857	\$	9,000.00	8.3%
St. Peter's by the Sea Episcopal Church	Swansboro	\$235,139	\$23,514	\$17,661.00	7.51%	\$227,478.00	\$22,748	\$	17,452.00	7.7%
St. Peter's Episcopal Church	Sunbury	\$28,006	\$2,801	\$6,900.00	24.64%	\$28,632.00	\$2,863	\$	6,900.00	24.1%
St. Peter's Episcopal Church	Washington	\$537,972	\$53,797	\$12,000.00	2.23%	\$514,265.00	\$51,427	\$	45,000.00	8.8%
St. Philip's Episcopal Church	Holly Ridge	\$45,056	\$4,506	\$4,956.16	11.00%	\$46,324.00	\$4,632	\$	5,096.00	11.0%
St. Philip's Episcopal Church	Southport	\$459,042	\$45,904	\$45,904.00	10.00%	\$456,985.00	\$45,699	\$	45,699.00	10.0%
St. Stephen's Episcopal Church	Goldsboro	\$392,845	\$39,285	\$39,300.00	10.00%	\$376,922.00	\$37,692	\$	37,692.00	10.0%
St. Thomas Episcopal Church	Ahoskie	\$157,277	\$15,728	\$18,600.00	11.83%	\$166,045.00	\$16,605	\$	18,600.00	11.2%
St. Thomas Episcopal Church	Bath	\$152,746	\$15,275	\$15,275.00	10.00%	\$180,103.00	\$18,010	\$	18,010.00	10.0%
St. Thomas Episcopal Church	Oriental	\$202,062	\$20,206	\$10,103.00	5.00%	\$183,320.00	\$18,332	\$	9,166.00	5.0%

St. Thomas Episcopal Church	Windsor	\$128,151	\$12,815	\$12,815.00	10.00%	\$109,359.00	\$10,936	\$	13,123.00	12.0%
St. Timothy's Episcopal Church	Greenville	\$338,742	\$33,874	\$37,362.00	11.03%	\$337,815.00	\$33,782	\$	34,000.00	10.1%
Trinity Episcopal Church	Chocowinity	\$149,659	\$14,966	\$8,000.00	5.35%	\$147,543.00	\$14,754	\$	8,000.00	5.4%
Trinity Episcopal Church	Lumberton	\$191,158	\$19,116	\$10,000.00	5.23%	\$208,178.00	\$20,818	\$	10,000.00	4.8%
Zion Episcopal Church	Washington	\$101,829	\$10,183	\$5,040.00	4.95%	\$81,753.00	\$8,175	\$	5,040.00	6.2%
Totals		\$14,175,296	\$1,417,530	\$1,215,703	8.58%	\$14,662,158.00	\$1,466,216	\$1,322,505		9.02%

\$1,300,533 Actual Pledges Rec'd

\$ 21,972.00 Estimated based on 2014

\$1,322,505 Total

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
Ahoskie	Church of St Thomas	138	135	6	37	87	0	1	0
Bath	St Thomas Episcopal Church	118	118	37	96	99	1	0	3
Beaufort	St Pauls Episcopal Church	695	693	45	153	104	0	3	22
Belhaven	St James Episcopal Church	41	30	11	28	18	0	0	0
Burgaw	St Marys Episcopal Church	56	56	3	32	52	0	0	3
Chocowinity	Trinity Episcopal Church (2014)	177	177	1	70	96	2	0	0
Clinton	St Pauls Episcopal Church	93	93	10	50	47	0	3	0
Columbia	St Andrews Episcopal Church	23	19	4	11	29	0	0	0
Creswell	Christ Episcopal Church	11	11	0	7	0	0	0	0
Creswell	Galilee Mission / Lake Phelps	3	3	0	5	1	0	0	0
Currituck	St Lukes Episcopal Mission	48	48	18	26	52	0	3	10
Edenton	St Pauls Episcopal Church	434	365	0	172	106	0	2	6
Elizabeth City	Christ Episcopal Church	238	238	8	119	102	0	3	24
Elizabethtown	St Christophers Episcopal Church (2014)	31	31	3	15	24	0	0	0
Engelhard	St Georges Episcopal Church	140	107	8	19	48	0	0	4
Farmville	Emmanuel Episcopal Church	30	30	0	15	35	0	3	2
Fayetteville	Church of the Good Shepherd (2014)	22	19	4	16	33	0	2	3
Fayetteville	Holy Trinity Episcopal Church	699	507	31	205	106	2	9	10
Fayetteville	St Johns Episcopal Church	797	797	50	150	109	0	5	10
Fayetteville	St Josephs Episcopal Church (2014)	50	50	2	40	0	1	2	0
Fayetteville	St Pauls in the Pines Epis Ch	135	125	10	52	78	3	4	3
Gatesville	St Marys Episcopal Church	23	23	0	7	0	0	0	0
Goldsboro	St Andrews Episcopal Church	31	31	45	25	37	1	0	8
Goldsboro	St Francis Episcopal Church	113	75	59	87	114	1	8	6
Goldsboro	St Stephens Church	346	294	10	107	98	0	1	10
Greenville	St Pauls Episcopal Church	1,078	787	35	241	152	5	10	26
Greenville	St Timothy's Episcopal Church	229	279	0	141	122	1	0	0
Grifton	St John & St Mark Episcopal Church	28	23	0	18	30	0	0	0
Hampstead	Holy Trinity Episcopal Church	102	102	26	71	47	1	0	6
Havelock	St Christophers Episcopal Church	87	88	2	28	40	0	1	0
Hertford	Holy Trinity Episcopal Church	151	151	1	80	53	0	2	2
Holly Ridge	St Philips Episcopal Church	66	66	7	41	50	0	2	0
Jacksonville	St Annes Episcopal Church	253	157	3	83	83	0	7	1
Kinston	St Augustines Episcopal Church	22	22	0	15	1	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	430	416	372	164	104	1	6	6
Leland	All Souls Episcopal Church (2014)	36	36	1	25	44	0	0	0
Lewiston Woodville	Grace Episcopal Church	14	14	0	0	1	0	0	0
Lumberton	Trinity Episcopal Church	372	284	10	74	102	0	1	0
Morehead City	St Andrews Church	258	258	103	144	105	0	6	0
Nags Head	Church of St Andrews by the Sea	415	292	21	165	103	1	16	12
New Bern	Christ Episcopal Church	1,027	740	75	338	144	0	12	2
New Bern	St Cyprians Episcopal Church	35	31	1	16	0	0	0	0
Newton Grove	La Iglesia de la Sagrada Familia	490	490	0	300	48	0	16	65
Oriental	St Thomas Church	137	144	0	64	99	0	0	0
Plymouth	Grace Episcopal Church	69	69	3	25	40	0	0	0
Roper	St Lukes & St Annes Epis Church	26	1	0	12	0	0	0	0
Salter Path	St Francis by the Sea	177	174	41	139	58	0	4	10
Seven Springs	Church of the Holy Innocents	92	60	2	28	48	0	0	3
Shallotte	St James the Fisherman Church	332	332	0	164	154	0	1	0
Southern Shores	All Saints Episcopal Church	440	406	14	137	105	1	4	0
Southport	St Philips Episcopal Church	714	629	12	233	12,102	2	0	0
Sunbury	St Peters Episcopal Church (Sunbury)	35	35	2	10	24	0	0	0
Swansboro	St Peters by the Sea Church	246	195	0	117	108	0	5	0
Trenton	Grace Episcopal Church (2013)	12	10	0	5	5	0	0	0
Vanceboro	St Pauls Episcopal Church (2008)	34	34	0	15	0	0	1	0
Washington	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
Whiteville	Grace Episcopal Church	60	54	7	28	52	0	0	0
Williamston	Church of the Advent (2014)	138	120	11	51	53	4	4	4
Wilmington	Church of the Good Shepherd (2014)	59	59	4	35	39	0	0	0
Wilmington	Church of the Servant	569	0	0	153	148	7	1	8
Wilmington	Holy Cross Episcopal Church	222	222	51	104	102	0	1	5
Wilmington	St Andrews on-the-Sound Church	840	750	65	296	208	0	11	0
Wilmington	St James Episcopal Church (2014)	1,984	1,984	63	546	162	0	27	18
Wilmington	St John Episcopal Church	559	546	39	168	154	1	4	0
Wilmington	St Mark Episcopal Church	75	88	5	51	58	0	0	0
Wilmington	St Pauls Church	288	288	18	145	104	1	0	0
Windsor	St Thomas Episcopal Church	130	138	3	52	48	0	2	12

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
		17,700	15,279	1,418	6,303	16,774	36	205	304
	Total								

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

REVENUE

EXPENSE

City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Ahoskie	Church of St Thomas	154,520	185,343	412,891	185,343	18,600	6,419	203,461
Bath	St Thomas Episcopal Church	174,543	214,477	261,657	175,387	15,275	33,303	205,307
Beaufort	St Pauls Episcopal Church	486,081	486,081	614,900	456,233	48,912	69,951	515,417
Belhaven	St James Episcopal Church	37,684	44,778	46,018	45,718	5,024	5,654	46,628
Burgaw	St Marys Episcopal Church	55,017	55,017	57,462	51,650	4,500	2,013	53,623
Chocowinity	Trinity Episcopal Church (2014)	117,467	147,543	147,713	150,485	8,000	142,485	151,087
Clinton	St Pauls Episcopal Church	13,658	128,712	128,712	128,712	10,800	4,906	128,712
Columbia	St Andrews Episcopal Church	25,062	29,862	38,672	13,515	2,618	24,480	35,986
Creswell	Christ Episcopal Church	1,441	5,706	5,706	7,203	700	50	7,203
Creswell	Galilee Mission / Lake Phelps	6,824	6,824	6,824	3,742	1,293	1,000	4,742
Currituck	St Lukes Episcopal Mission	21,381	35,059	50,698	30,363	3,454	10,484	39,707
Edenton	St Pauls Episcopal Church	455,276	533,202	582,196	565,082	16,665	120,872	663,116
Elizabeth City	Christ Episcopal Church	315,774	326,032	362,037	325,246	30,000	17,330	342,475
Elizabethtown	St Christophers Episcopal Church (2014)	23,213	23,213	23,213	24,079	3,007	744	24,823
Engelhard	St Georges Episcopal Church	17,408	44,932	50,007	46,485	6,365	13,437	59,160
Farmville	Emmanuel Episcopal Church	31,925	31,925	31,925	41,440	3,872	0	41,440
Fayetteville	Church of the Good Shepherd (2014)	13,949	13,949	13,949	23,539	1,366	0	23,539
Fayetteville	Holy Trinity Episcopal Church	487,650	515,650	724,413	508,788	45,000	197,419	715,507
Fayetteville	St Johns Episcopal Church	520,618	687,025	1,078,872	687,024	66,348	243,933	1,044,507
Fayetteville	St Josephs Episcopal Church (2014)	65,000	65,000	95,000	102,000	12,000	1,500	105,000
Fayetteville	St Pauls in the Pines Epis Ch	104,460	105,802	111,443	107,410	9,700	0	107,823
Gatesville	St Marys Episcopal Church	576	576	576	13,791	2,750	900	14,691
Goldsboro	St Andrews Episcopal Church	49,932	49,932	53,860	49,932	4,850	3,900	54,060
Goldsboro	St Francis Episcopal Church	104,956	105,034	128,338	139,250	13,000	4,471	150,591
Goldsboro	St Stephens Church	342,008	401,823	1,321,418	385,192	39,300	51,329	420,121
Greenville	St Pauls Episcopal Church	684,033	744,949	829,094	806,792	71,300	40,109	818,899
Greenville	St Timothys Episcopal Church	326,133	331,639	390,268	311,607	37,362	90,999	403,827
Grifton	St John & St Mark Episcopal Church	26,152	28,317	28,317	0	0	0	0
Hampstead	Holy Trinity Episcopal Church	145,706	154,548	174,534	156,620	11,000	13,209	181,811

Vital Statistics

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Havelock	St Christophers Episcopal Church	44,064	47,523	50,711	47,553	3,761	490	47,582
Hertford	Holy Trinity Episcopal Church	154,707	157,220	249,042	157,220	18,000	42,951	196,721
Holly Ridge	St Philips Episcopal Church	43,907	44,063	53,684	41,610	4,956	7,349	53,876
Jacksonville	St Annes Episcopal Church	199,214	210,032	210,368	146,964	7,000	0	146,964
Kinston	St Augustines Episcopal Church	17,872	22,066	22,066	0		2,094	2,094
Kinston	St Marys Episcopal Church	470,962	511,471	540,052	508,012	46,372	23,487	530,172
Leland	All Souls Episcopal Church (2014)	33,613	33,613	33,613	29,944	2,344	4,273	29,944
Lewiston Woodville	Grace Episcopal Church	7,000	8,000	8,000	6,603	2,100	4,503	6,603
Lumberton	Trinity Episcopal Church	178,564	193,120	194,281	175,673	10,200	7,130	182,803
Morehead City	St Andrews Church	272,480	297,719	354,032	265,935	23,077	26,978	312,580
Nags Head	Church of St Andrews by the Sea		0	0	0		0	0
New Bern	Christ Episcopal Church	877,044	908,414	1,030,424	853,130	91,400	104,260	979,076
New Bern	St Cyprians Episcopal Church	34,592	34,592	34,592	31,868	3,000	0	31,868
Newton Grove	La Iglesia de la Sagrada Familia	17,657	17,657	17,657	15,051		0	15,051
Oriental	St Thomas Church	191,207	191,207	191,207	193,113	10,103	4,800	193,113
Plymouth	Grace Episcopal Church	75,315	101,668	103,601	91,576	11,708	6,152	93,323
Roper	St Lukes & St Annes Epis Church	8,816	8,816	9,201	15,831	1,000	385	16,276
Salter Path	St Francis by the Sea	190,943	190,943	212,647	165,128	12,000	1,043	166,855
Seven Springs	Church of the Holy Innocents	48,361	50,961	52,363	57,676	2,000	1,798	59,762
Shallotte	St James the Fisherman Church	207,257	222,016	227,396	203,418	22,618	8,190	209,658
Southern Shores	All Saints Episcopal Church	264,012	322,997	400,198	326,734	30,062	118,161	430,453
Southport	St Philips Episcopal Church	443,764	443,764	578,310	440,889	45,904	212,418	654,139
Sunbury	St Peters Episcopal Church (Sunbury)	15,404	20,929	20,969	21,036	6,900	1,849	22,814
Swansboro	St Peters by the Sea Church	205,118	238,661	246,805	241,527	17,661	8,616	244,815
Trenton	Grace Episcopal Church (2013)	4,748	4,748	4,748	7,323	793	0	7,323
Vanceboro	St Pauls Episcopal Church (2008)	7,749	9,026	9,026	12,416	0	1,546	13,602
Washington	St Peters Episcopal Church (2014)	504,500	514,265	676,113	523,818	56,400	154,242	684,283
Washington	Zion Episcopal Church (2014)	46,311	81,753	84,221	78,281	5,040	6,322	78,281
Whiteville	Grace Episcopal Church	109,810	123,490	131,966	121,361	11,160	13,889	134,332

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Williamston	Church of the Advent (2014)	125,382	182,562	202,740	177,293	10,850	26,890	204,832
Wilmington	Church of the Good Shepherd (2014)	74,616	82,122	91,326	65,821	7,376	6,283	72,357
Wilmington	Church of the Servant	320,837	343,703	408,414	314,807	31,277	12,911	344,041
Wilmington	Holy Cross Episcopal Church	158,547	158,547	275,610	161,171	8,480	164,985	309,226
Wilmington	St Andrews on-the-Sound Church	652,082	657,777	900,559	608,779	30,000	91,738	697,137
Wilmington	St James Episcopal Church (2014)	1,235,878	1,269,664	1,642,926	1,201,450	121,793	248,748	1,618,569
Wilmington	St John Episcopal Church	462,448	596,056	825,466	582,567	33,000	143,764	716,295
Wilmington	St Mark Episcopal Church	62,052	101,588	107,686	107,594	2,000	0	107,750
Wilmington	St Pauls Church	324,372	451,426	614,453	408,765	25,500	150,793	548,497
Windsor	St Thomas Episcopal Church	107,844	147,775	163,766	139,341	12,815	26,027	155,188
Total		13,007,496	14,504,904	18,750,952	14,089,906	1,221,711	2,735,962	16,881,518

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.

1 Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay represen
2 tation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for
3 two successive years, or neglecting or refusing to comply with any lawful requirement of the
4 Convention; providing, that a vote of a majority of all the clergy present in the Convention,
5 and two-thirds of the lay delegates present in the Convention shall be required for such exclu-
6 sion or suspension. (b) Any Parish or Mission which fails to keep or cause the keeping of the
7 records or to file or cause the filing of the reports required by the canonical provisions shall
8 be denied any representation at the next Annual Convention and each one thereafter until such
9 records are brought current and such reports are filed. However, if good cause is shown in the
10 opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty pre-
11 scribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting
12 on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds
13 of the votes cast in each order.
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17 Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall
18 have been excluded or suspended from the right of doing so by the Convention, or if any or all
19 those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the
20 acts of the Convention.
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23 Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation
24 from any church shall have a vote if such church has not been represented in at least one of the
25 last three, consecutive, regular annual meetings of the Convention.
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28 ARTICLE V

29 Powers of Convention

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31 Section 1. The Convention shall be sole judge of the election and qualification of its own
32 members. It shall have power to adopt Rules of Order for its own members. It shall have
33 power to adopt Rules of Order for its own government, elect officers and raise funds, and shall
34 have such other legislative powers as may be necessary and proper for the well-being of the
35 Diocese.
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40 Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal
41 Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed
42 necessary for the purpose of impeachment of the Bishop.
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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.

1 Section 4. No Vestry, Trustee, Board of Directors or other Body authorized by Civil or Canon
2 law to hold, manage, or administer real property for any Parish, Mission, Congregation, or
3 Institution of this Diocese shall purchase, mortgage, incumber or alienate, enter into a deed
4 of trust or accept donation of the same or any part thereof without the written consent of the
5 Bishop and the Standing Committee of this Diocese.
6

7 ARTICLE X

8 Organization of Missionary Congregations

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11 Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age
12 or older may organize themselves into a Mission, and be received into union with the Conven-
13 tion, by taking such steps as may be provided for by Canon.
14

15
16 Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Par-
17 ish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within
18 the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of
19 the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice
20 and consent of the Standing Committee, the Bishop shall have power to establish such inde-
21 pendent Missionary Congregations without the consent of the Rector.
22

23 ARTICLE XI

24 Authority of Rectors

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26
27 Section 1. Any Priest regularly called to the charge of a Parish and entering thereupon shall,
28 during the time of such charge, be held to be the Rector of said Parish.
29

30
31 Section 2. The Rector is recognized as having, by virtue of office, the exclusive regulation,
32 subject to the Rubrics of the Book of Common Prayer, the Constitution and Canons of the
33 Church and this Diocese, and the pastoral direction of the Bishop, of all spiritual concerns of
34 the Parish; as being entitled at all times to have access to the Church building and to open the
35 same for services or instruction of this Church; to call meetings of the Vestry of congregation,
36 when present to preside at the same, and in case of a tie to give the deciding vote.
37

38 ARTICLE XII

39 Canons for Trial of Clergymen

40
41 The Convention shall pass Canons for the trial of members of the Clergy.
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ARTICLE XIII

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

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

ARTICLE XIV

Qualifications for Voting in
Parochial and Mission Elections:
Definitions

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

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

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

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

ARTICLE XV
Method of Amending Canons

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

ARTICLE XVI
Method of Amending the Constitution

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

ARTICLE XVII
When Amendments Become Effective

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

Canons of the Diocese of East Carolina

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

CANON 1 Members of Convention

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

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

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina Incorporated, the Deans of the Deanery Council, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, Vice-Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote unless otherwise entitled to vote in the Convention by reason of status other than that enumerated in this section.

Section 4. The following committees shall constitute the Annual Committees of the Convention. The term of the following Annual Committee appointments or elections shall run from the close of the Convention at which the appointment or election is made until the close of the following Convention, unless otherwise provided. If a person appointed or elected dies, resigns or becomes incapacitated, a successor may be appointed by the Executive Council, upon nomination of the Ecclesiastical Authority, to serve the remainder of the term, unless otherwise provided. (a) The Committee on Constitution and Canons shall consist of three members of the clergy and three lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Chancellor and the Secretary of the Convention shall be ex

1 officio members of the Committee. The Committee on Constitution and Canons shall recom-
2 mend amendments, changes, additions, deletions and rewrites of the Constitution and Canons
3 for Convention's consideration. The Committee shall also review all changes proposed to
4 Convention by the delegates, Departments or other committees and recommend the proper
5 form of any Constitution or Canon changes before Convention acts. The Committee shall
6 conduct any hearing on a proposed change during Convention and may recommend to Con-
7 vention any revised versions arising out of the hearings as the Committee may in its discretion
8 determine appropriate and helpful to Convention's consideration. (b) The Diocesan Conven-
9 tion Committee shall consist of three members of the clergy and four lay persons, nominated
10 by the Ecclesiastical Authority and confirmed by the Annual Convention. The Secretary of the
11 Convention and the Chair of the Liturgical Commission shall be ex-officio members of the
12 Committee. The Committee shall make recommendations with regard to the dates and places
13 of Annual and Special Conventions, shall make proper arrangements for each meeting, shall
14 set registration fees and other charges, shall prepare and submit annually to the Finance Com-
15 mittee a budget for expenses of the Conven-tion and for publication of the Diocesan Journal,
16 shall keep records of receipts, disbursements and proceedings, and shall perform such other
17 duties as may be assigned by the Convention or by the Bishop. (c) The Committee on Resolu-
18 tions shall consist of four clergy and four lay persons, nominated by the Ecclesiastical Author-
19 ity and confirmed by the Annual Convention. The Ecclesiastical Authority shall appoint one
20 of the members as Chair. The Committee shall receive and organize the resolutions for sub-
21 mission to the Convention and shall determine the order of their presentation. The Committee
22 shall conduct any hearing on a proposed Resolution scheduled during the Convention and may
23 recommend to Convention any revised versions arising out of the hearings as the Committee
24 may in its discretion determine appropriate and helpful to Convention's consideration. (d) The
25 Finance Committee shall consist of the Treasurer and additional members, one lay person and
26 one clergy person, representing each Deanery of the Diocese, nominated by the Ecclesiastical
27 Authority and confirmed by the Annual Convention. The members should have expertise or
28 experience in budgeting, financial management or accounting. The Committee shall advise
29 the Ecclesiastical Authority, Executive Council and the Convention on the financial affairs
30 of the Diocese. The Finance Committee shall conduct any hearings scheduled for discussion
31 and consideration of the annual budget and shall recommend changes, amendments and revi-
32 sions for Convention's consideration. (e) The Elections Committee shall consist of two clergy
33 and two lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual
34 Convention. The Committee shall receive nominations for the offices to be filled by the Con-
35 vention, recommend nomination and voting procedures, prepare ballots and act as tellers for
36 all elections during the Convention. (f) The Nominations Committee shall consist of one
37 member of the clergy and one lay person representing each deanery, elected by the Deanery
38 Council no later than 60 days prior to the Annual Convention and confirmed by the Annual
39 Convention. The Bishop shall be an ex-officio member of the committee. The Ecclesiastical
40 Authority shall name the chair of the Nominations Committee from the elected membership.
41 Members of the Nominations Committee may serve up to three (3) consecutive annual terms.

1 Thereafter, no member who has served on the Committee for three (3) consecutive terms shall
2 be eligible for re-election or appointment to fill a vacancy until one year after the expiration of
3 the members previous term of office. The Committee shall establish and publish nomination
4 procedures, solicit and receive nominations for the offices to be elected by Convention, exam-
5 ine the qualifications of nominees to assure conformity with any Constitutional or Canonical
6 requirements for the office, present a slate equal to at least the number of vacancies to be filled
7 which is broadly representative of this Diocese, and prepare a brief biographical profile on
8 each nominee and assure inclusion of the profiles in the information provided to the members
9 of the Annual Convention. These procedures shall not preclude additional nominations from
10 the floor of the Annual Convention.

11
12 Section 5. The following committee shall constitute Regular Committees of Convention. The
13 members of the Regular Committees shall be appointed during the organization of the Con-
14 vention after the Convention is called to order. The members shall serve until the adjournment
15 of the Convention at which they were appointed. (a) The Committee on the Bishop's Address
16 shall consist of two members of the clergy and three lay persons who are members of Conven-
17 tion, appointed by the Bishop. The committee shall consider the Bishop's Annual Address
18 and shall report to the Convention as the committee deems appropriate. (b) The Committee
19 on Courtesy shall consist of three persons who are members of the Convention, appointed by
20 the Bishop. The committee shall make such report to the Convention as the committee deems
21 appropriate. (c) The Committee on Credentials shall consist of two members of the clergy
22 and two lay persons who are members of the Convention, appointment by the Bishop. The
23 committee shall verify the list of clergy and lay delegates qualified to vote in the Convention,
24 determine the presence of a quorum, and report to the Convention.

25
26 Section 6. Expenses of Delegates. Each clerical and lay delegate to an annual or special Dioc-
27 esan Convention, actually attending the same, shall be entitled to have the necessary expenses
28 incurred by such attendance paid by the parish or mission which he or she represents; pro-
29 vided, that the amount in each case shall not exceed such limits as may be fixed by the vestry
30 of such parish or mission.

31 32 CANON 2 33 34 Worship at Convention

35
36 The Holy Eucharist shall be celebrated on the first day of each annual or special convention of
37 the Diocese, and any other services of worship may be held at the discretion of the Ecclesiasti-
38 cal Authority.

1 CANON 3
2 Rules of Order
3

4 The Convention shall adopt rules of order, which shall continue in force until altered, and in
5 the absence of such action, its proceedings shall be governed by the latest edition of “Robert’s
6 Rules of Order, Revised Edition.”
7

8
9 CANON 4
10 Secretary
11
12

13 Section 1. The Secretary shall issue notices of all meetings of the Convention under direction
14 of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Dele-
15 gates entitled to seats therein; in the absence of both the Bishop and the President of the Stand-
16 ing Committee, shall call the Convention to order for the purpose of organization; shall keep a
17 record of its proceedings, under its direction, in a suitable form to be kept for that purpose; and
18 shall be admitted to a seat in the Convention and to participation in its deliberations, without
19 the right of voting, unless otherwise entitled to vote in the Convention.
20

21 Section 2. The Secretary shall prepare and issue the Journals as may from time to time be
22 directed by the Convention, and shall preserve sufficient copies of the same for the use of the
23 members of the next succeeding Convention, together with such other records in his or her
24 keeping as may be required for reference. The Secretary shall also prepare a complete list of
25 the Parishes and Missions entitled to representation and shall publish such list in the Journal.
26

27 Section 3. The Secretary is hereby authorized upon voucher approved by the Chair, or other
28 designated member of the Department of Administration, to draw upon the Treasurer for
29 the amount of expenses necessarily incurred from time to time in discharging the duties pre-
30 scribed by this Canon.
31

32 Section 4. The Secretary of the Vestry of each Parish or Mission is directed to transmit to the
33 Secretary of the Convention, as soon as practical after the election of delegates to each Annual
34 Convention of the Diocese, a list showing the names of the delegates and alternates to said
35 Convention from his or her Parish or Mission.
36

37 Section 5. The Convention may elect one or more Assistant Secretaries to assist the Secretary
38 in discharging the duties prescribed by this Canon. An Assistant Secretary shall be admitted
39 to a seat in the Convention and to participation in its deliberations, without the right of voting,
40 unless otherwise entitled to vote in the Convention.
41

CANON 5

Treasurer

Section 1. The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by the Episcopal Foundation of the Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer underdirection of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his or her custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). The Treasurer shall give bond for the faithful discharge of duties of the office in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. The Treasurer shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Treasurer

Section 2. The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6

Chancellor

Section 1. The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. The Chancellor shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese, and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Chancellor.

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.

1 All actions of the Executive Council shall conform to the Constitution and Canons of
2 The Episcopal Church and this Diocese.

3
4 Section 3. The Executive Council shall be composed of the following members:

5 (a) the Bishop, and the Bishop Coadjutor or the Bishop Suffragan, if there be either;
6 (b) the President of the Standing Committee, the Secretary of Convention, the Treasurer, the
7 Chancellor, and the President of The Episcopal Foundation of the Diocese of East Carolina,
8 Inc. shall be ex officio members, with seat and voice but no right of voting;

9 (c) sixteen members, nominated and elected as follows:

10 (i) six “at large” members, three of whom shall be clergy and three of whom shall be lay
11 persons who are confirmed communicants in good standing of any congregation in the
12 diocese and are 16 years of age or older, nominated by any delegate to Convention un-
13 der such guidelines as may be published by the Secretary from time to time and elected
14 by Convention as set forth herein; and

15 (ii) 2 members representing each Deanery of the Diocese, one clergy person, and one
16 lay person who is a confirmed communicant in good standing, nominated by the Dean-
17 ery Council under guidelines published by the Secretary from time to time and elected
18 by the Convention annually as set forth herein;

19 (d) the Diocesan President of Episcopal Church Women

20

21 Section 4. The members of the Executive Council shall be elected by vote of Convention for
22 three year terms. A member who has served two consecutive terms on the Executive Council
23 shall not be eligible for re-election, or for appointment to fill a vacancy, until one year after
24 the expiration of his or her second term. The Executive Council shall have power to fill any
25 vacancy in the Council that may occur through death or resignation of any member, provided
26 that the person elected to fill an unexpired term shall meet the classifications for membership
27 of the person whose vacancy is being filled. Appointments to fill any such vacancy shall expire
28 at the close of the next annual Convention following appointment. Any person appointed to fill
29 a vacancy who is eligible for election but is not elected to the Executive Council at the next
30 following Annual Convention may not be appointed to fill any subsequent vacancy for a pe-
31 riod of one year following such Convention.

32

33 Section 5. The Bishop shall chair the Executive Council. The Council may elect one of its
34 own members, whether clerical or lay, as Vice Chair and prescribe the duties of the office.
35 The Secretary of the Convention shall be the Secretary of the Executive Council.

36

37 Section 6. The Executive Council shall provide for a Department of Administration and shall
38 have power, from time to time, to organize such other departments and committees as it may
39 deem necessary or advisable to carry out its responsibilities, and it shall determine the scope
40 of the work of all departments and committees. The standing departments of the Diocese shall
41 be the following, unless changed by the Executive Council: the Department of Communica-

tions; the Department of Mission & Development; the Department of Christian Social Ministries; the Department of Christian Formation; the Department of Administration; and the Department of Youth and Young Adults. The Bishop shall appoint the chair and members of each department or committee of the Diocese. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and unrestricted income from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with the Bishop's concurrence shall appoint, at least twice a year, and at such other times as the Bishop shall convene it. Nine voting members of the Executive Council, including at least five in the Clerical Order and four in the Lay Order, with the Bishop or Vice-Chair, shall constitute a quorum; the Vice-Chair, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chair, at any time upon written request of at least five members of the Executive Council. The Secretary shall give ten days notice of a called meeting.

Section 9. All salaries, other than that of the Bishop, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relationship to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee appointed by the Bishop which is directly responsible and to report only to the Bishop; and any committee appointed or elected by Convention or under its authority which is directed to be responsible and report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. No committee, commission or department shall be created by the Bishop or by the Executive Council or by the Convention of the Diocese without, at the time of its creation, such committee, commission or department being denominated a “standing” committee, commission or department of the Diocese, or if not, there being a fixed period of duration or a specified task to be performed by the committee, commission or department, at the expiration or conclusion of which the committee, commission or department shall cease to exist without further action by the Bishop, the Executive Council or the Convention of the Diocese.

Section 12. The Bishop may appoint members of the clergy and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. They may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting unless otherwise entitled to vote on the Executive Council by reason of status other than that enumerated in this section.

CANON 9

Deputies to General Convention

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

highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

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

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

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

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

CANON 10

Delegates to Provincial Synod

The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.

CANON 11

Trustees of the 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 this Church and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon shall be elected every two years. Two Priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election or appointment to fill a vacancy until one year after the expiration of the member's previous term of office. The Executive Council shall elect a person of the appropriate order, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between annual meetings of the Convention. The Bishop shall designate a Priest from the members of the Commission to serve as chair.

Section 2. The Commission shall perform the duties and functions prescribed in Canon III.2 of the Canons of General Convention, shall conduct and evaluate the examination of persons for Holy Order; support the development, training, utilization and affirmation of the ministry of the laity in the world; and perform such other duties as may be assigned to it by the Bishop.

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

CANON 1

Deaneries

Section 1. Deaneries. The Diocese shall be divided into Deaneries, the number and boundaries of which shall be fixed from time to time by the Bishop, with the advice and consent of the Executive Council.

Section 2. Purpose. Deaneries are established for the following purposes:

(a) To provide a means of communication among the Congregations, Bishop, Diocesan Staff, and other Diocesan entities as shall from time to time become appropriate.

(b) To provide a regional forum, which the Congregations of the Deanery may use for organizing and conducting events and programs, including but not limited to shared mission, liturgical, educational and community building opportunities, contributing to the enrichment of Congregational and Diocesan life.

1 Section 3. Membership. Each Deanery shall include:

2 (a) The members of the parishes or missions within the deanery.

3 (b) The clergy within the Deanery who are canonically resident or licensed to serve in the Dio-
4 cese.

5

6 Section 4. Deanery Council.

7 (a) The Vestry of each parish or mission within the Deanery may select two lay deanery rep-
8 resentatives who shall be adult confirmed communicants in good standing for a term decided
9 upon by the Vestry to serve with the clergy within the Deanery as the Deanery Council.

10 (b) The Deanery Council shall meet regularly to give leadership to the life and ministry of the
11 Deanery.

12 (c) The Deanery Council shall conduct an annual meeting of the Deanery no later than 60 days
13 prior to the Annual Convention at which: (i) one clergy person and one lay person who is an
14 adult confirmed communicant in good standing shall be elected to represent the Deanery for
15 a one year term on the Annual Convention's Nominations Committee and may subsequently
16 be elected for a total of three consecutive terms; and (ii) when necessary to fill vacancies, one
17 clergy person and one lay person who is an adult confirmed communicant in good standing
18 shall be nominated to represent the Deanery on The Executive Council for a three year term
19 upon election by the Annual Convention, as set forth in Title I. Canon 8; (iii) other business of
20 the Deanery Council may be conducted.

21 (d) The Deanery Council shall conduct an annual pre-convention meeting of the Deanery at
22 which the delegates to the Annual Convention and other members of the Deanery congrega-
23 tions shall be given an opportunity to review items on the proposed Convention agenda.

24

25 Section 5. Officers.

26 (a) The Bishop shall annually appoint one or more Deans, clergy or lay, from among the con-
27 gregations of each Deanery, who shall convene and preside over any meetings of the Deanery
28 and the Deanery Council and who shall meet together with one another and the Bishop, when
29 invited to do so.

30 (b) In addition the Deanery Council may elect such other officers as it deems expedient for the
31 transaction of its business.

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33 Section 6. Conferences with the Bishop. The Bishop may provide for occasional conferences
34 with clergy or lay groups within the Deaneries.

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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 re-

jected 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.

1 Section 4. Wardens. (a) The Vestry shall elect annually a Senior Warden and a Junior Warden
2 from among their own number. The Rector shall nominate the Senior Warden. If there is no
3 Rector, the election of the Senior Warden shall proceed without such nomination.
4 (b) The Wardens shall: (1) provide the Elements for the Eucharist; (2) keep and disburse the
5 alms when there is no Rector or Priest-in-Charge; (3) provide for the celebration of public
6 worship and instruction of the congregation by clergy or a lay person licensed by the Eccle-
7 siastical Authority; and (4) when there is no Rector or Priest-in-Charge, the Senior Warden
8 shall preside at all meetings of the Vestry, Parish or Mission.

9
10 Section 5. Clerk of the Vestry. (a) The Vestry shall annually elect a Clerk, who is not required
11 to be a member of the Vestry. (b) The Clerk of the Vestry shall: (1) take and record the min-
12 utes of all meetings of the Vestry; (2) attest to or certify the public acts of the Vestry; (3)
13 preserve all records and papers of the Parish or Mission; (4) perform all other duties legally
14 assigned to the Clerk of the Vestry; and (5) faithfully and promptly deliver all books, records,
15 files and documents, including electronic files and storage devices, of the Parish or Mission to
16 the succeeding Clerk.

17
18 Section 6. Treasurer. (a) The Vestry shall elect a Treasurer, who is not required to be a member
19 of the Vestry. (b) The Treasurer shall: (1) receive and disburse all monies collected under the
20 direction of the Vestry or parish bylaw; (2) keep an accurate account of all monies received
21 and report to the Vestry at least semi-annually or as directed (3) faithfully and promptly deliv-
22 er all books, records of account and financial documents, including electronic files and storage
23 devices, of the Parish or Mission to the succeeding Treasurer.

24
25 Section 7. Duties of the Vestry. (a) The Vestry shall act as the Trustees of the Parish or Mis-
26 sion, and shall take charge of the property of the Parish or Mission. (b) The Vestry shall regu-
27 late the temporal concerns of the Parish or Mission. (c) The Vestry shall elect and call a Rector
28 for the Parish and provide for the Rector's maintenance. (d) The Vestry shall keep order in the
29 Parish or Mission. (e) The Vestry shall act as helpers to the Rector or Priest-in-Charge in what-
30 ever is appropriate to the laity for the furtherance of the Gospel.

31
32 Section 8. Powers of the Rector. (a) The Rector or Priest-in-Charge of the Parish or Mission,
33 or a member of the Vestry designated by the Rector, shall preside in all meetings of the Ves-
34 try. Where there is no Rector or Priest-in-Charge, the Senior Warden shall preside at Vestry
35 meetings as provided in Title II, Canon 4, Section 4 (b) (4). No Interim Rector shall preside at
36 Vestry meetings unless so appointed by the Bishop.
37 (b) The Rector or Priest-in-Charge is entitled to vote only in case of a tie on any question ex-
38 cept those in which he or she may be personally concerned.
39 (c) The Rector or Priest-in-Charge shall have the power to call special meetings of the Vestry
40 at any time, giving reasonable notice and specifying the business for which the meeting is
41 called.

Section 9. Vestry Meetings. (a) Regular meetings of the Vestry shall be held as the Vestry and Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the Vestry each year. (b) Upon request of three members of the Vestry, the Rector or Priest-in-Charge shall call a meeting of the Vestry. (c) Should the Rector or Priest-in-Charge refuse to call a meeting of the Vestry when required, the Wardens or any three Vestry members may call a meeting, provided they give reasonable notice to the Rector. (d) When the Rector or Priest-in-Charge is absent or the office is vacant, the Senior Warden or any two members of the Vestry may call special Vestry meetings, upon giving reasonable notice.

Section 10. Vacancies on Vestry. (a) A vacancy on the Vestry may occur by death, resignation or removal. A parish bylaw may authorize the remaining Vestry members to fill the vacancy by appointment to serve the remainder of the unexpired term or to serve until the next annual parish meeting when the meeting shall elect a person to serve the remainder of the unexpired term. (b) A parish bylaw may provide that a person who serves one year or less of an unexpired term may be eligible immediately for election to a full term.

Section 11. All Vestries of the Diocese of East Carolina shall be required to pay the insurances associated with the operation of their parish in accordance with Diocesan policy. These insurances shall include, but are not limited to the following: (a) adequate property, liability and casualty insurance, (b) workers compensation, (c) Officer and Director's Liability, (d) clergy and lay pension premiums, (e) clergy and lay medical and dental insurance.

CANON 5

Duties of the Members of the Church

Section 1. The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship.

Section 2. It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism, and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

CANON 6

Dissolution and Suspension of Parishes and Missions

Section 1. When, in the judgment of the Bishop of the Diocese, a parish does not give promise of such sufficient strength as will enable it to maintain its organization, whether from lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which shall thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may require an audit of the 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 as adopted by the Annual Convention.

CANON 3

Call of a Minister; Clergy Assistants

Section 1. (a) When there is no Rector in a Parish of the Diocese, the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer a salary and allowances not less than the then existing minimums for members of the clergy recommended by the Clergy Salary

1 Study Commission of the Department of Administration and adopted by the Diocesan Con-
2 vention.

3 (b) When a vacancy occurs in a Mission of the Diocese, the Bishop may, in his or her discre-
4 tion, appoint a priest-in-charge for a period of not more than two years, under such terms and
5 conditions as the Bishop deems appropriate, after consultation with the Vestry of the Mis-
6 sion. In the event of such appointment, the priest-in-charge may be reappointed for successive
7 terms. In the event that the Bishop determines that the Vestry should call a priest-in-charge,
8 the Vestry shall make such call in accordance with these Canons.

9
10 Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other
11 proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty
12 days have failed to make provision for the services of a priest during the vacancy, it shall be
13 the duty of the Bishop to take such measures as are expedient for the temporary maintenance
14 of Divine Services therein.

15
16 Section 3. No Parish may elect a Rector until the names of the proposed nominees have been
17 made known to the Ecclesiastical Authority, and sufficient time, not exceeding sixty days, has
18 been given to the Ecclesiastical Authority to communicate with the Vestry, nor until the Vestry
19 has considered any such communication at a meeting duly called and held for that purpose. If
20 a church is receiving financial assistance from the Diocese, the Ecclesiastical Authority's writ-
21 ten approval of the Vestry's choice shall be essential to the election of the Priest in Charge.

22
23 Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the
24 Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the per-
25 son so chosen is a duly qualified minister who has accepted the office, the notice shall be sent
26 to the Secretary of Convention, who shall record it. Such record shall be sufficient evidence of
27 the relation between the Minister and the Parish.

28
29 Section 5. A Rector is settled, for all purposes here and elsewhere mentioned in these Canons,
30 who has been engaged permanently by any parish, according to the rules of the Diocese, or for
31 any term of not less than one year.

32
33 Section 6. The Rector or Priest-in-Charge of a parish or mission shall have the authority to
34 select and call an assistant, by whatever title called, with the consent of the Vestry of the par-
35 ish or mission. Any assistant clergy shall serve under the authority and direction of the Rector
36 or Priest-in-Charge. Before beginning the process of selection, the Rector or Priest-in-Charge
37 shall discuss with the Bishop and the Vestry the Parish or Mission's readiness to call an assis-
38 tant and present a draft job description. The Rector or Priest-in-Charge shall discuss a list of
39 candidates and job description of the assistant with the Bishop before the final selection is
40 made. Before issuing a call of any assistant the name of the Member of the Clergy proposed
41 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.

Section 2. List of Communicants, etc. It shall also be the duty of each member of the Clergy to keep a list of the communicants within the Parish or Mission, and, so far as practicable, of the families and adult persons within the same, to remain for the use of the Parish and any successor called by the Parish.

Section 3. Parochial Reports.

(a) It shall be the joint duty of the Rector or Priest in Charge and the lay leadership to report annually to the Bishop, through the Secretary of Convention, not later than March 1st preceding the Annual Convention, all official acts performed since the last such report to and includ-

1 ing December 31st of the preceding year, and all information concerning the state of the Parish,
2 Mission or other Cure, according to the form prescribed by the Executive Council of the Gen-
3 eral Convention. Each such report shall also include all official acts performed by the Rector or
4 Priest in Charge outside the Parish, Mission or Cure. The Vestry's approval is required before
5 filing the Parochial Report. (b) In the case of a Parish without a Rector, Priest in Charge or
6 Interim Rector, it shall be the duty of the Vestry to make the required Parochial Report. (c) In
7 making the Parochial Report, all communicants shall be included, except those who have been
8 repelled by the proper authority under Canon I.17 of the Canons of the General Convention.

9
10 Section 4. Annual Audit Report. The Vestry of each Parish or Mission shall provide for an
11 Annual Audit of all accounts. Such audit shall conform to the requirements of Canon I.7 of the
12 Canons of the General Convention. The Vestry shall review the Audit Report and recommenda-
13 tions and file them together with an action plan to correct any deficiencies with the Bishop or
14 Ecclesiastical Authority not later than September 1 following the close of the Parish or Mis-
15 sion's fiscal year.

16
17 Section 5. Penalties. Failure to keep records or to file the reports required by this Canon or by
18 the Canons of General Convention shall result in the imposition of those penalties set forth in
19 Article IV, Section 5(b) of the Constitution of the Diocese.

20
21 Section 6. Transfer of Communicants. It shall be the duty of the Rector or Minister in Charge
22 of every Parish or Mission, learning of the removal of any communicant of the minister's Par-
23 ish or Mission to another cure, without having secured a letter of transfer as provided for by
24 General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said
25 communicant, to transfer the communicant to the new Cure.

26
27 Section 7. Disclosure of Parish Register. It shall be the duty of the Rector or Minister in Charge
28 of a Parish or Mission to submit for the Bishop's examination at the time of the Bishop's annu-
29 al visitation the Parish Register. The Bishop shall determine that all entries are properly made,
30 all members accounted for and that the register is properly indexed.

31 32 33 34 CANON 5 35 Clergy Liable to Missionary Duty 36

37 All members of the Clergy of the diocese receiving aid from its missionary funds or from the
38 General Missionary funds, shall perform such missionary duties within the Diocese as may be
39 prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to
40 time by the Executive Council.

CANON 6

Dissolution of the Relationship between Congregation and Priest

Section 1. Except under mandatory resignation by reason of age, a Rector may not resign as Rector of a congregation without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a congregation be removed therefrom by the Vestry against the Rector's will, except as provided in this Canon.

Section 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relationship between the priest and the congregation, and the parties cannot agree, either the priest or the Vestry, but no other person or group, may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of Bishop under this Canon.

Section 3. Within sixty days of receipt of the written notice the Bishop as chief pastor of the Diocese shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper, including the appointment of a consultant to confer in the matter, and may appoint a committee of at least one priest and one lay person, none of whom may be members of the congregation involved, to make a report to the Bishop.

Section 4. If differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give written notice to the Rector and the Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.

(b) If a timely request is made, the President of the Standing Committee shall set a date for a conference, which will be held within thirty days.

(c) At the conference, each party shall be entitled to representation and to present its position fully.

(d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the counsel of the Standing Committee, which shall not be binding upon the Bishop and which the Bishop shall consider along with such other information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall render a godly judgment.

(e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.

(f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.

- 1 (g) If the relation is to be dissolved:
2 (1) The Bishop shall direct the Secretary of Convention to record the dissolution.
3 (2) The judgment shall include such terms and conditions including financial settlements
4 as shall seem to the Bishop just and compassionate.
5
6 Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest
7 and the congregation.
8
9 Section 6. In the event of the failure or refusal of either party to comply with the terms of the
10 judgment, the Bishop may impose such penalties as are consonant with the Constitution and
11 Canons of the General Convention of the Episcopal Church, and of the Diocese of East Caro-
12 lina, including the following:(a) In the case of a priest, suspend the priest from the exercise of
13 the priestly office until the priest shall comply with the judgment. (b) In the case of the Vestry,
14 invoke any available sanctions including those set forth in Article IV of the Constitution of the
15 Diocese until it has complied with the judgment.
16
17 Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided
18 that all be done to expedite these proceedings. All parties shall be notified in writing of the
19 length of any extension.
20
21 Section 8. (a) Statements made during the course of proceedings under this Canon are not
22 discoverable nor admissible in any proceedings under Title IV of the Canons of the Episco-
23 pal Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does
24 not require the exclusion of evidence in any proceeding under the Canons which is otherwise
25 discoverable or admissible.
26 (b) In the course of proceedings under this Canon, if a charge is made by the Vestry against
27 the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the
28 Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall
29 be suspended until the charge has been resolved or withdrawn.
30
31

32 CANON 7

33 Ecclesiastical Discipline

34

- 35
36 Section 1. Purpose. Those provisions of Title IV of the Canons of The Episcopal Church
37 which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent,
38 if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions
39 of Title IV of the Canons of The Episcopal Church, the provisions of Title IV of the Canons of
40 The Episcopal Church shall govern. Any terms not defined herein are defined in Title IV of the
41 Canons of The Episcopal Church.

1 Section 2. Multi Diocese Agreement. The Diocese may enter into an Agreement to develop
2 and share a Disciplinary Board and/or other resources necessary to implement Title IV of the
3 Canons of The Episcopal Church with one or more other dioceses as authorized by Canon
4 IV.5.3(i) of the Canons of The Episcopal Church (an “Agreement”). An Agreement and any
5 amendment to it must be signed by the Bishop and ratified by Convention in like manner as
6 for an amendment to the Diocese’s Canons before becoming effective. During the effective-
7 ness of an Agreement, the provisions of this Title below shall apply except as modified by the
8 Agreement.

9

10 Section 3. Discipline Structure.

11 (a) Disciplinary Board. The Board shall consist of eleven persons, six of whom are
12 members of the Clergy and five of whom are Laity.

13

14 (b) Clergy Members. The Clergy members of the Board shall be in good standing, and
15 canonically and geographically resident in the Diocese.

16

17 (c) Lay Members. The lay members of the Board shall be confirmed Adult Communi-
18 cants in Good Standing, and geographically resident in the Diocese.

19

20 (d) Election. The members of the Board shall be elected by the annual Diocesan Con-
21 vention. Each member shall be elected for a three (3) year term; except, if a member is elected
22 to fill a vacancy, the term of such member shall be the unexpired term of the member being
23 replaced. The terms of the members shall commence on the day immediately after the conclu-
24 sion of the Diocesan Convention in which they are elected. The terms of office of the Board
25 shall be staggered and arranged into three classes.

26

27 (e) Election of First Disciplinary Board. The Bishop, with the advice and consent of the
28 Standing Committee, shall appoint the initial members of the Disciplinary Board. The term of
29 the initial members of the Disciplinary Board shall be from July 1, 2011 until the conclusion
30 of the 2012 Diocesan Convention. At the 2012 Diocesan Convention, the Convention shall
31 elect all eleven members of the Disciplinary Board. Of the six clergy members, two shall serve
32 a one year term, two shall serve a two year term, and two shall serve a three year term. Of the
33 five lay members of the Disciplinary Board, one shall serve a one year term, two shall serve a
34 two year term, and two shall serve a three year term. Beginning at the 2013 Diocesan Conven-
35 tion and each Diocesan Convention thereafter all persons elected to the Disciplinary Board
36 shall be elected to a three year term in accordance with the terms of Section 3(d) above.

37

38 (f) Vacancies. Vacancies on the Board shall be filled as follows:

39 (i) If a vacancy is created for any reason other than pursuant to a challenge as
40 provided below, the term of any person selected as a replacement Board member shall be until
41 the next Diocesan Convention. If a vacancy results from a challenge, the replacement Board

1 member shall serve only for the proceedings for which the elected Board member is not serv-
2 ing as a result of the challenge.

3 (ii) The Standing Committee shall appoint replacement Board members.

4 (iii) Persons appointed to fill vacancies on the Board shall meet the same eligibil-
5 ity requirements as elected Board members.

6 (iv) When a vacancy exists, the President of the Board shall notify the President
7 of the Standing Committee and the Bishop of the vacancy and request appointment of a re-
8 placement member of the same order as the member to be replaced.

9
10 (g) Preserving Impartiality. In any proceeding under this Title, if any member of any
11 panel of the Board at any stage of the process shall become aware of a personal conflict of
12 interest or undue bias, that member shall immediately notify the President of the Board and
13 request a replacement member of the Panel. Respondent's Counsel and the Church Attor-
14 ney shall have the right to challenge any member of a Panel for conflict of interest or undue
15 bias by motion to the Panel for disqualification of the challenged member. The members of
16 the Panel not the subject of the challenge shall promptly consider the motion and determine
17 whether the challenged Panel member shall be disqualified from participating in that proceed-
18 ing.

19
20 (h) President. Within sixty (60) days following the Diocesan Convention, the Board
21 shall convene to elect a President to serve one annual term beginning upon the day of selection
22 until the date the following year that the next President is selected.

23
24 (i) Intake Officer. After consultation with the Board, the Bishop shall appoint one or
25 more Intake Officers. The Bishop shall publish the name(s) and contact information of the
26 Intake Officer(s) throughout the Diocese.

27
28 (j) Investigator. After consultation with the President of the Board, the Bishop shall
29 appoint one or more Investigator(s). The Investigator may, but need not, be a Member of the
30 Church.

31
32 (k) Church Attorney. Within sixty (60) days following each Diocesan Convention, the
33 Bishop, with the advice and consent of the Standing Committee, shall appoint an attorney to
34 serve as Church Attorney for the following calendar year. The person so selected must be a
35 Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

36
37 (l) Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coor-
38 dinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral
39 responses provided for in Title IV.8 of the Canons of General Convention. The Pastoral Re-
40 sponse Coordinator may be the Intake Officer, but shall not be a person serving in any other
41 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

1 for the purpose of providing (1) funds, the income from which is to be used for the promotion
2 of new work in the Diocese of East Carolina and for the development of the religious, educa-
3 tional and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina,
4

5 (2) funds to be used for making loans to parishes, missions, diocesan institutions and church
6 organizations for capital improvements, and (3) funds for capital grants to parishes, missions,
7 diocesan institutions and church organizations for capital improvements.

8 Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and
9 personal property from individuals, contributions or donations from churches, corporations
10 and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I,
11 Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon
12 12, Section 3. Money or property given by donors to the Foundation without restrictions on
13 disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an
14 unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be
15 accepted subject to restrictions by donors that only income from gifts may be spent, that the
16 principal may be used only for revolving loans or for capital grants, or that the gifts or the
17 income therefrom may be used only for designated purposes in or for the benefit of the Dio-
18 cese of East Carolina; provided, however, that the Foundation may decline to accept any gift,
19 bequest or devise the purpose of which does not conform to the purposes set out in Section 1
20 of this Canon and the charter of the Foundation, or which would be burdensome or impractical
21 to administer.
22

23 Section 3. The operation of the Foundation shall be under the control of its Board of Directors,
24 who shall be elected by the Diocesan Convention as set out in the by-laws of the Foundation.
25 Foundation income available for expenditure for diocesan purposes, after payment of operat-
26 ing expenses of the Foundation, and funds available for loans and grants to churches or other
27 recipients thereof shall be paid to the Treasurer of the Diocese for disbursement.
28

29 Section 4. The Board of Directors of the Foundation shall annually make a report to the Dioc-
30 esan Convention showing the names of the several funds, trusts or endowments held by it, the
31 sources, dates and amounts thereof, the terms governing the use of principal and income, the
32 manner in which the funds are invested, the disbursements or payments made during the year
33 and the purposes for which said disbursements have been made. The Board of Directors of the
34 Foundation shall make a similar report to the Executive Council as often as required by the
35 Executive Council and not less frequently than each six months.
36
37
38
39
40
41

CANON 2

The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of Convention a Church Pension Fund Committee to consist of three presbyters and two lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension system created by the General Convention and committed to it by the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouse and surviving minor children, if any, in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical organizations therein, each through its Treasurer and other proper official, to inform the Church Pension Fund of salaries and other compensation paid to members of the Clergy by said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such

1 salaries and other compensation as they occur; and to pay promptly to The Church Pension
2 Fund the pension assessments required thereon under the Canons of the General Convention
3 and in accordance with the Rules of said Fund.

4
5 Section 5. It shall be the duty of every member of the Clergy canonically resident in or serv-
6 ing in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth,
7 ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as
8 may be necessary for its proper administration and to cooperate with said Fund in such other
9 ways as may be necessary in order that said Fund may discharge its obligations in accordance
10 with the intention of the General Convention in respect thereto.

11
12 Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other
13 ecclesiastical institutions and organizations therein, to participate in all medical care, hospi-
14 talization, health, accident and life insurance plans for clergy which are made mandatory on a
15 nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or
16 under its authority, and to pay promptly to The Church Pension Fund the premiums or assess-
17 ments required to maintain such coverage in accordance with the Rules of the Fund. The Dioc-
18 esan Convention, or when it is not sitting the Executive Council, shall make all decisions and
19 take all action to carry out the provisions of this Canon.

20
21 Section 7. Lay Pension Plans.

22 (a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the au-
23 thority of this Diocese, and any other societies, organizations, or bodies in the Church which
24 under the regulations of The Church Pension Fund have elected or shall elect to come into the
25 pension system, shall provide all lay employees who work a minimum of 1,000 hours annu-
26 ally, retirement benefits through participation in the Episcopal Church Lay Employees Retire-
27 ment Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to
28 those of ECLERP. Such participation shall commence no later than January 1, 1993. At its
29 commencement, if the plan is a defined benefit plan, the employer contribution shall be not
30 less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the em-
31 ployer shall contribute not less than 5 percent and agree to "match" employee contributions of
32 up to another 4 percent.

33 (b) The employer may impose a minimum age of 21 years and a minimum employment period
34 not to exceed one year of continuous employment before an employee would be eligible to
35 participate.

36 (c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the
37 contribution percentages as required for the lay pension plan.

CANON 3

Trinity Center

Section 1. There shall be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on the nomination of the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination of the Bishop shall be four members elected for a one year term, four members elected for a two year term, and four members elected for a three year term. The Bishop shall be ex officio Chair of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center, including, but not limited to, the employment of a Director, formulating and administering an annual budget, performing an annual audit, 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 adjournment unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

CANON 3

Official Copies of Constitution and Canons

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by the Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese, and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary to each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 4

Citation of Canons

All references to the Canons of the Diocese of East Carolina shall refer to Title, Canon and Section and Clause number, if any, in the following form: the Title, the Canon, the Section and the Clause, in each case separated by a period.

CANON 5
Repealer of Prior Canons

All former canons of the Diocese of East Carolina, not specifically incorporated in these revised canons, are hereby repealed. Ratified in Convention and effective, February 13, 1993.

Rules of Order

RULES OF ORDER FOR CONVENTION

I. On the first day of the Convention, the Holy Eucharist shall be celebrated.

II. At the time appointed, the delegates shall assemble for the organization of the Convention and the transaction of business. The Presiding Officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall elect a Secretary and shall then proceed with the transaction of the business of Convention as set out in the Canons and these Rules of Order.

III. Convention shall elect officers as provided in the Constitution and Canons.

IV. The Bishop shall appoint all Committees unless otherwise provided by Constitution or Canon.

V. The Presiding Officer of Convention shall be determined in accordance with Article IV of the Constitution of the Diocese.

VI. The order of business proposed by the Presiding Officer and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as provided in Rule XXI or by majority vote of the Convention.

VII. After the Presiding Officer has taken the chair, no member shall continue standing, except to address the chair.

VIII. Speakers shall address the chair, and shall confine themselves to the point in debate.

(1) No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports that are given on the second legislative day, memorials and resolutions of appreciation, shall be introduced on the first legislative day of the Annual Convention and voted on the second legislative day. Those resolutions presented in conjunction with Department, Committee and Commission reports that are given on the second legislative day shall be voted on by the Convention on the second legislative day. All resolutions regardless of type shall be made in writing.

(2) Any delegate may submit a resolution on or before December 31 prior to the Annual Convention by submitting it in writing to the Secretary of Convention. Resolutions received by December 31 will be published prior to the Annual Convention.

(3) Resolutions submitted after December 31 must be signed by ten delegates from three different parishes, and submitted to the Secretary of Convention no later than 10:00 AM on the first legislative day of Convention for introduction.

IX. When the Presiding Officer is putting any question to a vote, the members shall continue in their seats, and shall not hold any private conversation.

X. When a question is under consideration, no other motion shall be in order, except a motion to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All motions to amend shall be made in writing and, after being read to the Convention, shall be immediately submitted to the Secretary of Convention. All motions to amend shall be considered in the order in which they are made.

XIII. When a proposed motion to amend is under consideration, a substitute to the whole matter may be received. Any motion to substitute shall be made in writing and, after being read to the Convention, shall be immediately submitted to the Secretary of the Convention.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken. Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention, provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. The Presiding Officer shall decide all questions of order without debate, but any member may appeal the decision. On such appeal no member shall speak more than once without leave.

1 XVII. No member shall be absent from the session of the Convention without leave of the Pre-
2 siding Officer. When the Convention is about to rise, every member shall keep his or her seat
3 until the Presiding Officer leaves the chair.

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5 XVIII. On motion duly put and carried, the Convention may resolve itself into a Committee of
6 the Whole, with or without closed doors, for the purpose of discussing such subjects as may be
7 approved by the Convention.

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9 XIX. The Presiding Officer may select and announce subjects for discussion: Provided, that if
10 the motion to go into a Committee of the Whole has specified the subject to be discussed, that
11 subject shall be disposed of.

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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.

**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.

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23 The original Charter was revised and rewritten by Certificate of Amendment filed March 26,
24 1957, in the Office of Secretary of State.

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26 An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved
27 by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17,
28 1971, in the Office of Secretary of State.

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**By-Laws of the Episcopal Foundation
of the Diocese of East Carolina
Incorporated
(As Amended)**

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit-the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLES III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be persons who are interested in the work of the Episcopal church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position

1 as a Director in By-Laws of the Episcopal Foundation this Corporation. And all vacancies
2 occurring on said Board of Directors shall be filled by the Board and such persons elected to
3 fill such vacancies shall hold office for the unexpired portion of the terms of their respective
4 predecessors.

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6 ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day
7 prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at
8 the place where said Convention is to be held. If for any cause the meeting is not held on the
9 day preceding the assembling of said Convention, it shall be held during the time of the Con-
10 vention or as soon thereafter as is convenient. If for any reason the said annual meeting is not
11 held at one of the times above provided, it shall be held at a time and place to be
12 fixed by the Bishop after conference with the President and Secretary.

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14 ARTICLE VI: General or special meetings of the Directors of the Corporation may be called
15 by the President or any three members of the Board of Directors at such time and place as
16 shall be indicated in such call after at least three days notice by mail to all of the members of
17 the Board of Directors.

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19 ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the Presi-
20 dent of the Corporation, who are Ex-Officio members of said Executive Committee, and five
21 Directors who shall be elected annually by the Board of Directors from its membership. The
22 Secretary of the Executive Committee shall be appointed by the President of the Corporation
23 but the Secretary need not be a Director of the Corporation. The Bishop or the President of
24 the Corporation, together with three of the other members of the Executive Committee, shall
25 constitute a quorum for the transaction of business and shall by majority vote possess and ex-
26 ercise all the powers and duties of the
27 Board of Directors with reference to all matters, but only when the Board of Directors is not
28 in reference to all matters, but only when the board of Directors is not in session. The Execu-
29 tive Committee shall keep a record of all of its proceedings which shall be certified by the
30 Secretary of the Executive Committee under his hand and which record shall be read at the
31 next meeting of the Board of Directors. The Secretary of the Executive Committee shall call
32 meetings of the Executive Committee upon the request of the Bishop or of the President or
33 upon request of any three members of the Executive Committee.

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35 ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the
36 name of the corporation by the President or the Vice President and attested by the Secretary
37 or Assistant Secretary of the Corporation and the corporate seal attached thereto. No convey-
38 ances of real estate or bills of sale or transfers of securities, or stocks or other personal prop-
39 erty shall be made except by authority of a resolution duly passed by majority vote at a duly
40 constituted meeting of the Executive Committee.

1 ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by
2 the Board of Directors of the Corporation.

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4 ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a
5 quorum for a valid meeting of the Board of Directors for the transaction of business and per-
6 formance of duties imposed on the Board of Directors by the Charter of this Corporation or by
7 the By-Laws thereof.

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9 ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation,
10 which depository may also be Custodian of all securities of the Foundation, and the Directors
11 in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for
12 the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation
13 shall be approved by the Board of Directors.

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15 ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are
16 to be elected as hereinbefore provided, the number of Directors for the ensuing term of four
17 years shall be fixed by the Convention and the Convention shall then elect the number of Di-
18 rectors so specified who shall hold office for four years from the adjournment of the Conven-
19 tion at which they are elected until their successors are elected and qualified.

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21 ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of
22 all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Caro-
23 lina shall Ex-Officio be a member of the Board of Directors.

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25 ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the
26 Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan
27 Convention for its consideration and approval.

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29 ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of
30 Directors. Such alteration or amendment shall not be legally implemented under the laws of
31 North Carolina until the same shall have been reported to the next Annual Diocesan Conven-
32 tion.

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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
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