
Journal of Convention



The Episcopal Diocese of
East Carolina

2017

INTERDIOCESAN
INSTITUTIONS

THE UNIVERSITY of the SOUTH
735 University Avenue
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 27610
919-516-4000

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

JOURNAL OF THE
ONE HUNDRED THIRTY-FOURTH
ANNUAL CONVENTION
OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE
DIOCESE OF EAST CAROLINA
IN
NEW BERN, NORTH CAROLINA
FEBRUARY 3 and 4, 2017

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.”

2017 ELECTED OFFICES OF THE DIOCESE

SECRETARY OF CONVENTION

The Rev'd Canon Matthew E. Stockard to 2018

CHANCELLOR

Mrs. Joan Geiszler-Ludlum to 2018

DISCIPLINARY BOARD

Mr. Thomas Secules to 2018

Ms. Jananne Fiebig to 2020

Mr. James Robbins to 2018

Mr. Jim Hayes to 2020

The Rev'd Philip Glick to 2018

The Rev'd Deacon Katherine Mitchell to 2018

EXECUTIVE COUNCIL

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

Diocesan President of Episcopal Church Women: Mrs. Nancy Hamblin

Pamlico Deanery Representatives

To 2018:

The Rev'd Andrew Cannan

To 2020:

Mrs. Judith Whichard

Upper Cape Fear Deanery Representatives

To 2018:

The Rev'd Teddra Hussey-Smith

To 2020:

Ms. Leslie Flom

Albemarle Deanery Representatives

To 2018:

Ms. Beth Harrington

To 2020:

The Rev'd Malone Gilliam

Trinity Deanery Representatives

To 2018:

The Rev'd Dr. John Pollock

To 2020:

Ms. Shirley Guion

Lower Cape Fear Deanery Representatives

To 2018:

Mr. Robert Swindell

To 2020:

The Rev'd Sarah Smith

At-Large Members

To 2019:

The Rev'd John Frazier

The Rev'd Daniel Cenci

Mr. Carl Ragsdale

Ms. Lisa Richey

To 2020:

Mr. Earl Klinck, II

Ex-Officio Members:

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Tess Judge, Treasurer
Mr. Hodges Hackney, President, Foundation
Mrs. Jo Parrott, 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 Mary Reese, Dean, Trinity Deanery
Ms. Ginger Jacocks, Dean, Trinity Deanery
The Rev'd Jeff Douglas, Dean, Albemarle Deanery
Ms. Beth Harrington, Dean, Albemarle Deanery
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
Mrs. Susan Holmes, Dean, Pamlico Deanery

STANDING COMMITTEE

Mrs. Jo Parrott to 2018
The Rev'd Jeremiah Day to 2018
The Rev'd Paul Canady to 2019
Mr. Tom Holt to 2019
Mrs. Donna Trivette to 2020
The Rev'd Pamela Stringer to 2020

TREASURER

Mrs. Tess Judge to 2018

TRUSTEES OF THE DIOCESE

The Rt. Rev'd Robert Skirving
The Rev'd Eugene Carpenter to 2018
Mrs. Martha Blount Simpson to 2018
The Rev'd Robert Alves to 2019
Dr. Thomas Warren to 2019

TRUSTEES - UNIVERSITY OF THE SOUTH

The Rt. Rev'd Robert Skirving
Mr. Thomas Sutton to 2018
Mr. Steve Lawrence to 2019
The Rev'd Pamela Stringer to 2020

2017 APPOINTMENTS BY THE BISHOP

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
Mrs. Martha Blount Simpson, Trustee
The Rev'd Eugene Carpenter, Trustee

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. Jordan Whichard, III
The Rev'd Chip Broadfoot
Mr. Phil Stine

To 2021:

Mr. David Brownlow
The Rev'd Canon Jim Hanisian

Mr. Terry Everett
Dr. Thomas Warren

BOARD OF TRINITY CENTER

To January 31, 2018:

Mr. David Smith
Mrs. 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
Dr. John Rozier

To January 31, 2020:

Ms. Tracey Hanson
Mr. Ed Hodges

The Rev'd Sarah Smith
Mr. Perry Souther

Ex-Officio:

Mr. Penn Perry

Ms. Stephanie Rudolph

CHAPLAIN TO RETIRED CLERGY

The Rev'd Nan Chandler

COMMISSION ON MINISTRY

To 2018:

The Rev'd Bonnie Smith

Mrs. Virginia Woodruff

The Rev'd Ray Hanna

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

To 2021:

The Rev'd Courtney Dale

The Rev'd Richard Elliott

Mr. Robert Richardson

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 RACIAL RECONCILIATION

The Rev'd Bonnie Smith Co-Chair

Mr. Charles Hannibal, Co-Chair

The Rev'd Mary Reese

The Rev'd Jeffrey Douglas

The Very Rev'd John Frazier

Ms. Catherine Hart

The Rev'd Richard Elliott

Mr. Skip Walker

The Rev'd Deacon Henrietta Williams

Ms. Dionne Johnson

Mr. Samuel Lloyd

Ms. Caroline Parham-Ramsey

COMMITTEE ON THE BISHOP'S ADDRESS

The Rev'd Dr. Everett Thomas
Ms. Tania Granandos
Ms. Shurley Ray Weddle

The Rev'd Eric Moulton
Mr. William Shultz

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

The Rev'd David Davis, Chair
Ms. Sally Love
Mrs. Katherine Thaman

CREDENTIALS COMMITTEE

The Rev'd Phllip Glick, Chair
The Rev'd Paula Griffin
Mr. Issac Hines
Ms. Marion Gilbert

DIOCESAN CONVENTION COMMITTEE

Mrs. Annie Jacobs, Chair
Mrs. Susan Holmes, Floor Chair
The Rev'd Jeffrey Douglas
Mrs. Jo Parrott
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

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 Mary Reese

Ms. Ginger Jacocks

Upper Cape Fear Deanery:

The Rev'd John Frazier

Mr. Rob Richardson

Lower Cape Fear Deanery:

The Rev'd Dena Whalen

Ms. Jane Martin

EDUCATION FOR MINISTRY (EFM)

Ms. Lisa Richey

ELECTIONS COMMITTEE

The Rev'd Daniel Cenci

David Cook

The Rev'd Dena Whalen

Mrs. Ann Woodley

EMPLOYEE COMPENSATION & BENEFITS COMMITTEE

The Rev'd Richard Elliott, Chair

Mrs. Janet Heath

The Very Rev'd John Pollock

Mrs. Tess Judge

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 Canon Sonny Browne

The Rev'd Daniel Cenci

Ms. Judith Klinck

Ms. Fracisca Rios

The Rev'd Deacon Janet Rodman

Mr. Lee Albritton

Mr. Dana Cook

FINANCE COMMITTEE

Trinity Deanery:

Mr. Ray Tait

Mr. Thomas Sutton

The Rev'd Albert Eaton

Pamlico Deanery:
The Rev'd Diane Tomlinson
Mrs. Judith 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

INTERFAITH/ECUMENICAL RELATIONS COMMITTEE

The Rev'd Robert Hudak

LITURGICAL COMMISSION

To 2018:
The Rev'd Canon Sonny Browne
Mr. David Leahey
Mr. Lewis Moore
Mr. Andrew Scanlon
Ms. Linda Thornton
The Rt. Rev'd Robert Skirving

GLOBAL GOALS

Dr. Karen Ray
Mrs. Charlotte Campbell
Dr. Walker Campbell
Ms. Mamre Wilson
Mrs. Betty Anderson
Mrs. Lee Ann Fordyce

The Rev'd Robert Hobgood
Mrs. Jane Merritt
Ms. Jane Swint
The Rev'd Dr. Richard Warner
Dr. Thomas Warren

PERSONNEL COMMITTEE

Mr. John Holmes
Mrs. Cynthia Davis
Mrs. Jane Martin

The Rev'd Raymond 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 2017)

The Bishop

The Rt. Rev. Robert Skirving

Canon to the Ordinary

The Rev. Canon Matthew Stockard

Canon for Diocesan Life

The Rev. Canon Joseph Browne, III

Executive Assistant to the Bishop

Mrs. Jimi Paderick

Diocesan Administrator

Mrs. Bonnie Holton

Program Officer for Youth, Young Adult and College Campus Ministry

Mrs. Emily Gowdy Canady

Administrative Assistants

Ms. Beth Nagy

Mrs. Hannah Hilterbrand

Mr. Wesley Rhodes

Directory of Churches

(as of February 2017)

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
101 Craven Street
www.stthomasparishnc.org

(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 West
www.trinitychocowinity.org

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

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 South Road Street

The Rev'd William Smyth, Priest in Charge

Creswell

Christ Episcopal Church
100 6th Street

Galilee Mission
2323 Lake Shore Road

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

Currituck

St. Luke's Episcopal Mission
2864 Caratoke Highway

(252) 435-0530 Phone

The Rt. Rev'd David Bane

Edenton

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

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

The Rev'd Malone Gilliam, Rector

Elizabeth City

Christ Episcopal Church
200 South McMorris Street
www.christchurchcity.org

(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

(910) 879-2777 Phone

Engelhard (Lake Landing)

St. George's Episcopal Church
31655 US Highway 264 East

The Rev'd James Lupton, Priest in Charge

Farmville

Emmanuel Episcopal Church
3505 South Walnut Street

(252) 753-3737 Phone

Fayetteville

Church of the Good Shepherd Episcopal Church
1337 Hamlet Street

(910) 323-1512 Phone

(910) 763-2891 Fax

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

(910) 484-2134 Phone

(910) 484-3198 Fax

The Rev'd Jeffrey Thornberg, Rector

St. John's Episcopal Church
302 Green Street
www.stjohnsnc.org

(910) 483-7405 Phone

(910) 483-8980 Fax

The Rev'd Robert Alves, Rector

St. Joseph's Episcopal Church
509 Ramsey Street
www.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

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
503 Forest Hill Drive
www.stfrancisgoldsboro.org

(919) 735-9845 Phone
(919) 735-9893 Fax

The Rev'd Marcia McRae, Priest in Charge

St. Stephen's Episcopal Church
200 North James Street
www.ststephenschurch.com

(919) 734-4263 Phone
(919) 734-4288 Fax

The Rev'd Raymond Hanna, Rector

Greenville

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

(252) 752-3482 Phone
(252) 830-0029 Fax

The Rev'd Robert Hudak, Rector

The Rev'd Andrew Cannan, Assistant Rector

The Rev'd Deacon Fran McKinney

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

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

The Rev'd John Porter-Acee, Rector

The Rev'd Deacon Jack Robertson

Grifton

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

Hampstead

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

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

The Rev'd Pamela Stringer, Rector

Havelock

St. Christopher's Episcopal Church
1100 East Main Street

(252) 447-3912 Phone

Hertford

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

(252) 426-5542 Phone

The Rev'd Robert Beauchamp, Rector

Holly Ridge

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

(910) 329-1514 Phone

Jacksonville

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

(910) 347-3774 Phone

(910) 347-5051 Fax

The Rev'd Cynthia Duffus, Priest in Charge

Kinston

Holy Innocents Episcopal Church
6861 Highway 55 West

(252) 569-3011 Phone

(252) 566-9233 Fax

The Rev'd Bonnie Smith, Priest in Charge

St. Augustine's Episcopal Church
707 East Lenoir Avenue

(252) 523-4032 Phone

(252) 523-4032 Fax

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

(252) 523-6146 Phone

(252) 523-5134 Fax

The Rev'd Judith Reese, Interim Rector

The Rev'd Thomas Warren, Associate Rector

Lumberton

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

(910) 739-3717 Phone

910) 739-3718 Fax

The Rev'd Gene Wayman, Priest in Charge

Morehead City

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

(252) 247-9093 Phone
(252) 726-2807 Fax

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

Nags Head

St. Andrew's Episcopal Church
4212 South Virginia Dare Trail
www.saintandrewsobx.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

Newton Grove

La Iglesia de la Segrada Familia
2989 Easy Street

The Rev'd Jesús Rojas, Rector

Northwest

All Souls Episcopal Church
5087 Blue Banks Loop Road

The Rev'd Nan Chandler, Rector

Oriental

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

(252) 249-0256 Phone

The Rev'd Jeremiah Day, Rector

Plymouth

Grace Episcopal Church

106 Madison Street

www.graceplymouth.ecdio.org

(252) 793-3295 Phone

Roper

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

206 Bush Street

Salter Path

St. Francis by-the-Sea Episcopal Church

920 Salter Path Road

www.stfrancisbythesea.org

(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.stjames.ecdio.org

(910) 754-9313 Phone

(910) 755-6263 Fax

The Rev'd Dave Davis, Rector

The Rev'd Deacon Jean Miller

Southern Shores

All Saints Episcopal Church

40 Pintail Trail

www.allsaints-eastcarolina.org

(252) 261-6674 Phone

(252) 261-1754 Fax

The Rev'd Tom Wilson, Rector

Southport

St. Philip's Episcopal Church

205 E. Moore Street

www.stphilipschurch.org

(910) 457-5643 Phone

(910) 457-6991 Fax

The Rev'd Canon James Hanisian, Priest in Charge

The Rev'd Reginald Simmons, Associate Rector

Sunbury

St. Peter's Episcopal Church

61 Highway 32 North

(252) 465-8861 Phone

Swansboro

St. Peter's by the Sea Episcopal Church
503 West Broad Street
www.saintpetersbythesea.org

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

The Rev'd Albert Eaton, Rector

Trenton

Grace Episcopal Church
111 East Lakeview

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 Highway 264 East
www.zionepiscopal.com

(252) 927-9466 Phone

The Rev'd Sarah Saxe, Priest in Charge

Whiteville

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

(910) 642-4784

Williamston

Church of the Advent Episcopal Church
124 West Church Street
www.williamstonepiscopalchurch.com

(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.ecdio.org

The Rev'd Michael Singer, Interim Rector

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.com (910) 256-2101 Fax

The Rev'd Richard Elliott, III, Rector

The Rev'd Sarah Smith, Associate 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 Chris Hamby, Associate Rector

The Rev'd Timothy M. Meyers, Associate Rector

The Rev'd Deacon Catherine Davis

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

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.st-marks-wilmington.ecdio.org

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

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

The Rev'd Dena Bearl Whalen, Rector
The Rev'd Deacon Kay Swindell

Windsor

St. Thomas Episcopal Church
302 South Queen Street

(252) 794-3420 Phone

Woodville (Lewiston)

Grace Episcopal Church
349 NC Highway 11 South

**Canonical Listing of Clergy for
134th Annual Convention
as of February 3, 2017
(*indicates they attended 134th Convention)**

*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 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 Canon Joseph Malcolm Browne, III, Non-Parochial

Canon for Diocesan Life, Kinston

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, Greenville
*The Rev'd Christine Carlin, Retired	
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 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 Jane Lowe 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 Margaret Finnerud, Non-Parochial

The Rev'd Fred Fordham, Retired

The Rev'd Stan Fornea, Military Chaplain

*The Rev'd John Frazier, Rector

St. Paul's in the Pines, Fayetteville

*The Rev'd Canon Victor Frederiksen, Retired

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, Non-Parochial

The Rev'd Dr. Raleigh Hairston, Retired

*The Rev'd Ray Hanna, Rector

St. Stephen's Episcopal Church, Goldsboro

*The Rev'd Deacon Pamela Hayes, Vocational Deacon

St. Mark's Episcopal Church, Wilmington

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 Deacon

Christ Episcopal Church, New Bern

The Rev'd Barry Kubler, Retired

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 Marcia McRae, Priest in Charge

St. Francis Episcopal Church, Goldsboro

*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 Rector

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, Non-Parochial

The Rev'd Donald Overton, Retired

The Rev'd Thomas Hayes Perdue, Military Chaplain

The Rev'd Lynn Peterman, Non-Parochial

*The Rev'd Dr. 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 Jim Reed, Rector

St. Peter's Episcopal Church, Washington

*The Rev'd Mary Reese, Rector

St. Andrew's Episcopal Church, Goldsboro

*The Rev'd James Rickenbaker, Non-Parochial

*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 Sarah Saxe, Priest in Charge

Zion Episcopal Church, Washington

The Rev'd Jay Sidebotham, Associate Rector

St. James Episcopal Church, Wilmington

*The Rev'd Michael Singer, Interim

Church of the Servant Episcopal Church, Wilmington

*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 Sarah Smith, Associate Rector

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

The Rev'd Raymond Souza, Retired

The Rev'd Renfro Sproul, Retired

*The Rev'd Canon Matthew Stockard, 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 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 2016 Convention)

March 6, 2016.....The Rev’d David Williams

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

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

*David Simons
 *Hugh Davis
 *Elizabeth Douglas

St. Thomas, Bath

*Stephen Vaughn
 *Henry Mallard
 *Patti Phelps

Thelma Gene Piland
 Mark Tomlinson

St. Paul's, Beaufort

*Norma Gardner
 *Robert MacArthur
 *Lynda Phillips
 *Alicia Ragsdale
 *Glenn Dunn

*Mary Duane Hale
 Jan Carlisto
 Paula King

**Ashley Porter, Youth Representative*

St. James, Belhaven

*Mary Ellen Wahab

St. Mary's, Burgaw

*Jim Hayes
 *Therese Hayes

*Armin Jancis
 Donna Anderson

Trinity, Chocowinity

*Doug Grizzard
 *Beth Harden
 *Sally Love

*Holly Perry

St. Paul's, Clinton

*David Hall
 *Shurley Ray Weddle

St. Andrew's, Columbia

*Susan Griffin

*Janet Walker

Christ Church, Creswell

*Ann Woodley

Lay Delegates

Lay Alternates

~ Galilee Mission, Creswell

St. Luke's, Currituck

*Geraldine Forbes

*Marion Gilbert

St. Paul's, Edenton

*Christopher Bean

*Grace Bean

*Cynthia Harding

*William Shultz

**Tully Ryan, Youth Representative*

Christ Church, Elizabeth City

*Susan Griffith

*Beth Jennings

*Edla Stevens

St. Christopher's, Elizabethtown

*William Findt

Jo Anne Findt

St. George's, Engelhard

*Isabelle Homes

Donna Credle

Emmanuel, Farmville

*Janet Heath

~Church of the Good Shepherd, Fayetteville

Holy Trinity, Fayetteville

*Tara Bartal

*Tom Holt

*Brad Loase

*Nancy Broadwell

J.R. Hustwit

*Robert Richardson

*Elizabeth Scott

*Kathy Thaman

**Matthew Whiteman, Youth Representative*

St. John's, Fayetteville

*Richard Alligood

*Margaret Ann Alligood

*Sue Horne

*Judy Klinck

*Fred Klinck

*Jim Kyle

**Conner Haworth, Youth Representative*

St. Joseph's, Fayetteville

*Bernice Motley

*Donald LaHuffman

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

*Leslie Flom

*Jillian Flom

St. Mary's, Gatesville

*William Cowper

St. Andrew's, Goldsboro

*William Larson

Orlando Stovall

St. Francis, Goldsboro

*Jodi Baker

*Suzanne Lewis

St. Stephen's, Goldsboro

*Allan Pedersen

Bob Logan

*Stuart Freemon

*Ken Gerrard

Catherine Freemon, Youth Representative*St. Paul's, Greenville**

*William Gee

Louise Hudak

*Jerry Lotterhos

*Phil Hartenstein

Judy Whichard

*Glyn Young

Melissa Glen, Student Lay Delegate*Abby Ufflers, Youth Representative***St. Timothy's, Greenville**

*Judy Tucker

Tommy Tucker

*Malcolm Williams

Judy Franks

*Ray Franks

Frank Crawley

St. John's, Grifton

*Sandra Garrison

Holy Trinity, Hampstead

*Roger Rick

Jeanne Rick

*Roger Kersey

Vivian Kersey

St. Christopher's, Havelock

*Sharon Krise

*Ellen Mueller

Lay Delegates

Lay Alternates

Holy Trinity, Hertford

*Lorraine Saunders
*Richard Mohler
*Kenneth Saunders

St. Philip's, Holly Ridge

*Georgette Keith
*Michele Bennett

St. Anne's, Jacksonville

*Michael East
*Brent Meadows
*Lorraine Hooper

*Mary Clark

St. Augustine's, Kinston

*Wesley Shackelford

*Nehemiah Parker

St. Mary's, Kinston

*Adrian King
*Jo Parrott
*Isaac Hines

P.C. Barwick

**William Sargeant, Youth Representative*

Holy Innocents, Kinston

*Curtis Smith
*Kim Smith

~ Grace, Lewiston-Woodville

Trinity, Lumberton

*Cherry Beasley
*Farleigh Rozier
*John Rozier

Lucy Lowry

**Meaghan McDonald, Student Lay Delegate*

St. Andrew's, Morehead City

*Jennifer Mann
*Michael Tydings
*Judy Rochelle

*Claudia Sulloway

**Hannah Grace Ruiz, Youth Representative*

St. Andrew's by the Sea, Nags Head

*Lib Fearing
*Bruce Nolin
*Peggy Owens

*Debbie Luke
*Kathy Nolin

Lay Delegates**Lay Alternates****Christ Church, New Bern**

*Louise Curtis
*David Cook
*Mary Parrish
*Brian Randolph
*Jettie Pelletier

*D.J. Besack
*Maureen Clayton

**Kiaishia Squires, Youth Representative*

St. Cyprian's, New Bern

*Shirley Guion

La Iglesia de la Sagrada Familia, Newton Grove

*Arturo Cabrera
*Victor Cortes
*Tania Granados
*Lilia Olayo

All Souls, Northwest

*Robin Hamilton

St. Thomas, Oriental

*James Berry
*Virginia Goodwin
*Dick Ahkao

*Marian Day

Grace, Plymouth

*Amy Barsanti
*Audrey Outten

Robbie Jones
Lisa Jones

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

*Maurice Hill

*Minnie Gay Clark

St. Francis by the Sea, Salter Path

*Barbara McCreary
*Tim Bradford

St. James the Fisherman, Shallotte

*John Roberts
*Gary Miller

All Saints, Southern Shores

*Deborah Beddingfield
*Brewster Brown
*Robert Riche

Lay Delegates

Lay Alternates

St. Philip's, Southport

*Ricky Evans
*Don Hill
*Tina Powers
*Bonita Thomas
*Patricia Hill

St. Peter's, Sunbury

*Dianne Ring

*Lindy Nowlin

St. Peter's by the Sea, Swansboro

*Laurie Howell
*Rosemary Dow
*Jo Ann Riddle

~ Grace, Trenton

St. Peter's, Washington

*Keith Hardt
*Mark Henley
*Ed Hodges
*Julie Howdy

Zion, Washington

*Jane Taylor

Elaine Grubb

Grace, Whiteville

*William Horne
*Katherine Horne

Lisa Richey

Church of the Advent, Williamston

*Christine Chesson
*Doug Chesson
*John Price

Church of the Servant, Wilmington

*Carl Salisbury, Jr.
*David Smith
*Phil Stine

Maria Ross

**Ashlyn Park, Student Lay Delegate*
**Mary Grace Blake, Youth Representative*

Lay Delegates

*Douglas Fry
*Beth Carter
*James Scott

Lay Alternates

Scott Yeakey
Ted Guilford

Holy Cross, Wilmington

St. Andrew's On the Sound, Wilmington

*Dale Loughlin
*Fran Shore
*Mark Matheny
*Cameron Rieman
*Mary Ann Ryder

St. James, Wilmington

*Virginia Woodruff
*Jane Martin
*Ann Parker
*Steve Thomas
*David Brownlow

*Frank Tutza
Kathleen Abrams
Watson Barnes

Church of the Good Shepherd, Wilmington

*Elise Rocks

Aimee Parker

St. John's, Wilmington

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

St. Paul's, Wilmington

*Robert Swindell, Jr.
*Don Brainard
*Cleve Callison

Merry Ann Wright
Herb Gant
Steve Bucci

St. Mark's, Wilmington

*Kenneth Chestnut
*Barbara Kane

*Annie Jacobs

St. Thomas, Windsor

*Nancy Davis
*Jim Davis
*John Hill

*Karen Ray

**JOURNAL OF PROCEEDINGS
ONE HUNDRED AND THIRTY-FOURTH ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA
February 3-4, 2017**

LOCATION: New Bern Convention Center, New Bern, North Carolina

Following Morning Devotions delivered by Deacon Janet Sueiro Rodman, the Rt. Rev'd Robert S. Skirving called the 134th Annual Convention of the Diocese of East Carolina to order on Friday, February 3, 2017, at 8:46 A.M.

Bishop Skirving then appointed members of the Credentials Committee as follows: The Rev'd Phil Glick, (St. Andrew's By the Sea, Nags Head), Chair; Isaac Hines, (St. Mary's, Kinston), The Rev'd Paula Griffin (nonparochial, Mt. Olive) and Marion Gilbert, (St. Luke's, Currituck).

Bishop Skirving called on The Rev'd Phil Glick, Chair of the Committee on Credentials, for quorum certification. The Rev'd Glick reported that a quorum was present at the Convention. "There are 66 Clerical Delegates who are present and canonically resident and the number of canonically resident parochial clergy who are duly registered and present is 51 (28 required for quorum this year)."

"There are 150 Lay Delegates who are duly registered and present representing 55 parishes (43 parishes required for quorum this year) as well as 3 Student Lay Delegates, 27 Alternate Delegates, 9 Postulants & Candidates."

Bishop Skirving acknowledged the presence of a quorum, and announced that other regular business may begin.

The Rev'd Glick then moved, on behalf of the Committee on Credentials, that "clergy who are not canonically resident, but serving churches in this diocese for an extended period and duly registered for this Convention, military chaplains serving within the diocese, and clergy who are guests of the convention be granted seat and voice in the 134th Convention." The delegates voted and seat and voice was granted to all such persons registered for the 134th Annual Convention.

Referencing the video screens and a written document in each delegate's convention packet. Bishop Skirving announced the 2017 Committee appointments as follows:

2017 COMMITTEE ON THE BISHOP'S ADDRESS: The Rev'd Dr. Everett Thomas, St. Francis by the Sea, Salter Path, Chair; The Rev'd Eric Moulton, St. John's, Wilmington; Mr. William Schultz, St. Paul's, Edenton; Ms. Shirley Ray Weddle, St. Paul's, Clinton; and Ms. Tania Granados, La Sagrada Familia, Newton Grove.

2017 COMMITTEE ON COURTESY: The Rev'd David Davis, St. James the Fisherman, Shallotte, Chair; Ms. Kathy Thaman, Holy Trinity, Fayetteville; and Ms. Sally Love, Trinity Church, Chocowinity.

Bishop Skirving then introduced the officers of the 134rd 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; and Mrs. Tess Judge, All Saints, Southern Shores, Treasurer.

Bishop Skirving gave thanks for the work of Ms. Mamre Wilson, St. Paul's, Beaufort, as Diocesan Historiographer. Ms. Wilson is stepping down from that work and plans are being made for transition.

Bishop Skirving called on Mrs. Annie Jacobs, St. Mark's, Wilmington, and Chair of the Convention Committee, who came forward and offered, on behalf of the Convention Committee, a motion for the adoption of the agenda. The delegates 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 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. Mrs. Jacobs will make announcements throughout convention to highlight this information.

Bishop Skirving invited The Rev'd Paula Griffin to come forward. She offered thanks for those leaders, lay and clerical, who have passed away since the 133rd Convention. Deaths among the clergy included The Rev'd David Williams. Deaths among lay leaders included Warren Judge of All Saints, Southern Shores; Larry Overton of St. Thomas, Ahoskie; and Joseph Fleming of St. John's, Grifton. Noting that many more names are not known to this body, the Convention stood for a moment of silence and a prayer was offered.

Bishop Skirving invited the Convention to welcome those delegates who are serving in this role for the first time. By engaging the convention in "counting down" the number of years all delegates had been participating, the Bishop noted that we had many delegates who were serving for their first, second or third time.

Bishop Skirving then recognized diocesan clergy who have begun retirement since the last Convention as follows: The Rev'd Chris Carlin (who last served at St. Christopher's, Havelock) and The Rev'd Jim McGee (retiring 'for the second time' after serving St. Luke's, Currituck).

Clergy who have left the Diocese since the last Annual Convention are as follows:

The Rev'd John Bonner (retired, now serving in Tennessee) and The Rev'd Anne Dale (now serving in Southern Virginia).

Bishop Skirving then introduced the new clergy in the Diocese and asked them to stand.

The Rev'd Robert Beauchamp (Rector of Holy Trinity, Hertford)

The Rev'd Chris Hamby (Assistant to Rector, St. James, Wilmington)

The Rev'd Ray Hanna (Rector, St. Stephen's, Goldsboro)

Deacon Pamela Hayes (Deacon, St. Mark's, Wilmington)

The Rev'd Marcia McCrae (Priest in Charge, St. Francis, Goldsboro)
The Rev'd Tim Myers (Assistant to Rector, St. James, Wilmington)
The Rev'd John Porter-Acee (Rector of St. Timothy's, Greenville)
The Rev'd Judith Reese (Interim Rector of St. Mary's, Kinston)
The Rev'd Reginald Simmons (Assistant to the Rector, St. Philip's, Southport)
The Rev'd Sarah Smith (Assistant to Rector, St. Andrew's on the Sound, Wilmington)

Bishop Skirving introduced the Postulants and Candidates for Holy Orders as follows:

Deacon Postulants: Linda Murdock
Mary Mac Shields

Priest Postulants: Nannette Woolworth
Lisa Pollard
Matthew Babcock
Cheryl Brainard
Adam Pierce
Stephen Batten

Priest Candidates: Cheryl McFadden

Ms. Jo Anne Kilday, of St. Andrew's, Morehead City, then presented checks from the Church Periodical Club to seminarians Cheryl McFadden, Stephen Batten, Adam Pierce and Matthew Babcock. In addition, checks were presented to Linda Murdock and Mary Mac Shields, Deacon Postulants.

Bishop Skirving welcomed and gave thanks for the work of our musicians for this 134th Convention, honoring Jamie Graves and Sandra Montes. He also welcomed as guest the Project Archivist of the Diocese of North Carolina, Lynn Hoke, who is with us to present the story of an upcoming celebration of the 200th anniversary of the organizing convention of the Episcopal Church in North Carolina, held in New Bern on April 24, 1817.

Bishop Skirving announced that we would now shift our work from some initial organizing of the 134th Convention to that aspect of Convention which offers us opportunity to begin to work on the convention theme of Reconciliation and to listen to and learn from one another. He briefly spoke of God's call to us to this ministry in the church, and of the need for reconciliation in new shapes and experiences. He then called upon Elizabeth Scott (Holy Trinity, Fayetteville) and The Rev'd Sarah Smith (St. Andrew's on the Sound, Wilmington) to share with us some of their experiences as participants in last summer's Pilgrimage of Reconciliation in South Africa.

Following the presentation, a brief recess took place from 9:40 A.M. to 10:02 A.M. Convention visitors were encouraged to visit the many resources available in the Exhibit Hall.

Upon calling the Convention to order, Bishop Skirving asked all Youth Representatives, Pages, Alternates, Delegates and Student Lay Delegates to stand and introduce themselves. Among those who introduced themselves were:

Student lay delegates:
Melissa Glen (St. Paul's, Greenville), Ashlyn Park (Church of the Servant, Wilmington), Meaghan McDonald (Trinity, Lumberton).

Pages:

Anne Stuart Freemon (St. Stephen's, Goldsboro), Christian Haworth (St. John's, Fayetteville), Mason Mattox (St. Paul's, Greenville), Breanna Randolph (Christ Church, New Bern), Julia Ross (Church of the Servant, Wilmington)

Youth Representatives:

Mary Grace Blake, (Church of the Servant, Wilmington) Catherine Freemon (St. Stephen's, Goldsboro), Connor Haworth (St. John's Fayetteville), Ashley Porter (St. Paul's, Beaufort), Hannah Grace Ruiz (St. Andrew's, Morehead City), Tully Ryan (St. Paul's, Edenton), Will Sargeant (St. Mary's, Kinston), Kiaishia Squires (Christ Church, New Bern), Abby Ulffers (St. Paul's, Greenville), Matthew Whiteman (Holy Trinity, Fayetteville), Whitney Williams (Christ Church, Elizabeth City)

Delegates who happen to be youth

Cameron Rieman (St. Andrew's on the Sound, Wilmington), Elizabeth Scott (Holy Trinity, Fayetteville), Michael Tydings (St. Andrew's, Morehead City)

Persons working at Campus Ministry exhibits

Stephen Rogers (St. Paul's, Greenville) Campus Ministry Booth (ECU) The Well Lindsey Harts (St. Paul's, Greenville) - Campus Ministry Booth (UNCW) ECCO Jay Santos (Trinity, Lumberton) - Campus Ministry Booth (UNCP)

Bishop Skirving then called upon Hodges Hackney (St. Peter's, Washington), The Rev'd Ron Abrams (St. James, Wilmington), Ginger Jacocks (St. Christopher, Havelock) and Tess Judge (All Saints, Southern Shores) to share their experiences as participants in Project Resource.

Bishop Skirving called on Nancy Broadwell (Holy Trinity, Fayetteville) Chair of the Standing Committee for her report. Mrs. Broadwell referred the members to the convention workbook for the full report. She gave thanks for the work of the Standing Committee in seeking to focus its ministry, and asked the members of the Standing Committee to stand and be recognized.

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, making reference to printed copies in the delegate workbooks:

CCC 2017.01 Second Reading. Constitution, Article IV, Personnel of Convention.

CCC 2017.02 First Reading. Constitution, Article III, Time and Place of Annual Convention CCC 2017.03 Title I. Convention of the Diocese; Diocesan Officers and Representatives.

Canon 1 Section 4, Members of Convention.

Following the report, Bishop Skirving asked The Rev'd Andrew Cannan, a member of the Convention Committee on Resolutions (stepping in at the request of The Rev'd Mary Reese, Chair of the Committee on Resolutions, who had been taken ill), to come forward and present the resolutions under consideration. Andrew Canaan presented the proposed resolutions as follows:

RESOLUTION #1: In Thanksgiving for the Life and Ministry of Larry Shields Overton.

RESOLUTION #2: In Support of a full review and revision of the Constitution and Canons and Rules of Order of The Diocese of East Carolina

RESOLUTION #3: In Thanksgiving for the Life and Ministry of Warren Cameron Judge III

Bishop Skirving called upon The Rev'd Dena Whalen (St. Paul's, Wilmington), Chair of the Convention Committee on Elections, to come forward and introduce the nominees for Diocesan elections as follows:

In the Election of the Standing Committee

Clergy: One person to be elected to a Three-Year Term The Rev'd Pamela Stringer (Holy Trinity, Hampstead)

Lay: One person to be elected to a Three-Year Term Donna Trivette (St. Andrew's By-the-Sea, Nags Head)

In the Election of the Executive Council (Regional Nominations by Deanery) (these persons are nominated by Deaneries to a three-year term)

Lay: Pamlico Deanery Representative: Judy Whichard (St. Paul's, Greenville) Lay: Trinity Deanery Representative: Shirley Guion (St. Cyprian's, New Bern)

Lay: Upper Cape Fear Deanery Representative: Leslie Flom (St. Paul's-in-the-Pines, Fayetteville)

Clergy: Albemarle Deanery Representative: The Rev'd Malone Gilliam (St. Paul's, Edenton) Clergy: Lower Cape Fear Deanery Representative: The Rev'd Sarah Smith (St. Andrew's On- the-Sound, Wilmington)

In the Election of the Executive Council (At-Large nominations)

Lay: Three-Year Term (electing one): Fred Klinck (St. John's Episcopal Church, Fayetteville) Clergy: Three-Year Term (electing one): (no nominees)

In the Election of a Clergy Trustee for the University of the South

Clergy: Three-Year Term: The Rev'd Pamela Stringer (Holy Trinity, Hampstead)

In the Election of the Disciplinary Board

Clergy: Three-Year Term (electing four) (no nominees)

Lay: Three-Year Term (electing three)

Nan Fiebig (Holy Trinity Episcopal Church, Fayetteville)

Jim Hayes (St. Mary's, Burgaw)

In the Election of Deputies to the 79th General Convention of The Episcopal Church

Clergy: Three-Year Term (electing four deputies and four alternates)

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

The Rev'd Paul Canady (Christ Episcopal Church, New Bern)

The Rev'd Jeff Douglas (St. Thomas Episcopal Church, Ahoskie)

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

The Rev'd Phillip Glick (St. Andrew's By-the-Sea Episcopal Church, Nags Head)

The Rev'd Dena Whalen (St. Paul's Episcopal Church, Wilmington)

Lay: Three-Year Term (electing four deputies and four alternates)
Mrs. Ann Bustard (Christ Episcopal Church, New Bern)
Ms. Joan Geiszler-Ludlum (Church of the Servant Episcopal Church, Wilmington)
Mrs. Susan Holmes (St. Timothy's Episcopal Church, Greenville)
Mrs. Tess Judge (All Saints Episcopal Church, Southern Shores)
Ms. Elizabeth Scott (Holy Trinity Episcopal Church, Fayetteville)

Bishop Skirving then asked the Convention if there were any additional nominations? Bishop entertained a motion that the nominations be closed. A motion was made, seconded. No discussion was offered. The nominations were closed by voice vote.

Bishop Skirving then called for a brief recess, asking that delegates return by 11:15 A.M.

Following the recess, Bishop Skirving called upon The Rev'd Robert Alves (St. John's, Fayetteville) to come forward and introduce the History presentation.

Mr. Alves briefly spoke of learning from history, then introduced Lynn Hoke, Project Archivist of The Diocese of North Carolina, to describe an exhibit and the upcoming 200th Anniversary Celebration of The Episcopal Church in North Carolina. She did so in exquisite detail, and following her presentation Mr. Alves spoke, introducing a surprise Resolution of Appreciation for the ministry of Historiographer Ms. Mamré Wilson (St. Paul's, Beaufort). Bishop Skirving called a very surprised Mamré to the dias, praised and gave thanks her work as Historiographer, particularly that of digital organization and archiving information for so many East Carolina parishes, and presented her with a memento of thanks from The Diocese of East Carolina.

Following several announcements by Mrs. Annie Jacobs, Convention Chair, Noonday Prayers led by Dean Susan Holmes (St. Timothy's, Greenville) Bishop Skirving called for a luncheon recess.

Bishop Skirving called the Business Session of the 134rd Annual Convention of the Diocese of East Carolina to order at 1:00 P.M.

The Rev'd Dena Whalen, Chair of the Elections Committee was called to come forward to present election procedures.

Dean Whalen asked that participants remember that only delegates may vote in an election. Clergy delegates who may vote in this Convention are those Priests and Deacons in Good Standing who have been received into canonical residence in the Diocese of East Carolina by the acceptance of their Letters Dimissory. If you are a clergy person duly registered, canonically resident in East Carolina, but retired or not formally affiliated with a parish, your ballot will be at the retired/non-parochial table.

If you are a clergy person canonically resident in East Carolina and registered with a parish, your ballot will be at that parish's table. (If you have questions concerning your eligibility, please speak with the Secretary of Convention.)

Lay Delegates who may vote are those lay persons duly elected by their parish and certified by their Vestry. Youth representatives and alternate delegates may NOT vote. Student lay delegates may vote, so long as they are confirmed Episcopalians who are 16 years of age or older.

There are two basic approaches to election: Plurality or Majority. When an election is decided by Plurality, the individuals who receive the largest number of votes in their favor are elected, in order of highest votes received. When an election is decided by a Majority, those elected must receive at least one vote more than half of the total ballots cast.

The Committee on Elections moves that when an election is necessary during the 134th Annual Convention that such elections be decided by plurality vote. This would mean that individuals who receive the largest number of votes in their favor are elected in the order given.

Bishop Skirving processes motion, which is from Committee and requires no second. No discussion is offered. The Convention chooses to decide elections by plurality vote.

Dean Whalen continues: In the Election of Deputies to The General Convention, four persons will be elected to a three-year term in the lay order and four persons to a three-year term in the clergy order. Nominations are on the screens at this time. In addition, four alternates are to be elected in each order. The Committee on Elections moves that the first four persons elected in each order serve as Deputies, and the fifth person elected in each order be elected as first Alternate, with any successive persons elected as second, third and fourth Alternates.

Motion from Committee does not require a second. Bishop Skirving asks for discussion. None is offered. The Convention votes to elect Deputies and Alternates as described above.

Dean Whalen continues: Four persons in each order will be elected as Deputies to The General Convention. Four persons in each order may be elected as Alternate Deputies. We are using electronic scoring for completed ballots. Because the scanning machine is very sensitive, please do not wrinkle or fold ballots in any way. Doing so will invalidate the damaged ballots. Vote for as many as four lay persons and as many as four clergy persons. Balloting takes place and ballots are collected. Before proceeding, Dean Whalen confirms that all ballots are collected.

Elections continue in this manner: “In considering the Elections of The Standing Committee, The Disciplinary Board, Deanery Representatives to Executive Council, At-Large Members of Executive Council, and the Clergy Trustee of the University of the South. The number of candidates for each position does not exceed the number of available seats. On behalf of the Committee on Elections I move that these persons be elected by acclamation.”

Bishop Skirving receives motion from Committee. Bishop proceeds with opportunity for discussion. A delegate asks a brief question of clarification regarding the Executive Council election, which is answered by the Chair. The motion is carried by voice vote and the uncontested seats are elected by acclamation. Dean Whalen thanks the delegates and departs the podium.

Bishop Skirving then nominated the following persons for election to the Board of Trinity Center: John Rozier (Trinity Church, Lumberton) for a two year term ending in 2019. Ed Hodges (St. Peter's, Washington), Tracy Hanson (St. Andrew's On the Sound, Wilmington), The Rev'd Sarah Smith (St. Andrew's On the Sound, Wilmington) and Perry Souther (St. Anne's, Jacksonville) for terms ending 2020. Bishop Skirving called for an election by acclamation, the delegates voted and the nominees were elected by acclamation. Returning to the consideration of the Convention theme of Reconciliation, the Convention watches a Video from Presiding Bishop Michael Curry describing The Jesus Movement.

As the well known video concludes, a special greeting from The Presiding Bishop to the 134th Convention of The Diocese of East Carolina begins, recalling us to shared ministry and inviting us to be persons committed to God's mission of reconciliation. This leads to a bible study and table talk session, led by Bishop Skirving, upon the ministry of reconciliation.

The Bishop then called upon Dr. Thomas Warren (St. Mark's, Wilmington), Chair of the Diocesan Disaster Relief Team for a report on offering love and support to our neighbors in the aftermath of Hurricane Matthew.

Bishop Skirving called next upon The Rev'd Canon Joseph (Sonny) Browne, Canon for Diocesan Life, to answer the question "What is Diocesan Life?"

Following the presentation on Diocesan Life and its support and care, Bishop Skirving called upon Dr. Karen Ray (St. Thomas, Windsor) of the Global Goals Committee, who presented a video on an artistic approach to shoemaking "Heeling the World."

Bishop Skirving asked Tess Judge (All Saints, Southern Shores) and Treasurer to come forward and discuss the Treasurer's Report for 2016. Mrs Judge offered positive comments regarding the stewardship of the Diocesan Budget in 2016. Bishop Skirving asked for a motion to accept the Budget. A motion of acceptance was offered, seconded and passed by voice vote.

Mrs. Judge then introduced the 2017 Proposed Budget which appears in the workbook. She reported that this year, there will be increased challenges 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.

The following election results were announced: Standing Committee:

The Rev'd Pamela Stringer, (Holy Trinity, Hampstead) to the three-year clergy term and Ms. Donna Trivette (St. Andrew's By-the-Sea, Nags Head) to the three-year lay term.

Executive Council: Lay, At Large 3-year term

Fred Klinck, St. John's, Fayetteville

Deanery Representatives, 3-year term

The Rev'd Malone Gilliam, Albemarle Deanery

The Rev'd Sarah Smith, Lower Cape Fear Deanery

Judy Whichard, Pamlico Deanery

Shirley Guion, Trinity Deanery

Leslie Flom, Upper Cape Fear Deanery

Trustee - University of the South

The Rev'd Pamela Stringer, Holy Trinity, Hampstead

Deputies to the 79th General Convention (2018)

Clergy:

The Rev'd Dena Whalen, St. Paul's, Wilmington

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

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

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

The Rev'd Jeffrey Douglas, St. Thomas, Ahoskie - 1st Alternate Delegate

The Rev'd Richard Elliott, St. Andrew's, on-the-Sound, Wilmington - 2nd Alternate Delegate

Lay:

Tess Judge, All Saints, Southern Shores
Susan Holmes, St. Timothy's, Greenville
Elizabeth Scott, Holy Trinity, Fayetteville
Joan Geiszler-Ludlum, Church of the Servant, Wilmington
Ann Bustard, Christ Church, New Bern - 1st Alternate Delegate

Following hearing and meeting announcements by Mrs. Annie Jacobs, Bishop Skirving recessed the 134th Annual Convention of the Diocese of East Carolina at 3:01 P.M. on Friday, February 3, 2017. Hearings followed this legislative session and The Convention Eucharist took place at Christ Church, New Bern at 5:00 P.M.

Following Morning Devotions delivered by The Rev'd Sarah Smith (St. Andrew's On-The- Sound, Wilmington), Bishop Skirving reconvened the 134th Annual Convention of the Diocese of East Carolina at 8:45 A.M. on Saturday, February 4, 2017.

Bishop Skirving nominated the following persons for election to four year terms on the Commission on Ministry, these terms ending in 2021:

The Rev'd Cortney Dale (Christ Church, New Bern)
The Rev'd Richard Elliott (St. Andrew's-on-the-Sound, Wilmington)
Rob Richardson (Holy Trinity, Fayetteville)

Bishop Skirving called for their election by acclamation, the delegates voted and the nominees were elected by acclamation.

Bishop Skirving then presented his Address to the members and visitors of Convention, copies of which were made available following the morning recess.

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 2017.01. There was no discussion, the delegates voted and the motion was carried. This being the Second Reading, the Constitutional change becomes effective at the close of the 134th Convention.

On behalf of the Committee on Constitution and Canons, Mrs. Hale moved for the adoption of CCC 2017.02. There was no discussion, the delegates voted and the motion was carried.

On behalf of the Committee on Constitution and Canons, Mrs. Hale moved for the adoption of CCC 2017.03. There was no discussion, the delegates voted and the motion was carried.

Bishop Skirving called upon University of the South lay Trustee Tommy Sutton (St. Andrew, Morehead City) for a presentation regarding Sewanee.

The Rev'd Canon Sonny Browne was invited to the podium to share information of the upcoming Parish Leadership Conference.

Bishop Skirving described “Friends of Trinity” - a new group which seeks to build relationships among those who know and love Trinity Center and those persons who may not yet know the depth of ministry which takes place at this Center.

Mrs. Tess Judge, All Saints, Southern Shores, and Treasurer was then asked to come forward and present the 2017 Proposed Budget. On behalf of the Executive Council, Mrs. Judge moved for the adoption of the 2016 Proposed Budget. There was no discussion, the delegates voted and the budget was duly adopted.

Mrs. Annie Jacobs, Chair of the Convention Committee came forward and announced that the the Annual Acolyte Festival of St. Andrew’s by the Sea will be held on March 24th through 26th.

She invited all persons to St. Joseph’s Episcopal Church, Fayetteville for this year’s Annual Absalom Jones Service which will be held at 4:00 P.M. on February 12, 2017.

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 for a four-year term ending in 2021:

Terry Everett (St. Andrew’s, Columbia)
Dr. Thomas Warren (St. Mark’s, Wilmington)
David Brownlow (St. James, Wilmington)
The Rev’d Canon Jim Hanisian (St. Philips, Southport)

The delegates voted and the nominees were elected.

Bishop Skirving then nominated the following persons as Trustees of the Diocese for a three- year term ending in 2019:

The Rev’d Robert Alves (St. John’s, Fayetteville)
Dr. Thomas Warren (St. Mark’s, Wilmington)

The delegates voted and the nominees were elected.

Bishop Skirving then asked The Rev’d Andrew Canaan to come forward and present this year’s resolutions.

RESOLUTION #1: In Thanksgiving for the Life and Ministry Of Larry Shields Overton (1952- 2016). The resolution was read in its entirety, The Committee moved for its adoption, there was no discussion, the delegates voted and the resolution was adopted.

RESOLUTION #2: In Support of a full review and revision of the Constitution and Canons and Rules of Order of The Diocese of East Carolina. The Committee moved for its adoption, there was no discussion, the delegates voted and the resolution was adopted.

RESOLUTION #3: In Thanksgiving for Life and Ministry of Warren Cameron Judge III. The resolution was read in its entirety. The Committee moved for its adoption, two small typographical errors were corrected in discussion, the delegates voted and the resolution was adopted.

Bishop Skirving asked The Rev'd Dena Whalen, Chair of the Committee on Elections, to come forward. The Rev'd. Whalen announced the nominations for officers of the 135th Convention as follows:

As Secretary, The Rev'd Canon Matthew Stockard, (non-parochial), Winterville; As Treasurer, Mrs. Tess Judge, (All Saints, Southern Shores.) There being no further nominations, The Rev'd. Whalen moved that the nominations be closed and that these persons be elected by acclamation. The nominations were closed, the Delegates voted and the motion was carried. The members then voted on the nominations and The Rev'd Canon Matthew Stockard 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 135th Convention. The delegates voted and Mrs. Joan Geiszler-Ludlum was elected by acclamation.

The Bishop then directed the members' attention to the video screens where slides will be presented of Committees of the 135th Annual Convention of the Diocese of East Carolina. He spoke briefly of the new structure of the Nominations Committee, then asked the Secretary of Convention to read those persons elected to the Nominations Committee by each Deanery Council.

135th NOMINATIONS COMMITTEE MEMBERS (Elected by Deanery Councils):

Albemarle Deanery

The Rev'd Phil Glick (St. Andrew's By-The-Sea, Nags Head)
Betty Mitchell Lyons (Christ Church, Elizabeth City)

Pamlico Deanery

Nancy Hamblin (St. Peter's, Washington)
The Rev'd Sarah Saxe (Zion, Washington)

Trinity Deanery

Dr. Rick Stovall (St. Andrew's, Goldsboro)
Deacon Lisa Kirby (Christ Church, New Bern)

Lower Cape Fear Deanery

Fanny Chestnut-Hairston (St. Mark's, Wilmington)
The Rev'd Reginald Simmons (St. Philips, Southport)

Upper Cape Fear Deanery

Melene Hatcher (St. John's, Fayetteville)
The Rev'd Jeffrey Thornberg (Holy Trinity, Fayetteville)

Following this information, the Bishop proceeded with other Convention committee appointments:

135th ELECTIONS: The Rev'd Dena Whalen, Chair (St. Paul's, Wilmington); Mr. David Cook (Christ Church, New Bern); Ann Woodley (Christ Church, Creswell); The Rev'd Daniel Cenci (St. Paul's, Clinton)

135th CONSTITUTION AND CANONS: Mary Duane Hale, Chair (St. Paul's, Beaufort); Tom Holt (Holy Trinity, Fayetteville); 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)

135th RESOLUTIONS: The Rev'd Mary Reese (St. Andrew's, Goldsboro); The Rev'd Ronald Abrams (St. James, Wilmington); The Rev'd Andrew Cannan (St. Paul's, Greenville); The Rev'd Robert Alves (St. John's, Wilmington); Leslie Flom (St. Paul's in the Pines, Fayetteville); Jane Merritt (Christ Church, New Bern); Robert Adams (St. Paul's, Edenton); Martha Blount Simpson (St. Andrew's, Columbia)

135th ANNUAL CONVENTION: Annie Jacobs, Chair (St. Mark's, Wilmington); Susan Holmes (St. Timothy's, Greenville); Alex Russell (St. Andrew's, Morehead City); Jo Parrott (St. Mary's, Kinston); The Rev'd Jeffrey Douglas (St. Thomas, Ahoskie); Deacon Kay Swindell St. Philip's, Holly Ridge)

135th FINANCE:

Trinity Deanery: The Rev'd Bert Eaton (St. Peter's, Swansboro; Ray Tait (Christ Church, New Bern); Tommy Sutton (St. Andrew's, Morehead City).

Pamlico Deanery: The Rev'd Diane Tomlinson (St. Thomas', Bath); Judy Whichard (St. Paul's, Greenville).

Albemarle: The Rev'd Thomas Wilson (All Saints, Southern Shores); Teresa Osborne (St. Andrew's by the Sea, Nags Head).

Upper Cape Fear Deanery: The Rev'd Raymond Brown (Retired, Fayetteville); Jean Moore (St. John's, Fayetteville).

Lower Cape Fear: John Jordan (St. James, Wilmington); The Rev'd David Davis (St. James the Fisherman, Shallotte).

The delegates voted and the appointments were confirmed.

The Rev'd Everett Thomas (St. Francis-by-the-Sea, Pine Knoll Shores), came forward to give the Report of the Committee on the Bishop's Address. In response to the request coming to the convention from St. Paul's Vanceboro, the following Resolution was offered from the Committee:

RESOLUTION #4

Initiating the Dissolution of the Parish Life of St. Paul, Vanceboro

Whereas, the faithful members of St. Paul, Vanceboro have reported to Bishop Skirving that the congregation of St. Paul, Vanceboro has not been active for about two years and request that the Diocese assume responsibility for the buildings in contemplation of dissolution of the parish; and

Whereas, Bishop Skirving, as Bishop Diocesan, has reported to the 134th Annual Convention, in accordance with Title II, Canon 6, Section 1 of the Canons of the Diocese of East Carolina, that St. Paul, Vanceboro appears to be unable to maintain its organization due to the lack of communicants and leadership energy. Now therefore be it

Resolved, that the 134th Convention of the Diocese of East Carolina expresses its deep appreciation to the Ipock family for their faithful stewardship and ministry in caring for St. Paul, Vanceboro; and be it further

Resolved, that the 134th Convention of the Diocese of East Carolina accepts the report of the Bishop and hereby dissolves the parish of St. Paul, Vanceboro and asks the Bishop and the Trustees to proceed with the process of evaluation outlined in Title II, Canon 6, Section 2 to determine the disposition of the property.

The motion was offered by committee, requiring no second. Opportunity for discussion was given. The delegates voted and the resolution carried.

Bishop Skirving called upon Mrs Annie Jacobs, Chair of the Convention Committee, to give a report on the status of the location of the 135th Annual Convention. Mrs. Jacobs commented upon the variety of factors used in consideration of the time and place of the Annual Convention, then offered a motion on behalf of the Convention Committee, that the 135th Annual Convention of the Diocese of East Carolina again be held at the New Bern Convention Center on February 9- 10, 2018. There was no discussion, the delegates voted and the motion was carried.

Bishop Skirving then called on The Rev'd David Davis, Chair of the Committee on Courtesy, who presented a courtesy resolution, expressing appreciation and gratitude. There was no discussion, the delegates voted and the motion was carried.

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

There being no further business, following the Liturgy and Closing Prayers, Bishop Skirving adjourned the 134th Annual Convention of the Diocese of East Carolina at 11:39 A.M. on Saturday, February 4th, 2017.

Respectfully submitted,
The Rev'd Canon Matthew E. Stockard
Secretary of the 134th Convention of the Diocese of East Carolina

**The Bishop's Address
to the 134th Annual Convention
of the Diocese of East Carolina
February 4, 2017**

Soon after her arrival in this diocese, the Rev. Marcia McRae heard me say to someone that I didn't have a magic wand. I've used that phrase to explain to others that there isn't always a simple or "magical" answer to the challenge they're facing. Some time later, when she was visiting my office, Marcia brought her magic wand for me to see, and then later in the year gave it to me as a gift ... my own, official Harry Potter magic wand, along with J.K. Rowling's latest book. That wand sits on a shelf in my office. As complex or challenging situations arise, I'll remember it's there. I've even taken it with me to a meeting or two, just to lighten the mood a little.

But the truth is that many of the troubling situations we face do not have simple answers. And while most of us understand this, it doesn't stop us from wishing that things could be fixed, whether in our own lives, in the life of our congregation, or in the life of this nation.

As I've contemplated how best we followers of Jesus Christ could bear witness to the good news of God in our own time, and serve effectively as ministers of reconciliation, I've assembled something of an action plan.

First, let us find regular time for prayer and study, alone and in community with others. If we are truly to be followers of Jesus Christ, and citizens of the kingdom of God, then we need to be shaped more and more fully into this identity. Our prayer and study ought to be rooted in God's Word, but it should also incorporate other sources. Perhaps, with others, we can sort through the news and information that bombards us on every side, coming to a better understanding of the truth in any situation, and developing a response that reflects our primary citizenship. In an address titled, "The Role of Church in Facing the Nation's Chief Moral Dilemma" and delivered in 1957, Dr. Martin Luther King Jr. called on his listeners to be maladjusted to certain elements of their social system, maladjusted in the way that the prophet Amos, Abraham Lincoln, and Jesus were to their own social systems. Dr. King's use of this word reflects the influence on him of Harry Emerson Fosdick, who wrote in 1943 of those who confronted injustice, "To war, to the evils of predatory economics, to racial prejudice, totalitarian dictatorship, or whatever other social ill confronts them, they refuse comfortably to adjust themselves." Years before, in 1933, Fosdick had written that "the deepest obligation of a Christian" was to be "maladjusted to the status quo." Our primary citizenship is in the kingdom of God, and there will be times when we cannot, and must not accept the status quo of our own society. Without prayer and study, we will be unable to distinguish or clearly express our unique vocation as members of the Body of Christ.

Second, let us build relationships with others who are different than us. There's nothing like sharing a meal together to bring people to a deeper sense of that which we hold in common. And while this might sound naïve, as we become clear about the common ground we share, we become more able to find solutions to the problems and challenges which we face. Too often, we practice a hospitality that seems intended only to welcome others into our safe space. Can we find opportunities to step out beyond our own safe space and accept the hospitality of others who are different than us, in spaces that are more comfortable for them? How can we build relationships with others who are different from us by race, age, gender, religion, economics, politics or in some other way? In a recent interview with the New York Times, Kinston chef Vivian Howard spoke of her life's work "in the wake of an election that laid bare the nation's political, cultural and economic divisions."

Howard said, “What I came to realize was that much of rural America feels forgotten and misunderstood and, frankly, hopeless. Urban folks are afraid of rural folks, and rural folks are afraid of urban folks. On the show, we try to bridge the gap.” There are so many gaps to be bridged in our relationships with one another. We do not need to go very far to begin the ministry of reconciliation to which God calls us.

Third, let us actively serve the needs of our own communities. For each of us, this will mean something different. Some of us will continue the work of recovery after Hurricane Matthew. Some of us will staff food pantries or kitchens that feed the poor. Some of us will volunteer as mentors for children in our public schools. Some of us will work with Interfaith Refugee Ministries based in New Bern or Wilmington, helping refugees, new to this country, to settle into their new homes. Some of us will support the work of the Episcopal Farmworkers Ministry in Newton Grove, or similar services where we live, to care for the migrant farmworkers in our midst and, when necessary, to advocate for their needs. The possibilities are almost endless. Engaging in acts of service, such as these, is one way for us to love our neighbor as ourselves. These sorts of acts of service will also put us into the position of building relationship with neighbors who may be “different” than us, providing us with even more opportunities to exercise the ministry of reconciliation, and to be transformed in the process.

Fourth, and last, let us be ready to speak publicly when called to do so, and let us recognize that there will be times when we disagree with one another in the public forum. Some were in DC for the inauguration of our new president. Some were there the next day as part of the Women’s March on Washington. Some may have been there the next week for the March for Life. Some gathered in protest this week at our nation’s airports. In choosing how and when to speak publicly, we must remember our identity as followers of Jesus and citizens of the kingdom of God. James and John asked Jesus if they could sit at his left and right hand in his glory. When the other ten heard this, they became angry with the brothers. Jesus addressed them with these words, “You know that among the Gentiles those whom they recognize as their rulers lord it over them, and their great ones are tyrants over them. But it is not so among you; but whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must be slave of all.” When we speak publicly, it ought not to be for our own glory but for the purpose of bearing witness to Jesus’ teaching that in God’s kingdom, the last shall be first. Sometimes, we must speak on behalf of those whom the world has cast aside or ignored. And, whenever we speak, it ought to be with an eye to the ministry of reconciliation that has been given to us by God. How can we bridge the gaps between those committed to partisan politics? How can we help to reduce the heat and light in any public conflict, such that those involved have a greater chance of becoming reconciled in their relationship? It isn’t that we should expect that everyone would always agree, but those of us who are followers of Jesus and citizens of the kingdom of God ought to bear witness to the possibility of reconciliation, in our relationships with one another and through our presence in the public sphere. And, hopefully, in addition to speaking, our convictions will find expression in our acts of service.

In the four steps of this action plan, I believe there is a pattern that can carry us through anything that the world will throw at us. Our life as followers of Jesus and citizens of God’s kingdom should always include prayer and study, relationships that cross boundaries, acts of service, and public witness. Our Baptismal Covenant calls us to no less. With this in mind, I’d like to now speak to our common life as the Diocese of East Carolina, with reflections on how I believe that we can strengthen our capacity for the ministry of reconciliation.

Prayer & Study

Most of our prayer and study happens in the privacy of our own homes, or with others from our congregation or our community. As such, most of the leadership for prayer and study is necessarily local. That said, our diocese does play a role in ministries of faith formation. All will agree that Camp Trinity plays a huge role in the Christian formation of approximately six hundred children and teens every summer. New Beginning and Happening weekends also offer great opportunities for our young people to grow in faith. Many adults benefit from study with Education for Ministry groups, some of which gather members from a number of different congregations.

Twice each year, East Carolina's Cursillo ministry offers a short course in Christianity over a long weekend. For a number of years, the Rev. Joe Running has served as Spiritual Advisor to the Secretariat of Cursillo, our diocesan level organizing council. Joe has chosen to retire, and we're grateful to him for his faithful service. It is my pleasure to announce that the Rev. Kay Swindell will now serve as Spiritual Advisor for Cursillo, working with me and with new Lay Rector Marian Day to lead and continue to strengthen this diocesan ministry.

Previously named the Anti-Racism Commission, and now named the Racial Reconciliation Commission, this diocesan body has a mandate that includes providing necessary training for all Vestry members, clergy and elected leaders in the Diocese. In their training, they are facing the challenge that some younger participants know little about what happened in Selma but want to address what has happened more recently in Ferguson. I am grateful to the members of this Commission for taking their work so seriously. The shift in the Commission's name reflects their desire, I believe, to invite members of this diocese into the transformational work of reconciliation through which individuals of various races can learn from and with one another. Historically, their work has been primarily with those of African and European background. Increasingly, their work will need to recognize the far greater racial diversity already present in our diocese. Besides those with African and European backgrounds, our diocese also includes people of Native, Latino and Asian backgrounds, at least. According to Jim Wallis, in his recent book America's Original Sin, by the time that my son will be my age, there will no longer be a single racial group constituting a majority of this nation's population. Reconciliation across races will continue to be an important part of our faith formation in the years to come.

During this past year, our diocese's Commission on Ministry has spent some time considering what it might look like for us to launch a School for Ministry. We've imagined building on the School for Deacons which is already in place, to add opportunities for study and training for lay members of our diocese and for their ministries as leaders of worship and formation in their congregations. We've also imagined developing a path for the local formation of those who might be called to priestly ministry, but who are unable to relocate to one of our Episcopal seminaries. Within the next month or so, a newly formed subcommittee of the Commission on Ministry will pick up this challenge. I look forward to working with them.

Relationships that Cross Boundaries

One of the hazards of life in eastern North Carolina is that so many of our communities live largely in physical isolation from others. While Internet and satellite and cable television connect all of us across the world, they may do little to connect us with one another. We might know about what's happening in our own community or in Raleigh or in our nation's capital, but know little about what's happening two or three hours away in another part of eastern North Carolina. This is a challenge we face in strengthening our identity as a diocese.

My visitation schedule has now taken me to most every congregation in the diocese and I am now making return visits on Sunday mornings. Although I have offered to make mid-week or Sunday afternoon or evening visits to congregations during their "off year" I have had few takers! Recently, I was invited to visit Holy Trinity Fayetteville for Sunday afternoon worship and confirmation. I'm grateful for this invitation, and hope that others will follow. As we move forward, I will continue to explore new ways of more regularly visiting with all of the congregations of this diocese.

That said, I also want to express my gratitude for those congregation who are deliberately reaching out to one another to form relationships that are mutually beneficial. Let me name a few. St. Mary's Burgaw and St. James Wilmington continue in a relationship that involves clergy from St. James serving at St. Mary's. Since the death of the Rev. David Williams, the clergy and people of Holy Trinity Fayetteville have supported the people of Good Shepherd Fayetteville. Holy Trinity's rector serves as a mentor for Skip Walker who is seeking ordination in our diocese, and who leads Morning Prayer most weeks at Good Shepherd. Clergy of Holy Trinity visit each month to celebrate Holy Eucharist with the people of Good Shepherd. In Albemarle Deanery, the small congregations of St. Mary's Gatesville and St. Peter's Sunbury are supported sacramentally by clergy from St. Thomas Ahoskie, Holy Trinity Hertford, St. Paul's Edenton and Christ Church Elizabeth City. Also in Albemarle Deanery, the people of Christ Church Elizabeth City are exploring ways to support the people of St. Luke's Currituck, who are served sacramentally by Bishop David Bane.

Many of our congregations are dependent upon the availability of supply clergy. Others, who seek to call part-time clergy, find themselves without suitable candidates. These congregations are particularly vulnerable to becoming isolated from the wider diocese. With Canon Stockard and the Commission on Ministry, I am committed to exploring new sorts of call processes and new possibilities for clergy leadership in our smaller congregations.

Since last Convention, I have met with members of St. Paul's Episcopal Church in Vanceboro, who indicated that they had stopped meeting as a congregation and wanted to turn over their property to the care of the diocese. Sonny Browne, Canon for Diocesan Life, and Bonnie Holton, Diocesan Administrator have arranged for the care of this property and, later in our Convention, there will be a resolution seeking Convention's permission to dissolve this congregation and initiate the process leading to the disposition of their property. When this time comes in the life of a congregation, there is almost certainly a mix of emotions. We ought to be grateful to those who carry the heavy burden of maintaining the church properties of our diocese, and supportive of them if the time comes to close.

On a more hopeful note, a group of people has begun worshiping again at St. Mark's Church in Roxobel. At present, they meet about once each month for Evening Prayer and a shared meal. Please keep these people in your prayers as they explore the possibilities for their future as a community of faith.

Our renewed commitment to Deanery life is showing some early promise with stories of the clergy and lay members of our deaneries gathering to build relationships and pursue shared outreach opportunities, including disaster response initiatives following Hurricane Matthew. While Albemarle Deanery has the history of an annual Deanery Celebration with the Bishop, some other deaneries are now looking at a similar possibility. Some deaneries have experienced renewed energy through the participation of both clergy and lay members in deanery life, rather than clergy only.

A portion of our diocese's 2015 surplus was set-aside in a Mission Development Fund, and our Executive Council has made this money available to our five deaneries to support them in their new work. The Rev. John Pollock has indicated his desire to resign as Dean in Trinity Deanery, a role he has held for a number of years. I have been grateful for his leadership, counsel and support. In his place, I am happy to appoint the Rev. Mary Reese of St. Andrew's Church in Goldsboro. All of our other deans have agreed to continue for at least one more year.

For many years, as I understand it, our Diocese has had a commitment to Spanish language ministry. Last year, with Convention's support, we tried to hire a part-time Coordinator of Spanish Language Ministry, to support and strengthen the ministry of our three, existing congregations and to pursue the possibility of planting new congregations. Sadly, we were unable to hire someone for this position. News of the Rev. Janet Rodman's decision to retire from her leadership of San Pedro's, the Spanish language congregation of St. Peter's Church in Washington, opened up a new possibility for us. With the support of the Executive Council, we pursued the possibility of a partnership between St. Peter's and the diocese that would lead to a full time position for a Latino or Latina priest serving part-time in Washington and part-time with the diocese. Thanks to funding from the Lehto Foundation and from some of our diocese's reserve funds, we seem ready to go ahead with the proposal, pending acceptance of our diocesan budget for 2017. Details still need to be worked out, but this seems like an exciting and important step forward. Fr. Tony Rojas has always explained to me that one of the important things that the people of East Carolina can do to support him at La Sagrada Familia in Newton Grove and at San Francisco in Goldsboro is to build relationships between the Spanish and English speaking members of our diocese. I truly hope that in the coming year we will take up this work with enthusiasm!

As bishop, I have few relationships with my ecumenical or interfaith counterparts. Most of them, as I understand it, live outside of our diocese. Some of our congregations have developed good relationships with sisters and brothers of other Christian traditions and of other faiths. This remains a goal for me. I'm grateful for the presence at our convention of the Rev'd Jessica Stokes, a staff member of the North Carolina Council of Churches, of which our diocese is a member. I want to encourage the Rev'd Bob Hudak of St. Paul's in Greenville, and those working with him, to help us strengthen our ecumenical and interfaith relationships with sisters and brothers across eastern North Carolina.

I'm grateful for the diocese's support in the hiring of the Rev. Sonny Browne as Canon for Diocesan Life. This new role in our diocesan leadership, with its emphasis on "connections and communications" is an important part of our diocese's work of growing relationships that will strengthen our capacity for ministry.

Finally, I wish to commend the members of our Project Resource team for their willingness to lead our diocese and our congregations to work together to grow our resources of people and money in support of God's ministry. Too often, we work separately in such endeavors and often we compete with one another for available resources. Instead, we want to work together across these sorts of territorial boundaries, and strengthen our mutual ministry as congregations and diocese. If your congregation has not already registered some key leaders for the Parish Leadership Conference, March 17-19 at Trinity Center, I invite you to do so very soon! Canon Sonny Browne will have more to say about this conference later today. Our Project Resource team plans to be a part of this event.

Acts of Service

As with prayer and study, most of our acts of service take place locally and the accumulative effect of these acts of service can be mind staggering! I've heard of congregations that have tried to measure the number of hours per week or per year that their members spend in acts of service, whether through the ministries of their congregation, through local not-for-profits or simply at their own individual initiative, and found the results to be far greater than they could ever have imagined. Our Church's mission, as defined in our Catechism, is "to restore all people to unity with God and each other in Christ." This mission requires us to get out of our buildings and beyond the membership of our congregations.

In the aftermath of Hurricane Matthew I found myself more than a little conflicted, and I was reminded that my pastoral instincts were still those of a parish priest. I wanted to stay in Kinston, where I live, and share with others in the overwhelming and immediate relief work. As your bishop, however, I needed to leave town in order that I could maintain my visitation schedule and be present with congregations located in communities that had seen little or no damage. Only after the floodwaters had receded was I able to return home. Our staff worked diligently, and mostly from home, to respond as best as we were able to the immediate needs that we encountered. Canons Stockard and Browne and I made contact with the clergy or senior lay leader of every congregation that we could reach in the first days after the storm. From this experience, we learned at least three things.

1. We needed to have had a disaster response team in place before the storm. We didn't, but we have now built a team who will lead us through recovery after Hurricane Matthew while also helping us to be more ready for the next time that natural disaster strikes. Dr. Tom Warren of St. Mark's in Wilmington reported on their behalf yesterday.
2. People's generosity was tremendous. Besides the funds raised from members and congregations of this diocese, gifts came in from all around the country, along with offers to send work teams when we were ready. The Episcopal Relief and Development Fund was in touch with us immediately, and provided funds that we were able to distribute through the Episcopal Farmworkers Ministry and through a number of our harder hit congregations for immediate relief efforts.
3. In making our calls across the diocese, we heard too many congregational leaders express that "they" were all right, even though we knew that the storms had caused incredible damage in their community. Perhaps it's how we asked the question, but it seemed to us that many saw their responsibility as bounded by the membership of their congregation or the walls of their church. We need to encourage our congregations to have a wider, more outward focused perspective.

We all know that there are many communities across eastern North Carolina that will be continuing the recovery and rebuilding after Hurricane Matthew for years to come. Even if our support of these communities has been slow, I hope and pray that it will be steady, and that we'll find ways of going deeper with acts of service across our diocese. I hope that some of our communities will be hosting work crews over these next months and through the summer, and I hope to have the chance to join with one or more of these crews myself. Perhaps you will do the same.

Not surprisingly to some of you, the Hurricane also pointed out the huge gaps that exist economically in communities across our diocese. In some places, the worst damage happened in the “poor” section of town, with other sections facing much less damage. As we engage in the work of recovery and rebuilding, let us keep our eyes and hearts open to opportunities where we might engage more fully in the ministry of reconciliation, working to bridge the gaps that we encounter, while seeking strategies to overcome institutional and systemic barriers that keep people divided from one another.

At our last Convention, we supported a resolution that gave thanks for the work of the Interfaith Refugee Ministry of New Bern. Since then, the political climate surrounding refugees and immigrants has only become more heated. How many of us, in the last year, have found a way to support the work of resettling refugees in eastern North Carolina? Granted, this work is mostly localized in New Bern and in Wilmington. But there are ways that others of us can be supportive. If you or your congregation wants to learn more, please connect with our staff in the community closest to you.

For many years, the Diocese of East Carolina has shared with the Diocese of North Carolina in supporting the Episcopal Farmworker Ministry based in Newton Grove. In recent years, the Harvest for Hospitality Campaign has raised about \$300,000 to support the work of this ministry. In this past year, members of the Board have spent a lot of time looking to the future of this ministry, including the possibility of extending the ministry's reach beyond the three counties that are presently served. This ministry may very well face an increase in the demands of serving the migrant farmworkers living in our midst, depending upon actions our government might take. We may be forced to make decisions about providing sanctuary for those fearing deportation. Each of our dioceses is represented on the Board by six members along with the bishop and the bishop's representative. With the Rev. Daniel Cenci of St. Paul's Clinton, and Judy Klinck of St. John's Fayetteville, who will continue on the Board, I am happy to announce that East Carolina will also be represented by Lee Albritton of St. Mary's Kinston, Dana Cook of St. James Wilmington, Francisca Rios of La Sagrada Familia in Newton Grove, and the Rev. Janet Rodman, currently of St. Peter's/San Pedro's Washington. Canon Sonny Browne will be my representative on this Board. Please keep this ministry and its leaders in your prayers, and watch for opportunities to engage in acts of service in support of the migrant workers in our midst. Plan to participate in the Farmworkers' Festival on Sunday, September 17th.

Finally, I wish to recognize and thank the Rev. John Gaskill who has served this diocese as Archdeacon. John helped establish our School for Deacons and has shepherded those deacons who are active in the ministries of our diocese. Archdeacon Gaskill has decided to retire from this diocesan ministry, and I wish to publicly thank him for his service. Rather than announcing his successor today, I have decided to take a little time and consult with others about how best to strengthen and more widely promote the ministry of deacons in East Carolina. At such time as I am ready to make an appointment, we will share this news widely across the diocese.

Deacons play an important role in the ministries of our congregations and of our diocese, bringing the needs of the world to the church, and leading the members of the church into the world in service. All of us are called to acts of service. We give thanks for our deacons who lead us in this work.

Public Witness

“Preach the Gospel at all times and, if necessary, use words.” Although there is no evidence that he actually said these words, they are attributed to St. Francis of Assisi. They guide many faithful Christians who would rather let their actions speak for them, than speak publicly of their faith. But there are also many faithful Christians who will willingly raise their voices in public protests and do so with the understanding that they are preaching the Gospel, at least as they understand it.

It would be my hope that our public witness will arise from our prayer and study, grow out of our boundary crossing relationships, and be visible in our acts of service. Unless our public witness expresses our unique identity as followers of Jesus and citizens of God's kingdom, then we ought not to claim it as such. And unless our public witness is consistent with our more private words and actions, we ought to be careful in claiming the stage as a representative of the Church.

Each person who is a citizen of this county has the right and the responsibility to participate in public political processes. Every important cause needs advocates who are willing to stand and speak. In fact, I would encourage those who are so motivated to offer themselves for public service. This country needs good people, with hearts committed to the service of others, to fill our elected offices, whether as Democrats or Republicans.

As your bishop, I have not made many public pronouncements. Some have encouraged me to speak or write publicly more often, as a way of taking action. Some have been grateful that I have stayed out of the fray. In a recent post on my own Facebook page, I wrote these words, "I know where my heart lies, and I know that there will be times and places when I will need to speak and there will be moments when I am called to act. There may also be moments when I will be called to lead others to speak or act."

One of the challenges that we face together, in this regard, is that we are dispersed across many miles and much of our public witness is localized rather than diocesan wide. It was my pleasure to join Episcopalians and others in Wilmington in 2015 for ecumenical worship and a march in honor of Dr. King, and then later in the year for a Vigil of Prayer to End Gun Violence. I was present with Episcopalians of New Bern a year ago, when their County Commissioners considered and then adopted a resolution affecting the settling of refugees in their community. I offered my prayerful support to Episcopalians who joined with others in Belhaven to protest the closing of their local hospital. Unfortunately, I was unable to be with them in person. I know that in the city of Greenville, there are many opportunities for gatherings and public witness across race and religion. In Kinston, where I live, there are many community challenges, which cry out for the ministry of reconciliation. So far, I have not made time to become involved in my own local community in any significant way. Please know of my willingness to join with any of our congregations in public witness, protest or prayer, as I am able. Please remember to invite me, and please share your intentions with others across the diocese so that you will have the support of their prayers and perhaps their presence.

There will be times when I will need to speak a word to the Church in the Diocese of East Carolina, mindful that these words will also be heard beyond our Church's membership. There will also be times when I will need to speak more publicly, as your bishop, when we believe that our Christian witness needs to be heard. Always, I want to be clear about my audience and appropriate with my message.

You might have come to the realization that I have little interest in being the leader of an Episcopal public action committee. Like all of you, I have my own political sympathies and convictions and I prefer to keep them private. But my understanding of my call as your bishop is rooted in my belief that the Body of Christ, the Church, has its primary allegiance with the kingdom of God, a kingdom that Jesus claims "is not from this world." As followers of Jesus and citizens of the kingdom of God, we need to bear witness to God's love for us and for all people. And we need to do so publicly in each of those places where we are present in eastern North Carolina.

As Episcopal Christians, our best public witness to the world might be rooted in our ability to model the ministry of reconciliation that we have been given by God. As we are able to embrace this ministry in patterns of prayer and study, in the building of relationships across boundaries that have divided us, and in our acts of service amongst those facing the greatest needs, then we will have a witness that the world hungers to hear.

In Conclusion

Thank you for the privilege of serving as your bishop. I continue to grow in my love for the congregations and people of our diocese. I pray that I will serve you faithfully for many years to come.

Thank you to all who serve on our Diocesan House staff. This has been a challenging year, with a significant realignment of responsibilities amongst our staff members. We ought to be grateful for their care and commitment to the needs of our diocese.

Thank you to all who have worked to bring this Convention into being. There is so much work that happens behind the scenes that most of never see. And thank you to all who serve the ministries and the committees of our diocese so generously.

Thank you to my wife Sandy for being my companion on this adventure. Last October, we celebrated thirty years of marriage and I can safely say that on the day we married, neither of us had any real idea of what we would be facing.

And “thanks be to God, who gives us the victory through our Lord Jesus Christ!”

The Rt. Rev. Robert S. Skirving
8th Bishop, East Carolina

RESPONSE FROM THE COMMITTEE ON THE BISHOP'S ADDRESS

It was a pleasure for our committee to discuss the address made to this convention by Bishop Skirving. From the beginning of our conversation it was clear that we were in no mood to debate the nuances of it, or to simply express our gratitude for it – although it is nuanced and our gratitude for it is profound.

Therefore on behalf of the committee I want to tell you what riveted us from the beginning and was so strong that we could speak of nothing else. It was not new for any of us, but what we already knew was made stronger by the commonality of our response. What we had seen and heard was amped up as we realized how shared it is, how important and hopeful.

We could not get beyond the intimate congruence of the man and the message. We spoke in depth to each other about how what Rob said is not just from his heart but from his life.

When he calls us to prayer, as he did in the opening of the address, we know that he is already there. The way that he walks and talks among us, his kindness, his recognition of what is happening around him, his ability to see deeply into the issues that confront us and the way forward suggests a man who opens his heart regularly for formation.

When he calls us to study as well, and points to resources found within the diocese and books of all kinds, and art, and music, he is there too. I have on my list five books from this convention that I will order. He has read them already, and presented them in a lively way.

But our conversation really came alive when we talked about what Rob said about reconciliation, about being with people different from us, about valuing all people, about being willing to go the extra mile – or clear across the diocese for a chance to be with a small group of college students, or to spend a week on the staff at Camp Trinity. We knew these were more than words. Rob is clearly trying to do what he is calling us to do.

One of the most amazing things said in our committee was by a person who spoke of the effect of Rob's presence in an important group meeting at their church. It was a difficult situation, heavily fraught with consequences for that parish church. In speaking of Rob's role in that meeting, our committee member said, "He reconciled us and we didn't know he was reconciling us."

One of our members kept a running list of adjectives that we used to describe Rob's ministry among us. We didn't know that list was being generated from our conversation. Here is her list:

Approachable; Open-minded; Respectful; Supportive; Not pretentious and A unifier

So our response to the bishop's address is an appreciation of how good it is, how hopeful and powerful it is, when we give ourselves to prayer and study, when we value each person no matter what, and we use the energy that flows into us to help people become reconciled to God and each other.

And in this particular committee we are fascinated at how you do that in such a way that people don't know you are doing that until it has already happened, and a new day has dawned.

We are also aware that to do what Rob has called us to do is transformational at the heart level. This could change everything about us as a diocese,

One item in the Bishop's Address had to do with the Dissolution of the Parish Life at St. Paul, Vanceboro.

On behalf of our committee, I offer the following motion that encourages the Bishop and the Trustees to proceed with the process of evaluation:

Whereas, the faithful members of St. Paul, Vanceboro have reported to Bishop Skirving that the congregation of St. Paul, Vanceboro has not been active for about two years and request that the Diocese assume responsibility for the buildings in contemplation of dissolution of the parish; and

Whereas, Bishop Skirving, as Bishop Diocesan, has reported to the 134th Annual Convention, in accordance with Title II, Canon 6, Section 1 of the Canons of the Diocese of East Carolina, that St. Paul, Vanceboro appears to be unable to maintain its organization due to the lack of communicants and leadership energy. Now therefore be it

Resolved, that the 134th Convention of the Diocese of East Carolina expresses its deep appreciation to the Ipock family for their faithful stewardship and ministry in caring for St. Paul, Vanceboro; and be it further

Resolved, that the 134th Convention of the Diocese of East Carolina accepts the report of the Bishop and hereby dissolves the parish of St. Paul, Vanceboro and asks the Bishop and the Trustees to proceed with the process of evaluation outlined in Title II, Canon 6, Section 2 to determine the disposition of the property.

Respectfully Submitted,

The Rev. L. Everett Thomas, Chair
Committee Responding to the Bishop's Address

Bishop Diocesan's 2016 Official Acts
The Rt. Rev'd Robert S. Skirving

Ordination to the Diaconate

May 22	Pamela Hayes	St. Mark's, Wilmington
June 4	James Rickenbaker	St. Paul's, Greenville
June 4	Sarah Smith	St. Paul's, Greenville

Ordination to the Priesthood

January 30	Paula Griffin	St. Francis, Goldsboro
December 17	Sarah Smith	St. Andrew's On the Sound, Wilmington

Acceptance of Letters Dimissory

January 27	The Rev'd Cortney Dale from the Diocese of Kentucky
January 27	The Rev'd Cynthia Duffus from the Diocese of Lexington
April 5	The Rev'd Ray Hanna from the Diocese of North Carolina
October 20	The Rev'd Marcia McCrae from the Diocese of Georgia
December 6	The Rev'd Sarah Saxe from the Diocese of Maryland

Transfers of Letters Dimissory

January 19	The Rev'd Mary Frances Curns to the Diocese of Western Massachusetts
April 5	The Rev'd Mary C. Lacy to the Diocese of Southern Virginia
September 28	The Rev'd John Bonner to the Diocese of East Tennessee
December 14	The Rev'd Anne Dale to the Diocese of Southern Virginia

Consents to Consecration of Bishops and other Consents 7

Lay Licenses

Eucharistic Ministers	714
Eucharistic Visitors	282
Worship Leaders	170
Catechists	11
Preachers	9

Retired

May 1	The Rev'd Christine Carlin
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Deaths

March 6	The Rev'd David Alexander Williams
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New Licensed to Serve Clergy

April 4	The Rev'd Charles Hocking
June 16	The Rev'd William Eberle
December 31	The Rev'd Robert Beauchamp

Parish Visitations (Sundays)

January 10	St. Mark's, Wilmington
January 17	St. Augustine's, Kinston
January 24	St. Paul's, Wilmington
January 31	St. Mary's, Kinston
February 7	Holy Trinity, Fayetteville
February 21	St. Andrew's On the Sound, Wilmington
February 28	St. Andrew's, Morehead City
March 6	Grace, Plymouth and St. Anne's, Roper
March 20	Grace, Trenton
March 27	St. Timothy's, Greenville
April 10	St. Paul's, Edenton
April 17	St. Paul's, Clinton
May 1	St. James, Wilmington
May 8	Trinity, Lumberton
May 15	All Souls, Northwest
May 22	St. Christopher's, Elizabethtown
June 12	St. James the Fisherman, Shallotte
July 3	St. Cyprian's, New Bern
September 4	St. Phillip's, Southport
September 11	Church of the Servant, Wilmington
September 25	St. John's, Grifton
October 16	St. Philip's, Holly Ridge
October 23	St. Thomas, Ahoskie
October 30	St. Andrew's, Columbia
November 6	St. Christopher's, Havelock
November 13	All Saints', Southern Shores
November 20	Christ Church, New Bern
December 4	St. Paul's, Beaufort
December 11	Christ Church, Elizabeth City
December 18	Church of the Servant, Williamston

Total Confirmations and Receptions 129

Judgments for Remarriage of Divorced Persons 17

Celebrations of New Ministry

October 16 The Rev'd Cynthia Duffus St. Anne's, Jacksonville

RESOLUTION #1
IN THANKSGIVING FOR THE LIFE AND MINISTRY OF
LARRY SHIELDS OVERTON
(1952 – 2016)

WHEREAS: Larry Shields Overton graced his parish of St. Thomas, Ahoskie and The Diocese of East Carolina for over thirty years as a Senior Warden, diocesan leader, mentor and friend; serving in many capacities including President of the Standing Committee, The Bishop's Nominating Committee and as Dispatch of Business chair at our Diocesan Conventions;

WHEREAS; Larry Shields Overton served the Diocese of East Carolina as a Deputy to five General Conventions from 1997-2009, including chair of the deputation and on several committees of the General Convention being an advocate for the Diocese of East Carolina at the national level;

WHEREAS; Larry Shields Overton served as a legal guide throughout his tenure in the Diocese of East Carolina to bishops, clergy and parish vestries for the advancement of the Kingdom of God;

BE IT THEREFORE RESOLVED; That this One Hundred Thirty Fourth Convention of the Diocese of East Carolina give thanks to God for the incredible gifts of love, humor, intellect, leadership, compassion and friendship that Larry Shields Overton so freely gave to so many in our diocese.

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

Respectfully Submitted

The Rev. Ronald G. Abrams, St. James Parish, Wilmington
Jane H. Martin, St. James Parish, Wilmington
The Rev. Dr. John B. Pollock, St. Andrew's Parish, Morehead City
The Rev. Jeff Douglas, St. Thomas Parish, Ahoskie
The Rev. Dena B. Whalen, St. Paul's Parish, Wilmington
Judy Tucker, St. Timothy's Parish, Greenville
Robert Swindell, St. Paul's Parish, Wilmington
The Rev. John Frazier, St. Paul's In-the-Pines Parish, Fayetteville
Ann Parker, St. James Parish, Wilmington
The Rev. Andrew Cannan, St. Paul's Parish, Greenville
Jennifer Mann, St. Andrew's Parish, Morehead City
Tess Judge, All Saints Parish, Southern Shores
The Rev. Canon Matthew Stockard, Secretary of the 134th Annual Convention

RESOLUTION #2
IN SUPPORT OF A FULL REVIEW AND REVISION OF THE CONSTITUTION AND CANONS
AND RULES OF ORDER OF THE DIOCESE OF EAST CAROLINA

Whereas, the Constitution, Canons, and Rules of Order of the Diocese of East Carolina have been used with minor revisions for several decades; and

Whereas, the Constitution and Canons of The Episcopal Church continue to change and be updated; and

Whereas, the Constitution, Canons, and Rules of Order of the Diocese of East Carolina have some inconsistencies throughout making their application in practice difficult and confusing in some circumstances. Now therefore be it

Resolved, that the 134th Convention of the Diocese of East Carolina requests the Committee on Constitution and Canons to begin a comprehensive review and revision of the Constitution and Canons, and Rules of Order of this Convention; and report upon progress in this work to the 135th Annual Convention of the Diocese of East Carolina.

RESOLUTION # 3
IN THANKSGIVING FOR THE LIFE AND MINISTRY OF
WARREN CAMERON JUDGE III

WHEREAS: Warren Cameron Judge III graced his parish, All Saints, Southern Shores, and the Community of Dare County for over 20 years serving in many capacities as a church leader and County Official.

WHEREAS: Warren Cameron Judge III was a faithful member of St. Andrew's by the Sea, Nags Head when he and his wife, Tess Judge answered the call to help form the Mission of All Saints in Southern Shores, meeting in the Kitty Hawk Elementary School and by his generous stewardship and commitment of time, money and resources helped to establish a healthy parish, build a building, and lead in Outreach Ministry to the community.

WHEREAS: Warren Cameron Judge III by his gracious warmth and hospitality in the Parish helped welcome visitors to feel as if they were truly at home. Indeed those qualities were reflections of his home life by his support of his children through difficulties of their growing up, by his easy forgiveness of slights, by his faithful love for his wife and friends and support in all their activities.

WHEREAS: Warren Cameron Judge III served as a County Commissioner and Chair of that body for a number of years, placing his faith in the actions of everyday life by caring for the fragile environment of the Outer Banks, of ministering to those less fortunate and those caught in the many storms of nature, change and life. He was an outward and visible sign of the Prophets urging of "What does the Lord require of you; to do justice, love mercy and walk humbly with your God."

BE IT THEREFORE RESOLVED: That this One Hundred Thirty Fourth Convention of the Diocese of East Carolina give thanks to God for the incredible gift of love, humor, leadership, compassion, hospitality and friendship that Warren Cameron Judge III so freely gave to so many in our diocese and the Outer Banks Community.

AND BE IT FURTHER RESOLVED: That the Convention direct the Secretary of the Convention to convey a copy of this resolution be given to his beloved wife, Tess.

Respectfully Submitted:

The Rev. Thomas E. Wilson, All Saints Parish, Southern Shores

The Rev. Jeffrey Douglas, St. Thomas, Ahoskie

Mr. Hugh H. Davis, St. Thomas, Ahoskie

Mrs. Beth Douglas, St. Thomas, Ahoskie

Mr. David Simons, St. Thomas, Ahoskie

Mr. M. Douglas Grizzard, Trinity, Chocowinity

The Rev. James Horton, Retired

Mrs. Nancy Broadwell, Holy Trinity, Fayetteville

The Rev. Canon Joseph Browne, III, Non-parochial

The Rev. Canon Matthew Stockard, Non-parochial

Mr. Robert Riche, All Saints, Southern Shores

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

RESOLUTION #4
INITIATING THE DISSOLUTION OF THE PARISH LIFE OF ST. PAUL'S, VANCEBORO

Whereas, the faithful members of St. Paul, Vanceboro have reported to Bishop Skirving that the congregation of St. Paul, Vanceboro has not been active for about two years and request that the Diocese assume responsibility for the buildings in contemplation of dissolution of the parish; and

Whereas, Bishop Skirving, as Bishop Diocesan, has reported to the 134th Annual Convention, in accordance with Title II, Canon 6, Section 1 of the Canons of the Diocese of East Carolina, that St. Paul, Vanceboro appears to be unable to maintain its organization due to the lack of communicants and leadership energy. Now therefore be it

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Resolved, that the 134th Convention of the Diocese of East Carolina accepts the report of the Bishop and hereby dissolves the parish of St. Paul, Vanceboro and asks the Bishop and the Trustees to proceed with the process of evaluation outlined in Title II, Canon 6, Section 2 to determine the disposition of the property.

**TITLE I. Canon 1, Section 4. Convention of the Diocese;
Diocesan Officers and Representatives**

CANON 1
Members of Convention

Section 4. (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.

EXPLANATION

The Deanery elects their representatives to Nominations Committee – the Deanery Council organizes the meeting. This was a typo that needs to be corrected to match Title I, Canon 1, Section 4.

SECOND 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.

FIRST READING

CONSTITUTION

ARTICLE III

Time and Place 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 the case of the disability of the Bishop, or a vacancy in the office of Bishop *Executive Council*.

Section 2. But the time and place of such meeting may be changed or Special Conventions may be called by the Bishop and ~~Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section,~~ *Executive Council*, subject nevertheless to such Canonical provisions as may hereafter be made: ...

EXPLANATION

This change allows Convention locations to be decided earlier than the preceding Convention for purposes of planning. The Convention Committee researches potential locations and they must commit earlier than one year in advance in order to determine costs and secure location.

The Executive Council exercises the power of the Diocesan Convention between Conventions. The Bishop is the president of the Executive Council.

EXECUTIVE COUNCIL MINUTES**April 1, 2016****Diocesan House, Kinston**

Those present: The Rt. Rev'd Robert Skirving, Mrs. Melene Hatcher, The Rev'd Teddra Hussey Smith, The Rev'd John Pollock, Mrs. Judy Tucker, The Rev'd Andrew Cannan, The Rev'd Dena Whalen, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, Mr. Carl Ragsdale, Ms. Lisa Richey, Ms. Ginger Jacocks, Ms. Nancy Hamblin, Ms. Jane Martin, Mr. Robert Richardson, The Rev'd Daniel Cenci, Ms. Susan Holmes, Ms. Nancy Broadwell, Ms. Joan Geiszler-Ludlum and The Rev'd Canon Matthew Stockard. Also present: Mrs. Jimi Paderick

Bishop Skirving welcomed new members and gave a brief overview of the work of the Diocesan Executive Council. Canon Stockard confirmed the presence of a quorum.

Bishop Skirving reviewed the proposed agenda with Council and asked for any modifications. Being none, Mr. Pollock made a motion to adopt the proposed agenda. Ms. Hatcher seconded it and the motion carried.

Mr. Douglas made a motion to accept the minutes from the January 14, 2016 meeting. Ms. Hatcher seconded it and the motion carried.

Bishop Skirving gave the Bishop's Report:

Companion Diocese – Dominican Republic

Bishop Skirving stated that he attended the Dominican Republic's annual convention in February to participate in the ordination of their Bishop Coadjutor, Moises Quezada Mota. While he was there he joined the Dominican Development Group (DDG) for their semi-annual meeting, as it was his understanding that the Diocese of Dominican Republic was a Companion Diocese. To learn more about this relationship, Bishop Skirving shared that he reviewed the Diocesan Companion Relation files and found that the Companion Diocesan Relationship ends this year. Bishop Skirving shared that the diocese has not paid dues to DDG for 2016. Moving forward Bishop Skirving plans to gather folks in the diocese to help him determine whether or not to proceed with this relationship. Once a decision has been made he will share with Council.

Absalom Jones Celebration

Bishop Skirving shared that he attended the Absalom Jones Celebration on February 21 at St. Mark's in Wilmington. He noted that attendance was low and that he was working with those congregations who host in strengthening the celebration.

House of Bishops

Bishop Skirving stated that he attended his first meeting in March with Bishop Curry presiding. Bishop Curry shared goals for the upcoming meetings explaining their focus will be on reconciliation – expanding reconciliation beyond racism to all types of reconciliation. He told Council that the House of Bishops drafted and then published a letter called "A Word for the Church."

NC Bishop's Letter in Response to HB2

Bishop Skirving announced that he signed a letter of encouragement to members of the LGBT Communities with the bishops from the Diocese of North Carolina. He reported that all responses have been positive.

Diocesan Staff Retreat

Bishop Skirving shared that in March, Diocesan Staff met for a daylong retreat that focused on working relations and how to best align us to cover the work in the diocese. Out of these four specific work groups were formed:

Group Name: Diocesan Life

Consists of: New Canon For Diocesan Life

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

Chanda Platania, Administrative Assistant

Group Name: Leadership Development

Consist of: Matthew Stockard, Canon to the Ordinary

Hannah Hilterbrand, Administrative Assistant

Group Name: Resources

Consist of: Bonnie Holton, Diocesan Administrator

Beth Nagy, Administrative Assistant

Group Name: Office of the Bishop

Consist of: Robert Skirving, Bishop

Jimi Paderick, Executive Assistant

Bishop Skirving added that there are currently three open positions at Diocesan House, which we are interviewing and accepting resumes.

Visitation Schedule 2016-2018

Bishop Skirving announced that the first part of the Bishop's Visitation Schedule would be mailed to parishes next week. He explained that this had him with each parish once every two year, with other requests being considered in alternating years.

The following reports were given:

+Mr. Cannan, Dean for Pamlico Deanery

+Ms. Jacocks and Mr. Pollock, Deans for Trinity Deanery

+Mr. Douglas, Dean for Albemarle Deanery

+Mr. Richardson for Upper Cape Fear Deanery

+Mrs. Martin, for Lower Cape Fear Deanery

+Ms. Broadwell for Standing Committee

+Ms. Nancy Hamblin and Ms. Ginger Jacocks for Episcopal Church Women

Bishop Skirving noted that it was decided not to reference them as deans/co-deans; instead they would all be deans regardless whether they were ordained or not and that honorary titles would not be used.

Mrs. Tess Judge, Diocesan Treasurer was not present but furnished a Treasurer's Comment Sheet giving explanations on financial reports that were previously emailed to Council. An error in that mailing was detected, and

the missing report month was made available. Mr. Douglas made a motion to receive the financial reports. Ms. Jacocks seconded the motion and it carried.

Bishop Skirving informed Council that the budget reflects a line item for a Small Church Conference. In previous years the conference oversight was handled by The Rev'd John Bonner who since the last conference has retired. He explained that currently no one has approached him to plan the conference. Bishop Skirving shared that he would like to use the dates blocked at Trinity Center and use the funds allocated for Small Church Conference to go towards a Diocesan Life Conference that would be led by the new Canon for Diocesan Life.

After discussion, Ms. Hatcher made a motion that line item #1-5239-00 Small Church Conference be redirected to a new expense line item called Diocesan Life Conference 2016. The motion was seconded and it carried.

Mr. Cannan made a motion that the Executive Council have a retreat preceding the Diocesan Life Conference on Thursday, September 22 and Friday, September 23. Ms. Whalen seconded it and the motion carried.

Bishop Skirving noted that the retreat would replace the September 9, Executive Council Meeting.

Bishop Skirving explained to Council that there is currently an open At-Large Position for a 3-year term. Bishop Skirving opened the floor for nominations. Ms. Hatcher nominated The Rev'd John Fraizer, Rector of St. Paul's in the Pines, Fayetteville and Dean to Upper Cape Fear Deanery. Ms. Martin nominated The Rev'd Ron Abrams, Rector of St. James, Wilmington. Mr. Douglas moved to close nominations. Mr. Swindell seconded and the motion carried.

Canon Stockard collected and counted those votes cast. Bishop Skirving announced that Mr. Frazier won the election and would now be a voting member on Council in his role at At-Large Member.

Bishop Skirving stated that at the recent Annual Convention he spoke to delegates and guests about the Compass Rose Society. He explained that the Compass Rose exists for the purpose of supporting and strengthening the work of the Archbishop of Canterbury and of the worldwide Anglican Communion. He shared that the initial gift to participate is \$10,000 with a continuing annual gift of about \$2,000.

Mr. Swindell made a motion to support Bishop Skirving suggestion to recommend that the Diocese of East Carolina join the Compass Rose Society. Mr. Salisbury seconded the motion and the motion carried.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary of Convention

EXECUTIVE COUNCIL MINUTES
Holy Innocents Episcopal Church, Kinston
May 20, 2016

Those present: The Rt. Rev'd Robert Skirving, Mrs. Tess Judge, The Rev'd Daniel Cenci, Ms. Ginger Jacocks, The Rev'd John Frazier, Ms. Nancy Broadwell, The Rev'd Andrew Cannan, Mrs. Melene Hatcher, The Rev'd Jeff Douglas, The Rev'd Teddra Hussey-Smith, Mr. Carl Ragsdale, Mr. Rob Richardson, Ms. Lisa Richey, The Rev'd Canon Matthew Stockard, Mrs. Judy Tucker, Mrs. Mary Duane Hale, Mr. Robert Swindell, The Rev'd Dena Whalen and Mrs. Joan Geiszler-Ludlum. Also present: Mrs. Emily Gowdy Canady and Mrs. Jimi Paderick.

After Morning Prayer, a brief history of Holy Innocents Episcopal Church was given by The Rev'd Bonnie Smith.

Canon Stockard verified the presence of a quorum.

Bishop Skirving reviewed the proposed meeting agenda with Council and asked for any modifications. Being none, Ms. Jacocks made a motion to accept the agenda. Ms. Richey seconded and the motion passed.

The minutes from the April 1, 2016 Council Meeting were previously distributed. Mr. Douglas made a motion to accept the minutes. Mrs. Tucker seconded the motion and the minutes were approved as written.

Bishop Skirving reminded Council that should anyone have any corrections/modification to the minutes to please send them to Mrs. Paderick prior to the meeting and she will make the needed changes prior to the next meeting.

The following reports were given:

- +Bishop's Report – Bishop Skirving
- +Lower Cape Fear Deanery Report – Mrs. Whalen
- +Upper Cape Fear Deanery Report – Mr. Richard and Mr. Frazier
- +Albemarle Deanery Report – Mr. Douglas
- +Trinity Deanery Report – Ms. Jacocks
- +Pamlico Deanery Report – Mr. Cannan
- +Standing Committee Report – Ms. Broadwell
- +Foundation Report – Mrs. Geiszler-Ludlum
- +Episcopal Church Women – Ms. Jacocks
- +Youth, Young Adult and College Campus Ministry Report – Mrs. Gowdy Canady

Mrs. Judge gave the Treasurer's Report. She reviewed financial reports with Council and stated that the budget was in line in comparison to previous years. She shared that the Diocesan Audit would begin on May 31st at Diocesan House. Mrs. Judge informed Council that the 1st Phase of Trinity and Beyond is almost complete with approximately \$66,000 to be held in trust by the Foundation for future needs. She stated a formal report on Trinity and Beyond will be submitted to Council soon. Mr. Douglas made a motion to accept the Treasurer's Report. Ms. Richey seconded the motion and it carried.

Bishop Skirving shared that the Trinity Center Board of Managers is planning for the 2nd Phase of Trinity and Beyond to be called Friends of Trinity Center. Bishop Skirving stated that the details are still being developed and information will be shared soon.

Mr. Richardson shared with Council that the Diocesan Cursillo for many years has held Cursillo at Trinity Center. The secretariat raised funds to go towards the new floors for the dining hall at Trinity Center and an anonymous gift from a Cursillo member was given to pay the remaining balance.

Canon Stockard shared that the Convention Committee has met and are working on plans for the 134th Annual Convention to be held at the New Bern Convention Center on February 3-4, 2017. He shared that the Convention Center is researching the feasibility of other locations in the diocese to hold convention. The Convention Committee had drafted a resolution to Council but after reviewing the resolution and the canons, as Secretary of Convention, he plans to take back the resolution to the Convention Committee for further refinement.

Bishop Skirving reminded Council that the Executive Council Retreat would be at Trinity Center, September 22-23. He welcomed any suggestions on topics for the retreat. He stated information will be sent later this summer and that individuals should pay as they are able and assistance will be available as needed. Bishop Skirving stated that roughly the meeting would start on Thursday afternoon with a dinner and fellowship. On Friday, there will be time for a brief Council Meeting and then topics of discussion will follow. Some members may stay over for the Diocesan Life Conference which will begin late Friday and end with a cookout and worship on Saturday night. Bishop Skirving stated that attendees could use Sunday for sabbath or worship time before they depart.

Bishop Skirving updated Council that the search for a part-time Spanish Language Development Officer had not been fruitful. He explained that either the Diocese would need to look towards hiring a full-time priest to draw applicants or to give the funding back to the Isabel Lehto Foundation.

Mr. Swindell stated that he has become involved with the Interfaith Refugee Ministry in Wilmington and encourages Council to get involved. Bishop Skirving shared that a high-quality video has been produced to help build awareness and he feels it will assist with sponsorship.

There being no further business, Mr. Frazier made a motion to adjourn. It was seconded and carried.

Respectfully submitted,

Jimi Paderick
Assistant to the Secretary of Convention

EXECUTIVE COUNCIL MINUTES
September 23, 2016
Trinity Center, Salter Path

Those present: The Rt. Rev'd Robert Skirving, The Rev'd Teddra Hussey Smith, The Rev'd John Pollock, Mrs. Judy Tucker, The Rev'd Andrew Cannan, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, The Rev'd John Carlisto, The Rev'd Daniel Cenci, Ms. Lisa Richey, Ms. Ginger Jacocks, The Rev'd John Fraizer, Ms. Nancy Hamblin, Mrs. Jane Martin, Mr. Robert Richardson, Mrs. Susan Holmes, Ms. Nancy Broadwell,

Mrs. Tess Judge, The Rev'd Canon Matthew Stockard, Mr. Hodges Hackney. Also present were: The Rev'd Canon Sonny Browne, Mrs. Jimi Paderick, Mrs. Bonnie Holton and Mrs. Emily Gowdy Canady.

Bishop Skirving introduced Mr. Penn Perry, Executive Director of Trinity Center to Council. Mr. Perry gave an overview of the current state of Trinity Center.

Canon Stockard confirmed the presence of a quorum. Bishop Skirving reviewed the proposed agenda with Council highlighting that deanery and committee reports would not be shared at this meeting due to time constraints.

Ms. Richey made a motion to accept the May 20, 2016 minutes. The motion was seconded by Ms. Tucker and carried.

Mrs. Judge gave the Treasurers' Report. She presented to Council the auditor's report and asked Council if there was a need to have the auditor give a presentation to the Council. Mr. Swindell made a motion to request that the Diocesan Auditor come to the next Executive Council Meeting to present his findings. There was no second, the motion failed.

Mrs. Judge shared that the Harvest for Hospitality Funds have been sent to the Episcopal Farmworker Ministry. She shared that Episcopal Farmworker Ministry Board has a good plan in place on how to use the funds.

Bishop Skirving stated that the IRS dictates that a resolution must be adopted for Canon Browne's Housing. Bishop Skirving ask that the Council adopt the following resolution:

Whereas, that the Rev. Joseph M. Browne is compensated by The Diocese of East Carolina exclusively for services as a minister of the gospel; and

Whereas, The Diocese of East Carolina does not provide Fr. Browne with a rectory, therefore, it is hereby

Resolved, that the total annual rate of compensation paid for Fr. Browne for the calendar year 2016 shall be \$75,000, of which \$10,800 is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$10,800 as a housing allowance shall apply to calendar year 2016 and all future years unless otherwise provided. The resolution was adopted unanimously.

Bishop Skirving informed Council that he needs their input on how to spend the Mission and Development surplus funds and anticipated grants. He shared that he could see the funds going towards the cost associated with a Spanish Language Coordinator; towards the cost of having Bishop Bane serve at St. Luke's, Currituck as Priest in Charge or to help parishes energize their ministry for a short period of time. He asked that Council set a policy on how to use these funds. Mr. Carlisto made a motion that a sub-committee consisting of 4-5 Executive Council Members be formed to develop a policy on how to use these funds. The motion was seconded and carried.

The following members volunteered to serve on the sub-committee: Mr. Pollock, Mr. Douglas, Mr. Cannan, Ms. Richey and Mr. Cenci. The sub-committee will meet and will bring back a proposed policy to Council.

Bishop Skirving updated Council on the search for a Spanish Language Missioner. He shared that no viable candidates for this as a part-time position had been received. Bishop Skirving shared with Council that there was a possibility of combining this part-time position to a position that might also support San Pedro, which is currently holding services at St. Peter's, Washington. He added that although there are accumulated funds to cover the position for the coming year, the long-term challenge would be to sustain the cost of the position for future years.

Mr. Fraizer made a motion to proceed to launch a posting to search for a full-time Coordinator of Spanish Language Ministry, to continue to discuss opportunities with St. Peter's Episcopal Church and to continue to solicit funds for long-term support for a full-time Spanish Language Missioner. Mr. Douglas seconded it and the motion passed.

Bishop Skirving announced that The Rev'd Catherine Powell has resigned from serving on Commission on Ministry. The Rev'd Tom Warren, Chair of the Commission on Ministry respectfully nominates The Rev'd Ray Hanna, Rector at St. Stephen's Episcopal Church in Goldsboro to complete her term. Ms. Tucker made a motion to accept Mr. Warren's nomination. The motion was seconded and carried.

Mr. Richardson asked for an update on Designated Sundays Bishop Skirving shared that this information would be reported at the next meeting.

There being no further business, the meeting adjourned.

Respectfully submitted,

Jimi Paderick
Executive Assistant to the Bishop

EXECUTIVE COUNCIL MINUTES
St. Stephen's Episcopal Church
November 18, 2016

Those present: The Rt. Rev'd Robert Skirving, The Rev'd John Pollock, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev'd Andrew Cannan, The Rev'd Dena Whalen, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, The Rev'd Daniel Cenci, Ms. Lisa Richey, Ms. Nancy Hamblin, Ms. Jane Martin, Mr. Robert Richardson, Ms. Susan Holmes, Ms. Nancy Broadwell and Ms. Tess Judge. Also present were: The Rev'd Canon Sonny Browne, Ms. Jimi Paderick and Ms. Bonnie Holton.

The meeting began with Morning Prayer led by the Rev'd Ray Hanna, Rector at St. Stephen's Episcopal Church. Mr. Tom Brown gave a brief history of St. Stephen's Episcopal Church.

Bishop Skirving confirmed the presence of a quorum. Bishop Skirving reviewed the proposed meeting agenda with Council and asked for any additions. Begin none the meeting proceeded.

Mr. Douglas made a motion to accept the September 23rd Executive Council Minutes as written. Mr. Pollock seconded and the motion carried.

Bishop Skirving shared with Council the efforts that were being made to support those in the diocese affected by Hurricane Matthew. Canon Browne shared that a group met on October 29th at Diocesan House to determine what could be done to support those in need and out of that meeting Dr. Thomas Warren was appointed chair as the Diocesan Disaster Relief Coordinator. Other individuals attending the meeting and in the diocese have volunteered to serve on the Disaster Relief and Preparedness Commission. Mrs. Paderick shared that the Commission will have its first meeting on November 21st. Ms. Katie Mears, Director for USA Disaster Preparedness and Response for Episcopal Relief and Development will be present to offer practical next steps for the committee to begin implementing. Dr. Warren will lead an afternoon session to implement next steps and determine a method for those in need to access resources available. Mrs. Paderick stated that in addition to responding to the aftermath of Hurricane Matthew, Dr. Warren and the commission will begin the process of creating preparedness plans on a diocesan and parish level to have in place in the event of another disaster.

Bishop Skirving stated that the diocese received the following grants from Episcopal Relief and Development:

- \$25,000 for Episcopal Farmworkers Ministry (\$10,000 has been distributed)
- \$10,000 for general support within the diocese. (\$2,500 was sent to St. Thomas, Windsor aid those affected by the flood and \$2,500 was sent to St. Christopher's, Elizabethtown to purchase cleaning supplies for those individuals whose homes were flooded.)

Bishop Skirving shared that over \$50,000 in additional funds had been received. Those funds will be used by the commission to support areas in the diocese in need.

After conversation, Bishop Skirving encouraged anyone who would like to offer support or who was aware of donations to send them to Canon Browne until a formal process was in place.

Mrs. Hale gave a report from the Committee on Constitution and Canons. She stated that Article IV, Personnel of Convention, Section 3, in the Constitution addresses how many lay delegates a church is entitled to, based on the number of confirmed communicants and this should be determined from each church's parochial report. The number of confirmed communicants is no longer on the parochial report. The Committee on Constitution and Canons offered several options for revision and asked for Council's input. After discussion, the Executive Council favored removing "confirmed communicants" and replacing it with "adult communicants." Mrs. Hale thanked Council and will share their input with the committee.

Mrs. Hale shared that the Committee on Constitution and Canons is working on clarifying many areas of the Constitution and Canons of the diocese and may put forth to convention a recommendation to do a total revision. She added that it isn't clear on how the Rules of Orders can be modified and who has the authority to do so.

Bishop Skirving told Council that one ongoing problem with the current Constitution and Canons is that they are not current and that in many places one area contradicts the other. He gave an example that currently the Constitution requires that the time and place of convention be determined by the preceding convention; however, most venues are booked at least two years in advance. Bishop Skirving gave thanks for the work of the Committee on Constitution and Canons.

Mrs. Judge gave the Treasurer's Report. She reviewed with Council the financial reports as of October 2016 noting that there was nothing remarkable to report. Mrs. Tucker made a motion to accept the Financial Report. It was seconded and the motion carried.

Bishop Skirving shared that his scheduled meeting with the Personnel Committee was cancelled due to Hurricane Matthew. He explained that the proposed budget did not include any recommendation for staff increases or adjustments. He added he will be meeting with the Personnel Committee and they will make a recommendation to the Finance Committee who will then include their recommendations for the proposed budget prior to the next Council meeting in January.

Mrs. Judge reviewed the proposed budget with Council. She stated that this was a deficit budget even without staff increases. She explained that in the past several years we had realized a surplus at year's end and the Finance Committee anticipates this again in 2016. She stated at the next meeting the final proposed budget would be given to Council to approve for adoption at convention. Bishop Skirving asked Council to direct any budget questions or suggestions to Mrs. Judge by the end of year.

Bishop Skirving shared with Council his reasoning for not sending a response in regards to the recent presidential elections. He explained that as Bishop he felt it important not to isolate anyone based on his or her political stance regardless of his own personal political preference. He needs to remain neutral. Council members supported Bishop Skirving and gave thanks for his unbiased sensitivity.

Bishop Skirving directed Council to the Annual Opportunities for Giving Report. Mr. Douglas made a motion to accept the report and to proceed with sending the report to the parishes in the diocese. Ms. Tucker seconded it and the motion carried.

Bishop Skirving called upon Mr. Cannan to give an update on the work of the Ministry Development Fund Group. Mr. Cannan shared that this group consists of Ms. Richey, Mr. Cenci, Mr. Douglas, Mr. Pollock and himself. Mr. Cannan, on behalf of the group, made the recommendation that funds designated annually by Executive Council to the Ministry Development Fund be made available in equal shares for allocation by deanery councils.

He added that these funds would be distributed by the diocese upon a recorded vote of the deanery council within 12 months of designation by Executive Council. Mr. Cannan stated that upon the vote of the deanery council, it would then be the responsibility of the dean to make a written request to the financial office of the diocese of disbursement of funds. Mr. Cannan shared that reports of distribution would be included in the deanery reports at each Executive Council Meeting. After discussion and further explanation, a motion was made to accept the recommendation of the Ministry Development Fund Group. The motion was seconded and carried.

Deanery reports were offered by:

Ms. Whalen – Lower Cape Fear Deanery
Ms. Tucker and Canon Browne – Trinity Deanery
Ms. Harrington – Albemarle Deanery

There being no further business, the meeting adjourned.

Respectfully submitted,

Jimi Paderick
Executive Assistant to the Bishop

EXECUTIVE COUNCIL MINUTES
Diocesan House, Kinston
January 13, 2017

Those members present: The Rt. Rev'd Robert Skirving, Mrs. Melene Hatcher, The Rev'd Teddra Hussey Smith, The Rev'd Dr. John Pollock, Mrs. Mary Duane Hale, Mrs. Judy Tucker, The Rev'd Andrew Cannan, The Rev'd Dena Whalen, Mr. Robert Swindell, The Rev'd Jeff Douglas, Ms. Beth Harrington, Mr. Carl Ragsdale, Ms. Ginger Jacocks, The Rev'd John Frazier, Ms. Nancy Hamblin, Ms. Jane Martin, Mr. Robert Richardson, Mrs. Susan Holmes, Mrs. Nancy Broadwell, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge and The Rev'd Canon Matthew Stockard. Also present were: Mrs. Jimi Paderick, Mrs. Bonnie Holton, The Rev'd Canon Sonny Browne and Mrs. Emily Gowdy Canady.

Canon Stockard confirmed the presence of a quorum. Bishop Skirving reviewed the proposed agenda and asked for any modifications. Being none, Mr. Pollock made a motion to adopt the agenda as presented. Mr. Douglas seconded it and the motion carried.

Ms. Harrington made a motion to accept the November 18, 2016 Executive Council Minutes as written. The motion was seconded by Mr. Cannan and the motion carried.

Mrs. Judge gave the Treasurer's Report. She reviewed with Council the diocesan financial reports as of December 2016. She stated that based on projections there will be an excess of funds totaling approximately \$123,000. She reviewed with Council the Trinity and Beyond Capital Campaign funds as of December 2016.

Mrs. Judge then reviewed with Council the 2017 Proposed Budget and memo from the Finance Committee. After discussion, Ms. Tucker made a motion to accept the 2017 Proposed Budget as presented, Mr. Pollock seconded and the motion carried.

Mrs. Judge shared that the 2015 Trinity Center audit has been received and once the board has reviewed it, a copy will be shared with Executive Council.

Mr. Cannan made a motion that the current balance of \$66,769 of the Mission and Development Fund be made available to the deaneries in 2017, following the guideline sets by the resolution adopted at the last meeting. It was second by Mr. Fraizer and the motion carried. Discussion began on policy and procedures for the Mission and Development Fund. Bishop Skirving stated this would be on the agenda at the next meeting.

Bishop Skirving reported that St. Paul's Episcopal Church in Vanceboro is no longer meeting as a congregation and have met with him to turn over the property to the care of the Diocese of East Carolina. Canon Browne shared that he and Mrs. Holton visited the church and winterized it and removed any items of historic or monetary value. Canon Browne stated that a date had been set to deconsecrate the building and grounds with a luncheon to follow.

Canon Browne added that members of St. Paul's, Washington and St. John's, Edenton are two properties that the diocese currently maintains and includes on the diocese's property insurance. The buildings of both are in a state of poor repair. He stated that the Trustees would be making decisions on how to proceed.

Bishop Skirving shared that he plans to present the dissolution of St. Paul's Episcopal Church, Vanceboro to convention, however in accordance with Title II, Canon 6, Section 2 of the Diocese of East Carolina's Canons, after dissolution a study by the Department of Mission and Development is to be made to determine if property

is viable for a mission or ministry. Bishop Skirving stated that the diocese does not currently have a Department of Mission and Development and asked Council if the practice of a subcommittee consisting of Standing Committee and Trustees should continue to make recommendations to the Executive Council for action. The Council was in agreement.

Bishop Skirving informed Council that the way the current Canons of the Diocese of East Carolina are written we cannot book the annual convention more than a year out. The Committee on Constitution and Canons will be making proposed Constitution and Canons changes in the future but until then we will need to put a deposit on a venue in order to secure a space for convention. He added that should convention decide not to go with the recommended venue there is a chance we could lose our deposit.

After discussion, Mrs. Hale made a motion to authorize the deposit payment to the New Bern Convention Center with the understanding that the Convention Planning Committee intends to recommend at our 2017 Convention that we hold our 2018 Annual Convention in New Bern.

Other reports:

- + Pamlico Deanery – Mr. Cannan
- + Episcopal Church Women – Mrs. Hamblin
- +Program Officer for Youth, University and Campus, and Young Adult Ministries – Mrs. Gowdy Canady
- +Lower Cape Fear Deanery – Mrs. Martin and Mrs. Whalen
- +Trinity Deanery – Mr. Pollock
- +Albemarle Deanery – Mr. Douglas
- +Upper Cape Fear Deanery – Mr. Frazier

There being no further business, the meeting adjourned.

Respectfully submitted,

Jimi Paderick
Executive Assistant to the Bishop

CAMP HOPE

A Camping Opportunity for Children with an Incarcerated Parent

Christ Church, New Bern, sponsors Camp Hope, which is a weeklong summer camp at Camp Bob- Kanuga for children between the ages of 8-14 who have a parent in prison. The purpose of the ministry is to break the cycle of incarceration for the children. The church provides coordination, registration of campers, scholarships and adult volunteers who go to camp with the children. Volunteers are needed to pray, make calls, send cards, help with arrangements, and assist in registration as well as serving as Adult Volunteers to go to camp. 2016 was a record setting year for Camp Hope! Eighty-four campers and 10 adult volunteers spent a week at Kanuga's Camp Bob learning about themselves, others and God's unending love for them. The Campers returned stronger in their faith and their ability to make good decisions for themselves. We were also able to sponsor two youths to Stepping Up a two-week leadership program for 14-16 year olds and two young adults to the Counselor in Training two-week program at Camp Bob at Kanuga. They were previous participants at Camp Hope and Stepping Up. They both hope to work as Counselors at Camp Bob. It helps them think seriously about their future in relation to their God-given gifts and interests, and helps prepare them for roles of greater responsibility.

Jane Merritt under the Prison Ministry Commission of the Diocese of East Carolina founded Camp Hope in 2006. The Diocese, some individuals and Episcopal Churches around the state send donations for scholarships. Most of the children are from the Eastern part of the state but some are not. Children are referred by Prison Fellowship Angel Tree lists, Social Services, Schools, Prison Chaplains, "One Day with God" Program participants and word of mouth from one family to another. Our limiting factor is transportation. Two commercial buses leave from New Bern and make stops for picking up children in Kinston and Burlington. The campers have to be able to get to these locations to avail the transportation. We could use volunteers to drive children to the buses or arrangements to be made to transport from other areas. We also like to maintain contact throughout the year and help with this would be appreciated. Our greatest need is for additional volunteers both for attending Camp (July 17-22, 2017) and for the many other tasks required to make this program successful. If you or your church would like more information the contact person is Terry Brubaker 252-514-9550 or terrytb49@gmail.com

Donations are to be made out to Christ Church with Camp Hope in the memo line. Mail to Christ Church, PO Box 1246, New Bern, NC 28563. They may be made for any amount you choose. All contributions go directly to paying for the camp for the children.

CAMP TRINITY

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

One of the primary goals of Camp Trinity is "to provide a Christian camping experience that is diverse, inclusive, nurturing, loving, and affirming, while challenging each person to be responsible to and for another." In 2016, a dedicated Camp Trinity staff certainly achieved that goal with slightly under 600 campers.

The summer staff was supported by six nurses, two doctors, ten session leaders, sixteen counselors-in-training, and about forty Adventurers volunteers, all of whom played key roles in the success of the summer. That Camp Trinity ran so smoothly is a testament to the efforts and ministries of all these people.

Camp Trinity does have financial assistance available for children who might otherwise be unable to attend. Each year Trinity Center and churches of the Diocese of East Carolina join hands to help disadvantaged children attend camp. In 2016, 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 newer conference for 8th-12th graders and is staffed by young adults who will have been chosen by conference coordinators and have been on previous Camp Trinity summer staffs. We just had the fourth annual Camp Trinity Reunion and I am happy to report that attendance was strong. I am hopeful that this program will help us continue our efforts to provide intentionally Christ-centered communities for the youth of this diocese.

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

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

Mary Beth Bradberry
Director, Camp Trinity

COMPENSATION AND BENEFITS

The Compensation and Benefits Committee meets yearly to examine the Medical Plans offered under the Denominational Health Plan, and to review and update compensation recommendations for clergy and lay employees within the Diocese of East Carolina. The committee met at Diocesan House in September.

The range of health insurance plans offered changes from year to year and those changes can be confusing. As the options come out in the Fall, please feel free to call any member of the committee for clarification. Committee Members are listed in the handbook.

The 2017 Handbook, which contains, salary recommendation, insurance plans and rates, and other helpful information.

The Rev. Richard G. Elliott, Chair

To the Bishop, Clergy, Wardens and Treasurers of the Diocese of East Carolina:

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 2017 Church Medical Trust insurance plans and rates.

According to the Consumer Price Index the Cost of Living increased by .75%, based on an average of the first 6 months of 2015 and 2016. Therefore, the COLA recommended for 2017 is .75%. An increase in the clergy's salary based on merit should be considered separately from the COLA adjustment.

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. All clergy are required by canon (Canons III.9.1 and III.7.5) to participate in some form of continuing education every year; but most importantly, it is essential for the health of the clergy and the parish. It is also recommended that lay staff have opportunity for continuing education as well.

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. A sample resolution is included in this handbook.

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 of the Diocese of East Carolina can be found on page 12 of this handbook.

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

CLERGY COMPENSATION REVIEW AND RECOMMENDATION

A. ANNUAL COMPENSATION REVIEW PROCESS

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

Suggested steps for carrying out the compensation review process are:

- (1) After the Committee has been appointed, all members should be supplied with copies of "Caring for Clergy through Compensation", "Caring for Clergy through Housing" (see page 7 for ordering information) and these 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, but an adjustment based on the increased cost of living. The COLA for the year 2017 is .75%. An increase in the clergy's salary based on merit should be considered separately from the COLA adjustment.
- (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 2016 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 the 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 Levels. Please refer to the Episcopal Church Foundation publication Overview of Church Size Theory which can be found at http://www.ecfvp.org/files/uploads/Overview_of_Church_Size_Theory_Notes_Pages_072012.pdf

First Year of Ordained Ministry: 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.

Second Year of Ordained Ministry: 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 (ASA) taken from the previous year's parochial report.

Family Size Church: 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 typically has up to 75 members attending worship regularly on Sundays.

Pastoral Size Church: Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish, college chaplain, or seasoned assistant. This size congregation will have 76 to 140 members attending worship regularly on Sundays.

Transitional Size Church: These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant/Associate in a parish whose rectorship is at Level E or F, or a “Specialist” in certain areas. This size congregation will have 140 to 225 members attending worship regularly on Sundays.

Program Size Church: These positions are very complex. Typical of this level is the rectorship of above average in size and complexity of program. This size congregation will have between 225 and 400 members attending worship regularly on Sundays.

Resource Size Church: 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 over 400 members attending worship regularly on Sundays.

Episcopate: Including Bishop Diocesan, Bishops Coadjutor and Suffragan.

C. RECOMMENDED BASE SALARY RANGES

Below is the Diocesan recommended base salary ranges (not including housing, utilities, or SECA) related to parish size determined by Average Sunday Attendance (ASA) and clergy total 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.

First year of ordained ministry: \$31,620 (set by Diocese) Second year of ordained ministry: \$35,058 (set by Diocese)

Years of Service	Family	Pastoral	Transitional	Program	Resource	Episcopate
	< 75 ASA	76-140 ASA	141-225 ASA	225-400 ASA	>400 ASA	
19 & up	62,434	63,777	74,691	115,611	144,522	180,596
13-18	56,897	58,461	68,066	105,363	131,702	164,576
8-12	51,358	53,146	61,437	95,105	118,883	148,553
4-7	45,821	47,832	54,812	84,850	106,062	132,535
0-3	40,280	42,515	48,186	71,572	93,242	116,512

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 2017 quotes from Church Medical Trust.
3. Long term Disability Insurance (Short term Disability is provided by the Church Pension Fund)
4. Sabbatical Leave (three months per five years) {See note below}
5. Vacation – Cost to provide Supply Clergy during vacation period
6. 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 Regarding Sabbaticals: 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)	

RECOMMENDED MINIMUM SUPPLY CLERGY REMUNERATION

One Sunday Service (or special services, such as funerals and weddings)	\$225.00
Two or more Sunday services	\$275.00
Regularly Scheduled Midweek Service	\$125.00
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 2016 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 individual's 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
The COLA for the year 2017 is .75%. An increase in the lay employee salary based on merit should be considered separately from the COLA increase.
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 Long-term and Short-term Disability Insurance through Church Medical Trust

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

It is recommended that Lay staff have opportunity for continuing education.

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-E7D0-1BA2A1D-2F683E287/showMeta/0/?label=Health-Affordable%20Care%20Act%202015%20Memo>

**2017
Diocese of East Carolina
Insurance Rates**

Open enrollment begins October 24 and all employees must log in online to verify or make changes as necessary to their plan options before November 9.

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

Plan Name	Plan Code	Enroll Total In 2016	2017 Rates				Final % Chg
			Single	Plus Sps.	Plus Child	Family	
Anthem BCBS CDHP- 15/HSA	MHDG		705	1269	1269	1974	5.56
Anthem BCBS CDHP- 20/HSA	MHDE	37	622	1120	1120	1742	5.44
Anthem BCBS CDHP- 40/HSA	MHBR		562	1012	1012	1574	5.5
Anthem BCBS EPO80	MSEZ	2	805	1449	1449	2254	5.53
Anthem BCBS EPO90	MSEO	8	940	1692	1692	2632	5.49
Anthem BCBS PPO 70 SLV	MPSI		677	1219	1219	1896	5.45
Anthem PPO 75/50	MSPV	4	724	1303	1303	2027	5.53
Anthem PPO 80/60	MSPZ	1	817	1471	1471	2288	5.6
Anthem PPO 90/70	MSPO	7	913	1643	1643	2556	0
*Anthem BCBS MS EPO80	MSG7		627	1129	1129	1756	5.6
*Anthem BCBS MS EPO90	MSG6	3	679	1222	1222	1901	5.44
*Anthem BCBS MS PPO 70 SLV	MSG8		552	994	994	1546	5.61
*Anthem PPO MS 75/50	MSG5		590	1062	1062	1652	5.56
*Anthem PPO MS 80/60	MSG3	1	641	1154	1154	1795	5.43
*Anthem PPO MS 90/70	MSG2		705	1269	1269	1974	5.56
EAP	MEAP		5	5	5	5	0
Dental Plans							
Preventive Dental	DDPV	7	36	65	65	101	9.78
Basic Dent-50/150	DD50	22	57	103	103	160	1.84
Dent&Ortho-25/75	DD25	33	77	139	139	216	2.83

*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.

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.

2017
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 \$.58 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:

Salary Ranges	Clergy		Lay Employees	
	<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 280 Daughters in our diocese, serving in chapters in 20 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.
- Two new chapters were instituted in 2016. They are the Ruth Chapter at St. Andrew’s in Morehead City and The Daughters of St. Anne at St. Anne’s in Jacksonville. We have also admitted 34 new daughters.

- The East Carolina Diocesan Assembly meets annually. The Magdalene Chapter of St. Timothy's in Greenville hosted the Assembly in April. The theme, "...Serve one another with whatever gift each of you has received," inspires us to serve in our own parishes, as well as in the community. The Rt. Rev. Robert Skirving spoke to us about serving, as we are able, and shared some of his experiences as a first-year Bishop.
- This year's Assembly will be on Saturday, April 1, 2017 at St. Peter's by the Sea in Swansboro. The speaker is Pam Runyon, our Past National President. 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

DIOCESE OF EAST CAROLINA DISASTER RELIEF & PREPAREDNESS COMMISSION

The mission of the Diocese of East Carolina Disaster Relief & Preparedness Commission is the compassionate response of the Diocese to be of assistance to human suffering within our communities in whatever ways we are able. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being whom we come in contact and wherever necessary.

Immediately following the storm, Bishop Skirving quickly recognized the damages Hurricane Matthew inflicted on many areas in Coastal Carolina. His spirit led him to launch East Carolina Disaster Relief & Preparedness Commission. This commission would focus on ways to immediately bring relief, recovery and rebuilding to the lives of individuals who suffered loss and pain during this devastation storm.

Without delay, the committee's first meeting consisted of brainstorming ways to develop a mechanism to quickly respond with assistance and getting care and Christian help to those recovering from Hurricane Matthew's catastrophe. The Commission decided it best to work through the deaneries and parishes to identify those in their communities with unmet needs and the Committee will quickly mobilize to assist these neighbors in putting their lives back together. Katie Mears, Director, USA Disaster Preparedness & Response, Episcopal Relief & Development, New York's office attended this meeting to offer the group suggestions and directions in ways to get organized and underway.

The Disaster Relief & Preparedness Commission has been busy preparing an Emergency Aid Grant application to Hurricane Matthew's victims.

The goal is to help the vulnerable recover by providing them with monetary resources to purchase tools, and equipment to help them with preparing their damages.

Hurricane Matthew Relief Fund is still accepting donations which will help the commission reach as many people in need as possible.

We are still accepting volunteers to serve on the Disaster Relief & Preparedness Commission. If you have a talent or gift you would like to offer please contact: Thomas Warren, Commission Chair, tjwarren@bellsouth.net

Respectfully submitted,
Dr. Thomas Warren, Commission Chair

ECUMENICAL & INTERFAITH REPORT

Three years ago, as the new Ecumenical & Interreligious Officer, I started my first term on the governing board of the North Carolina Council of Churches. The Diocese of East Carolina has been involved with the North Carolina Council of Churches since the Council's founding in 1935— and supports the Council with a yearly financial commitment.

I met this past spring with Bishop Skirving to discuss plans for a diocesan network for ecumenical & interfaith conversation and potential resource sharing. I had initially considered convening a meeting late summer but decided to wait until the Clergy Conference in October to start the process. Toward this goal of forming ecumenical & interfaith partners through the work we do in our respective communities, three clergy colleagues have responded to be part of this pioneering initiative, which formally starts with a workshop prior to the start of our 134th Diocesan Convention. The workshop will be led by the Rev. Jessica Stokes, staff member of the NC Council of Churches and myself. This workshop has a twofold purpose: I will offer an invitation to all who would like to learn more about how we can grow a networking system, connecting us in the work we do in our respective communities as we open doors with ecumenical & interfaith partners to a future we perhaps haven't possibly imagined.

Jessica will share some resources currently available through the NC Council of Churches. While the resources of the NCCC will be available throughout the 134th Convention at the Ecumenical & Interfaith Table, Jessica will present in particular the Partners in Health and Wholeness programs, helping parishes start or expand health ministries. With the prevalence of tier 1 and tier 2 counties in the eastern part of our state, this is an opportunity to learn about statewide resources and how we can do far more together than we can do apart or on our own.

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

The Rev'd Bob Hudak, Ecumenical and Interreligious Officer
St. Paul's, Greenville

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 nine active EfM groups in East Carolina. They're located in Fayetteville, Greenville, Morehead City, New Bern, Wilmington, and a combined Washington/Greenville group. Three new groups are in the formative phase for 2017. There are also five people within the Diocese who are currently enrolled in EfM Online.

In the 2015-2016 academic year, 86 East Carolina students were enrolled in EfM. Of these, 17 were First Year students.

CONGRATULATIONS to these 23 Class of 2016 graduates:

from the Wilmington area Terry Alexander, Michael Joseph Bliss, Carolyn Moore, Bob Moore, Carolina Villa, Janice Mumford, Chey Radeka, Mary Kay Ballard, John Parker, George Staton, and Carol Thomas,
from the **New Bern** area Thom Wilson,
from the **Washington** area Laura Bliley, Ella Diane Furlough, Paul Keel, Kathleen Kennedy, Lynda Lawson, and Judy Van Dorp.

from the **Greenville** area Tom Harwell, Judy N. Tucker, Kathy Seibel, Michael Blackmon, and Blair Reeves.

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, Jane Taylor, Rachel Pace, Nancy Keller, the Rev Jack Robertson, Ed Toone, Bates Toone, Dr. Bill Rich, 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 CHURCH WOMEN (ECW) OF THE DIOCESE OF EAST CAROLINA

The ECW of the Diocese of East Carolina has much to be thankful for. Topping the list is the support we receive from our Bishop, priests, deacons and lay leadership. Without that support we could not achieve our ECW Goals, which are: To strengthen lines of communication, encourage participation in programs offered to the women of the Episcopal Church, provide scholarships to support education and women and children in need, reach out to all in need, present knowledgeable speakers and leaders for our guidance, and to actively volunteer ourselves in our witness to Christ wherever we are.

The ECW meets three times per year. The well-attended spring meeting was held on April 27, 2016 at St. John's, Fayetteville. New officers were installed by Bishop Skirving and a most interesting talk was given by The Rev. Lauren Winner using examples from her book, "Wearing God: Clothing, Laughter, Fire and Other Overlooked Ways of Meeting God"

Four women from East Carolina attended the Province IV meeting at Kanuga.

The summer gathering at Trinity Center was held in August. The speaker was Lisa Towle, President of the ECW National Board. She spoke on the changes the ECW is experiencing and the new possibilities that are arising.

We continue to support the United Thank Offering and Church Periodical Club and many people have been helped by generous giving.

With God's help, we look forward to a future of challenges, accomplishments and loving fellowship with our Episcopal Church Women.

Nancy Hamblin, President
ECW of Diocese of East Carolina

EPISCOPAL FARMWORKERS MINISTRY

Through 2016 the ministry has continued its mission to provide direct services, advocacy, education and sacramental care to nearly 3,500 farmworkers in the NC counties of Johnson, Harnett and Sampson.

As our mission describes:

Episcopal Farmworker Ministry responds to the physical, emotional, social, and spiritual needs of farmworkers and their families, and actively supports opportunities for them to become selfdirective. We seek to minister to farmworkers in three principal ways:

- through direct services
- through development and support of programs that work towards the empowerment of farmworkers and increases the level of interaction between farmworkers and the public
- through farmworker leadership development, advocacy, and education aimed toward a systematic change of agricultural policy at local and state levels.

Direct Services:

As every year we were able to deliver thousands of tailored bags containing several changes of working clothes, pillows, linens, towels, toiletries and other indispensable necessities to our brothers and sisters farmworkers. A major development this year was the acquisition of a new (used) store building to store and organize donations. Thanks to a generous grant from the NC Episcopal Church Foundation, we were able to purchase a 24 x 36 foot mobile unit that provides plenty of space, electricity and air conditioning so volunteers can work in proper conditions.

More importantly, this allowed us to recover free space in the ministry offices to house new events in them. Generous donations coming from Churches and individuals throughout the two dioceses have been incredible in quantity and timing this year allowing us to keep a steady delivery of working clothes throughout the year as farmworkers come for the seasonal work on the fields.

We recognize the work of Mrs. Norma Panuco and the group of volunteers under her leadership that sorted and prepared all these donations for distribution.

Thanks to the Interfaith Food Shuttle's donation of food and to donations from other churches, we were also able to feed close to 4,000 individuals when work is low.

For a second consecutive year we conducted Two Affordable Care Act enrollment sessions at the ministry exclusively for farmworkers in collaboration with Enroll America, NC Farmworkers Project, CommWell and Goshen Medical Centers. As much as 70 farmworkers enrolled in these sessions securing affordable health insurance for the season.

We are collaborating with many organizations in the areas of legal aid, taxes, health and education, as well as with churches from other denominations, to extend the scope of the ministry. This allowed us to offer valuable services to the farmworkers like free hair styling on Sundays, help filling taxes, workshops and referrals. Also we offered through the year several health fairs and free checkups on the ministry grounds thanks to our collaboration with NC Farmworker Project, NC Farmworker Health and Campbell University.

Empowerment:

Following our principle of empowering farmworkers, English as a Second Language classes are offered weekly to help the farmworker adjust to life in North Carolina. The more a farmworker can fit into our society, the more adjusted emotionally the farmworker will be. This year, with the collaboration of the Triangle Literacy Center of Dunn, we were able to offer a new class on Tuesday nights with the attendance of 9 people thank you to the generous donation of their time of two teachers. We are in desperate need of more ESL teachers for next year!!!

Starting in 2015, the Ministry initiated organized meetings between board members and farmworker leaders to learn firsthand in which other ways we could empower farmworkers and serve them better. With funding from Hispanic in Philanthropy (HIP), EFwM was able to establish in 2016 a Farmworker Advisory Committee to include the voice of the farmworkers in EFwM's decisionmaking. As a result of these conversations we were able to discover new specific ways to help the farmworkers.

One of the initiatives led to the "water on the fields" project that allowed us to distribute near to 500 water bottle holders enabling farmworkers to have access to extra water in the tobacco fields during the hottest working months of the year.

Another led to a wide distribution among farmworkers of close to 1,000 high quality durable work gloves to wear while working with tobacco and sweet potato. Farmworkers are out in the middle of nowhere where retail options are scarce; their transportation options are quite limited. Any gloves available for purchase locally are poor quality and ill-suited for hard farm work. This project was possible again to a wonderful collaborative effort among different churches: St. Peter's and Holy Comforter in Charlotte, several individual donors and a grant from ABC sales, Chapel of the Cross-in Chapel Hill.

We are very excited about these conversations as the farmworkers are having more voice into shaping the future programs that the Farmworker Ministry will be offering.

Farmworker families have benefitted this year of a new program that offered a combination of active play days for the children and workshops for the adults aiming to educate and empower farmworker children and their families to make choices that increase positive health behaviors. For this program we counted with the amazing collaboration of Trinity Episcopal Church from FuquayVarina and the Alice Aycock Poe Center for Health Education in Raleigh. Included with this program we had a visit to the Museum of Natural Science in Raleigh and a wonderful Geologythemed hiking at the neighbor Raven Rock State Park.

This was the year of our 26th annual farmworker festival that was a big success thank you to the cooperation of approximately 150 volunteers that donated their time, work and smiles. An estimated 2,000 people danced and enjoyed Latino cuisine (Mexican barbeque, beans and rice) and hotdogs. An allday soccer tournament allowed workers from 17 different camps to kick their way to victory, and the many children present were entertained by church volunteers in a variety of games, face painting, and bouncing houses. This important event is a one single day of Appreciative Thanksgiving for the farmworkers' hard work during the year.

Advocacy:

We are very proud of our Visitor's Program. Every year provides an opportunity of a lifetime for youth (and also adults) to stay onsite at the Episcopal Farmworker Ministry and visit the camps to see firsthand the living conditions of the farmworker. The youth visits to camps are an emotionally uplifting experience for the farmworkers every time as it overrides isolation and break the daily routine. But this is a double inspiring program as the visiting youths are often transformed by this direct contact with the very people that harvest the food that feed us all, discovering another brother or sister embodied in a different life circumstances and culture. During 2016, we had around 20 visits during the year with members from eight churches, two schools, students from five different colleges (including St. Augustine, UNCCH, Duke and Georgetown University (Washington D.C.)) and the presence of youth groups from two ECM, adding to a total of close to 200 participants.

The ministry has two Board of Immigration Appeals (BIA) accredited staff members that provide invaluable immigration assistance to the public. In the past year, more than 1,200 clients have been assisted with immigration issues. We also conduct monthly citizenship workshops.

The Episcopal Farmworker Ministry also provides spiritual support to many. At "La Sagrada Familia", Father Tony, conducts its church service in Spanish at the ministry each Sunday at noon; several dozen are in attendance during the winter months, but approximately 400 to 500 people participate each Sunday from April through September. There are also church services held at San Jose, Smithfield and St. Francis, Goldsboro as part of the ministry's outreach.

This year the hurricane Matthew passed over NC affecting the lives of farmworkers and no farmworkers equally. For many farmworkers, however, Matthew was especially hard. The sweet potato crop was ready to be harvested when the flooding from Hurricane Matthew occurred.

Because of the flooding, half of the sweet potatoes rotted in the field making the farmworkers unable to work and support themselves and their families. For many, flooding from Hurricane Matthew not only destroyed the mobile homes in which they live, but also all of their possessions.

Farmworkers do not have safety net; They support themselves through daily work. Thanks to the quick response and generous donations of food, clothing and money from Churches from both Episcopal Dioceses (NC and East NC), the Episcopal Farmworker Ministry was able to provide first needs items to more than 130 affected families as well as many H2A farmworkers in the area of Harnett, Sampson and Johnston Counties. Monetary donations have and still are allowing many families to recover from this disaster.

We at the ministry are extremely Thankful for your generous response and Christian Solidarity in the face of brothers and sisters' adversity.

Respectfully submitted,
Juan Carabaña, Director of Programs and Outreach
Silvia Cendejas, Director of Administration and Fundraising

EPISCOPAL RELIEF AND DEVELOPMENT

Since 1940, Episcopal Relief and Development has been healing a hurting world. As the compassionate response of the Episcopal Church to human suffering, the agency takes a mandate from Jesus' words found in Matthew 25:30-40. Episcopal Relief and Development embraces the Episcopal Church's 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 hungry and welcoming the stranger.

Initially established as the presiding Bishop's Fund for World Relief (PFWR) in 1940, the organization assisted refugees fleeing Europe during World War II. The agency went on to support Palestinian refugees, children in Estonia and displaced persons in Germany and Hungary before the Episcopal Church formed Episcopal Migration Ministries in 1988 to carry on the mission of refugee resettlement. During this time, PBFWR also responded to disasters both at home and abroad and supported small development projects around the world.

After Hurricane Mitch in 1988, the PBFWR undertook innovative disaster relief work in Honduras that focused on community rebuilding. In four years, an entire community was constructed, with 200 houses, a school, a clinic and a church. Micro-finance activities and agricultural projects were launched to create economic opportunities and improve the food supply. The combination of rebuilding and recovering initiatives helped to spur economic growth in the devastated region. Integrated community rebuilding became a core element of Episcopal Relief & Development's disaster work.

In 2000, PBFWR was named as Episcopal Relief & Development to emphasize its disaster relief work in a new programmatic focus on integrated community development. Two years later, Episcopal Relief & Development was incorporated as an independent, 501© (3) organization.

Your gifts provide food, financial support, and disaster relief. All Gifts are Tax Deductible, Charity. Create lasting impact, this worldwide relief agency of the Episcopal Church provides money and resources in time of emergency or disaster.

Thanks to the giving spirit of the Diocese of East Carolina a total of \$12,163.59 was donated to the Episcopal Relief & Development in the 3rd quarter. The total donation for 2016 will be posted during the 1st quarter of 2017. Your contribution is Helping a Hurting World as Episcopal Relief & Development partners with local organizations all over the world to save lives and transform communities. Working in close to 40 countries, your donations helped to empower people to create lasting solutions that fight poverty, hunger and disease.

For the past 75 years, Episcopal Relief & Development has, and is still, saving lives and working to heal a hurting world. It is my daily prayer that we will continue to live our lives as outlined in Matthew 25:30-40.

Respectfully submitted,
Thomas L. Warren, Coordinator, Diocese of East Carolina Episcopal Relief & Development

**FOUNDATION OF THE DIOCESE
OF EAST CAROLINA
2017 ANNUAL REPORT**

During 2016 the Foundation continued to fulfill its mission of investing and managing funds entrusted to it. We continue to be blessed by the many individuals who have made the decision to include the Diocese in their estate planning over the years. These endowments have continued to grow and are providing an annual source of income to many programs in the Diocese. The Foundation ended 2016 with total assets in its portfolio of \$ 12,043,945.

\$ 5,402,912 of this is held and invested by the Foundation on behalf of the 14 churches, Diocese and Trinity Center who have entrusted the investment of their funds with the Foundation.

\$ 1,003,955 of this is managed by the Foundation in order to provide an annual source of income to various churches in the Diocese.

\$ 4,285,556 represents Foundation assets that are used to fund a portion of the Diocesan budget each year including Trinity Center.

The remaining \$ 1,351,522 is used to fund grants throughout the Diocese each year based on grant requests submitted.

The Foundation board of directors along with its professional investment manager, Paul Elam of Raymond James, meets quarterly each year to review its portfolio. The Foundation's accounts were up 8.2% (net of fees) which beat our blended benchmark of 7.56%. Domestic stocks had a very good year while international equities and bonds lagged behind. We continue to stay with our disciplined allocation process and continue to seek investment opportunities. Our investment strategy aims to protect the principal of our funds in the long term while providing a stable annual distribution to our beneficiaries.

The Foundation awarded grants from its undesignated funds to various churches, ministries and Trinity Center in 2016 totaling \$ 66,839 for 7 exciting projects in the Diocese, including stained glass restoration, building and facility improvements and outreach programs including Common Ground of Eastern North Carolina and the Episcopal Farmworkers Ministry.

The Foundation has approved grants totaling \$ 53,592 for 2017 for 7 projects in the Diocese, including building and facility improvements, stained glass restoration, organ upgrade and outreach projects.

The Foundation approved \$ 210,735 from its designated funds to supplement various programs and expenses in the 2016 Diocesan budget. The Foundation has approved \$ 169,527 in support of the 2017 Diocesan budget. This reduction represents a decrease from a 5% distribution in 2016 to a 4% distribution in 2017. This decision was made carefully after reviewing long-term investment performance with the goal of long-term sustainability of our funds.

As stated previously, we have 14 churches that have elected to invest their funds with the Foundation taking advantage of the investment expertise and low fee structure we are able to offer through Raymond James. Please contact us if you have any interest in investing your funds with us.

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

Respectfully submitted by Hodges Hackney, Foundation President

**GLOBAL GOALS COMMITTEE (FOR SUSTAINABLE DEVELOPMENT)
(FORMERLY THE MILLINUM DEVELOPMENT GOALS)**

BACKGROUND:

What is the Global Goals Committee, and why do we have one?

At the turn of the 2000 Millennium the United Nations set global goals that would address what were then considered the most pressing issues on our planet. The Episcopal Church USA endorsed these goals in the Triennial Convention, and mandated how we might go about achieving them. First, we needed to educate ourselves about the problems and the best way to solve them. Second, we should contribute financially to solutions. The Episcopal Church USA would contribute 0.7% of its total budget to the cause and each diocese would do the same. Further each congregation and every church member should follow this example. The Millennium Goals Committee was founded in our Diocese in 2003 to oversee the tasks set, and its original mission statement reflects the charge it was given.

Millennium Development Goals

- Eradicate extreme poverty and hunger
- Achieve universal primary education
- Promote gender equality and empower women
- reduce child mortality rates
- improve maternal health
- Combat HIV/AIDS, malaria, and other diseases
- Ensure environmental sustainability
- Develop a global partnership for development

YEARS 2000-2015:

“Who can forget The Rev’d Michael Singer issuing us all giant white buckets at the 2015 Convention, and challenging us to carry them as a way of understanding what the need for water meant to the lives of the women and girls who had to carry it?”

Under the committed leadership of Charles Gill and the Reverend Michael Singer, the committee created a network of parish contacts, educated the diocese and oversaw a grants program which targeted a goal each year. Our parish pledges to the diocese over these years provided \$81,749 to fund many different life-saving projects and campaigns raised more than \$33,000 for mosquito nets and safe water projects. Remarkable progress was made internationally. For example: The child mortality rate has reduced by more than half over the past 25 years.

THE GLOBAL GOALS COMMITTEE (FOR SUSTAINABLE DEVELOPMENT):

In 2015, goals were revised by the United Nations, putting more emphasis on environment, income and gender equality. In retrospect, it seemed that many of the efforts of the first years had addressed immediate problems rather than sustainable solutions, not surprising in an era of economic turmoil, endemic terrorism and refugee crisis.

We have changed our name and our mission statement:

GLOBAL GOALS COMMITTEE

FUNDAMENTAL MISSION:

Christ's message (Matthew 25: 35-40) to minister to "the least of these" embodies our central mission: every parish and every Christian has a duty in Christ to see the needs of the world and respond to them. Our main goal is to help parishes, members, and our Diocese at large understand and fulfill this duty both locally and globally.

There are three aspects of this mission:

1. EXPLAIN AND INFORM:

The Episcopal Church of the United States has adopted the seventeen universal sustainable development goals of the United Nations as a guide to our strategy in fulfilling Christ's commission to us. Our job is to explain how each of us in the Diocese of East Carolina can further these aims. See <http://www.un.org/sustainabledevelopment>

2. CHALLENGE:

To help us fulfill our mission, the Episcopal Church of the United States has suggested a point seven percent solution. The Diocese of East Carolina will donate .7% of its budget to Global Development. Each parish is encouraged to do the same. Each church member is challenged to match this amount in personal giving to projects which embody the Goals.

3. STEWARDSHIP:

We are entrusted with the responsibility of recommending to our Executive Committee how the funds allocated by the Diocese of East Carolina should most effectively be spent, both locally and globally, with sustainable projects paramount. Further, in our research and investigation, we may recommend projects to parishes and promote them within our Diocese, at the annual convention, in deanery meetings and within parishes or groups of parishes.

THE CURRENT CHALLENGE

We were asked to look at projects that offered sustainable solutions to immediate and long term projects and **we found a great one for this 2017 Diocese of East Carolina Convention!**

SHOES FOR GOD’S CHILDREN--HEELING OUR WORLD WORKSHOP:

A group of delegates and other interested persons gather on February 2, 2017 to learn about the serious—even life-threatening problems for children in developing countries who have no shoes and to make shoes for children in an orphanage in Africa. Mitch Lewis has developed an amazing program to make shoes in the USA and to teach mothers in Africa how to make shoes for their children and for income. The Global Goals Committee has allocated funds for the workshop and Mitch Lewis’s program and encourages each parish to contribute to this ministry and consider hosting a workshop. <https://www.bing.com/videos/search?q=Mitch+Lewis%2c+Heeling+the+world&view=detail&mid=F62D6763E7CD1523D3EBF62D6763E7CD1523D3EB&FORM=VIRE> (paste in browser)

Respectfully submitted,
Dr. Karen Ray, chair
Mrs. Betty Anderson
Mrs. Charlotte Campbell
Dr. Walker Campbell
Ms. Lee Ann Fordyce
Dr. John Hill
The Rev. Deacon Fran McKinney
Mrs. Jane Swint
The Rev. Dick Warner
Mrs. Judy Whichard
Dr. Tom Warren
Ms. Mamre Wilson

For more information please visit our webpage at www.diocese-eastcarolina.org

HISTORIOGRAPHER’S REPORT – 2016

Throughout the year, until the fall, I traveled once a week to the office to work on records that had been given to the diocese. I began work on the Archives as well, hopefully making everything accessible to anyone who needed to research.

In addition, I responded to questions and requests from home. A few of those are listed here.

January

13. Research for Hugh Davis, St. Thomas Ahoskie, on Dr. Stanleigh Edward Jenkins, emailed information to him.

30. Information on Bishop Darst and Alexander Miller researched and emailed to Ellen Weig in Wilmington, at her request. [Ellen has moved from the Diocese of North Carolina and was very active in research and the history of that diocese. She is continuing her interest here in the Diocese of East Carolina.]

February

8. Ellen requested information on St. Luke's, Delgado/Spoofford Mills closure ... emailed her the Miscellaneous Missions information I have.

22. Barbara Kehayes of Holy Trinity, Hertford called regarding archiving. Mailed her the paper on archiving, and sent her the church history I did through 2012. Gave her Matthew Payne's information from NEHA so she could order the new booklet. She gave me the name of a person who is doing work at Holy Trinity too, Jerre Horton.

26. Email from Libby Jones regarding a photo of the church at Winton. Also interested in records of St. John's cemetery burials, and the registers which we don't have nor does ECU. Church closed in 1973. Sent her the one page history from the "book."

March

2. Photo printed at diocese to Libby.

4. Email from Susan Block in Wilmington regarding a photo of St. Thomas Church, Atkinson. Sent her copy of one in the "book."

The Rev'd Malcolm Roberts brought me the papers on the history of Peace Church in New Bern for our archives.

May/June

Stacy at St. Andrew's, Nags Head wanted information and photo of the Rev. R. B. Drane to use in their celebration. Sent her copies of some of the bishops we have at the diocese office, sent the actual photo I had of Mr. Drane to Phil Glick for their use.

October

Email from Jackie Farkas of Pasquotank County asking for information on Richard Henry Palmer. Looked up what I could find on the internet, which I believe she had also done. Sent her copy of Weeksville, St. John's.

At home, finished history of Coalition 16, ready to print and have available for anyone interested.

Also worked on Good Shepherd Hospital and the fire in New Bern, ready to print as well.

Answered Bonnie Holton's email regarding a request from Kathryn David about the plaque on the pulpit at Holy Cross Aurora; not taken when I picked up several items that are at the office. Sent a copy of the inventory to Bonnie.

I have computerized every parish's information from the journals of conventions, and am still working on the priests of the diocese. There are several completed "books" in my office that I would like to publish in the office for anyone who has interest in them. These include the two mentioned above.

In the works are other facets of life in the diocese through meetings and people. I will finish those soon and add them to the list to be published.

I enjoy computerizing the registers and other books from various parishes, particularly those that are closed or soon will be. I believe this is an important way to preserve the history of our diocese for the folks in the future. This is the type of work I can continue to do here at home, after retiring in 2017. The last few months of this year I have been unable to drive to Kinston due to medical problems. But I am blessed to be able to "catch a ride" with a member of St. Paul's, Beaufort parish on any given day that person may be going to the office.

I thank you all for your support and encouragement over the past ten years as Historiographer. I hope to see you at the Convention in February, and at other meetings and events in the future.

With blessings to all, and sincerely,
Mamré Marsh Wilson, Historiographer 2007-2017

INTERFAITH REFUGEE MINISTRY **Dedicated to helping refugees rebuild their lives in eastern North Carolina**

Throughout IRM's 24 years, Episcopal churches in our Diocese have played a vital role in welcoming refugees who come as strangers and become friends and colleagues.

As the hands and feet of Jesus, parishes and individuals have helped newly arriving refugees to feel at home by providing not only material comforts but also friendship, mentoring, and tutoring. Services that IRM and churches provide include assistance with housing, clothing, food, and furnishings. IRM also enrolls adults in English classes and Cultural Orientation classes, and makes sure children are enrolled in school. Our Employment Specialist finds jobs within an average of 75 days after arrival at employers such as Bosch and Moen. All families are self-sufficient through the employment of at least one family member by six months after arrival.

New Bern Statistics for 2016

- Arrivals – 198
- Nationalities – Afghanistan, Burma, Democratic Republic of Congo, Cuba, Colombia
- Average Family size – 2.5
- Languages from Burma – Burmese, Chin, Karen, Kachin, Rohingya, Shan
- Other languages – Arabic, Dari, Pashto, Spanish, French, Lingala, Swahili.
- Education – varies from none to university degree
- Occupations – photographers, nurse, brick masons, vendors, midwife, interpreters
- Projected arrivals for 2017 – 210
- Refugees were resettled in New Bern, Greenville, Jacksonville and Morehead City.

The Refugee School Impact Grant allows Interfaith to partner with the Craven County School system. After school programs at five schools, cultural enrichment field trips and Parent Academy classes all serve to help new students and their parents adjust to life in America. In addition, this grant provides for in-school ESL teachers. Children are thriving in this environment and quickly learn English which is essential for them to reach or maintain their grade level.

Cultural Orientation and English as a Second Language classes for adults continue at the IRM office and in homes. Tutors receive training and materials and primarily work in homes where mothers have small children and are unable to come to the IRM office for classes.

Local retirement community members met with three Congolese who are fluent in English for conversation.

For six weeks they talked about their lives in their respective countries; what it was like to grow up there and many other topics. Other adult learners have had field trips to Books-a-Million and Trent River Coffee Company. These are all opportunities to learn more about their new world by observation and interaction. New for 2017 will be the opportunity for the New Bern office to work with interns. We will have two from ECU and one from Barton College. They will be with us for spring semester and will work in a variety of capacities from creating and facilitating groups to interpreting for classes.

Volunteer opportunities are plentiful. Even at a distance, your church family can make a difference to a refugee by donating items or cash or by “adopting” a particular family and assisting with initial needs.

Wilmington

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

Wilmington statistics for 2016

- Arrivals – 134
- Nationalities – Burma, Cuba, Democratic Republic of Congo, Iraq, Colombia
- Languages – Burmese, Sgaw Karen, Chin, Kinyarwanda, Swahili, Kibembe, Spanish
- Education – varies from none to university level
- Projected arrivals for 2017 – 125

The Wilmington office partners with the Cape Fear Literacy Council to teach adult refugees English. Wilmington also has about 10-12 interns each semester who help with case management; employment; job readiness classes; housing; and Cultural Orientation.

For more information, please visit our web site (www.helpingrefugees.org) or Facebook page. If you are in or near New Bern, and would like to explore how you can help us, please call Susan Husson at 252-633-9009. In or near Wilmington? Call Sara Pascal at 910-264-7244.

The following is from To Bless the Space Between Us by John O’Donohue

“On Meeting a Stranger”

With respect
And reverence
That the unknown
Between us
Might flower
Into discovery
And lead us
Beyond
The familiar field
Blind with the weed
Of weariness
And the old walls
Of habit.

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 the 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 fifteen 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, dismiss the people. And, they can preach. You ought to hear them!

This year we ordained Pamela Hayes, and still have two Postulants, one of whom should have her studies complete by the time of this convention. Through the semester just ending, The Rev. Katherine Mitchell has overseen our Diaconal Training Program and done a superb job. Beginning next semester, we will have new leadership for the program. Slowly but surely we continue to grow, and our Diaconal Training Program, continues to prepare new deacons. Our Diaconal Training Program and our wonderful Postulants are very important, because:

Alas, we currently have only fifteen (15) active deacons 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**, a number of 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. John J. Gaskill, Jr., Archdeacon

REPORT OF THE DIOCESAN PERSONNEL COMMITTEE 2016

The committee received questions and comments on the new Personnel Manual from members of the Diocesan staff through Bishop Skirving at the end of 2015. The committee met with Bishop Skirving to discuss those questions and proposed necessary revisions to the new procedures and policies set forth in the Manual in early 2016.

In the fall the committee met with Bishop Skirving to discuss the diocesan office reorganization, reporting responsibilities and areas that need additional support. The committee also reviewed staff compensation adjustments and made recommendation for consideration by the Finance and Executive Committees. Tess Judge, Cynthia Davis, Jane Martin, and Rev. Raymond Brown served on the committee in 2016.

Respectfully submitted for the committee,
John F. Holmes
Chair, Personnel Committee

RACIAL RECONCILIATION COMMISSION
“Seeing the Face of God in Each Other” Workshops 2016

Deanery and Deans	Host Parish	Attendance	Parishes/Ministries	Facilitators
February 27 Pamlico Andrew Cannan Susan Holmes	Zion, Washington	15	Non-parochial, Bath St. Aug., Newport News, VA St. Paul's, Greenville St. Timothy's, Greenville Zion, Washington	Dionne Johnson Caroline Parham-Ramsey Charles Hannibal, registrar
April 9 Albemarle Jeff Douglas Beth Harrington	Christ, Elizabeth City	16	Christ Church, Elizabeth City Holy Trinity, Hertford St. Andrew's, Nags Head St. Paul's, Edenton St. Thomas, Ahoskie	Jeff Douglas Mary Reese Mamre Wilson, registrar
April 16 Upper Cape Fear John Frazier Rob Richardson	Holy Trinity, Fayetteville	12	Holy Trinity, Fayetteville	John Frazier Bonnie Smith Richard Elliott, registrar
April 30 Acolyte Festival	St. Andrew's by the Sea, Nags Head	14		Dionne Johnson
June 1 Camp staff	Camp Trinity	21	Camp Trinity	Mary Reese Charles Hannibal Henrietta W. Richard Elliott
October 8 Trinity (West), John Pollock Ginger Jacocks	Diocesan House	X	Cancelled (Hurricane Matthew)	Mary Reese Bonnie Smith Charles Hannibal, Registrar
October 15 Trinity (East), John Pollock Ginger Jacocks	St. Francis by the Sea, Salter Path	X	Cancelled (flooding)	Dionne Johnson Richard Elliott Mamre Wilson, Registrar
November 5 Lower Cape Fear Dena Whalen Jane Martin	St. Andrew's on the Sound, Wilmington	X	Cancelled (low registration)	Charles Hannibal Millie Hart Henrietta Williams

We offer this prayer for our Brothers and Sisters in Christ: “Restore to wholeness whatever is broken by human sin, in our lives, in our nation, and in the world.” (Litany of Healing, *Book of Occasional Services*)

Racism is a sin that has broken our wholeness as the Episcopal Church and disrupted our mission “to restore all people to unity with God and each other through Christ.” Those who have engaged in the Seeing the Face of God In Each Other dialogue process have resolved to do better, with God’s help and with the support provided by others engaged in diocesan leadership roles.

In keeping with our mission, and in response to a call to action from the national church, the Anti-Racism Commission was formed in 2007 through Resolution #6 adopted at the 124th Convention for the Diocese of East Carolina. The Commission has undertaken to provide opportunity for parish leadership in each deanery, and others called to this ministry, to join together in this process of Christian formation. “We must learn to live together as brothers or perish together as fools.” (Martin Luther King, Jr.)

During 2016 we changed our name. While “Anti-Racism Commission” names the sin and defines the ministry that we have undertaken, our new designation as the Racial Reconciliation Commission focuses on our vision.

Reconciliation is the goal in a process of peace-making: of coming together with those who have benefitted from the oppression of others and seeking to establish a relationship where the harmful behavior ends. Our ongoing challenge as the body of Christ is to resist the inclination to define our church as those people we encounter and engage within parish boundaries. Bishop Daniel challenged the diocese at the 122nd Annual Diocesan Convention: “The vision I offer today is one that calls us out of isolation into relationship and demonstrates our love of God through love of neighbor. It’s all about relationship. No diocese, no parish, no church exists in isolation. We are called into being through relationship. When we lose the relationship, we’ve lost the whole ball of wax. It’s about who we are together--we belong to God, we belong to one another. We make one another stronger through being in ever closer relationship, or we wither away in isolation.” (The Bishop’s Address to the 122nd Annual Convention of The Diocese of East Carolina, 2005)

Racism in America did not end with slavery or colonialism, or with post- Reconstruction or Jim Crow segregation or the Civil Rights movement. It did not end with the election of a Black president of mixed parentage or the election of a Presiding Bishop from the Diocese of North Carolina. Reconciliation is an ongoing process. Reconciliation is the mission of our church.

With Jesus as our ultimate model, we pledge to continue seeing the face of God in each other, and we invite members of our diocese to work with us in creating a post-racist world.

Respectfully submitted,
Racial Reconciliation Commission

THE UNIVERSITY OF THE SOUTH
2015-2016 REPORT TO THE DIOCESE OF EAST CAROLINA

College of Arts & Sciences

Enrollment from the Diocese of East Carolina: 5 students total (3 report Episcopal heritage) Financial aid awarded to all college students from the Diocese of East Carolina: \$62,425.00.

**The School of Theology
Seminary**

Enrollment from the Diocese of East Carolina: 2 students total (2 in the summer Advanced Degrees Program)

The Beecken Center

Education for Ministry (EfM) Groups: 11 EfM Diocesan
Coordinator: Lisa B. Richey

Support Received from the Diocese of East Carolina: \$2,000

Support Received from the Diocese of East Carolina churches: \$425

About Sewanee

The University of the South is home to an outstanding liberal arts college, a School of Letters, and a School of Theology. Located atop the Cumberland Plateau between Nashville and Chattanooga, Tennessee, Sewanee's 13,000-acre campus, the second largest campus in the United States, provides vast opportunities for research, recreation, and reflection. Within the traditionally strong curriculum of humanities, sciences, and graduate theological studies, Sewanee faculty members promote intellectual growth, critical thinking, and hands-on research.

The University's Board of Trustees is composed of the bishops of the 28 owning dioceses, together with clergy and lay representatives elected by each diocese and representatives of other University constituencies. The Board of Regents, to which the Board of Trustees delegates some of its responsibilities for governance, is composed of Episcopal bishops, priests, and lay people, and may include a limited number of members of other Christian bodies. The chancellor of the University, elected by the Board of Trustees, is a bishop from one of the 28 owning dioceses.

An Episcopal Center of Learning

The University of the South is an institution of the Episcopal Church dedicated to the pursuit of knowledge, understanding, and wisdom in close community and in full freedom of inquiry, and enlightened by Christian faith in the Anglican tradition, welcoming individuals from all backgrounds, to the end that students be prepared to search for truth, seek justice, preserve liberty under law, and serve God and humanity.

The University was founded by church leaders from the southeastern United States in 1857 and is the only university in the nation that is owned and governed by dioceses of The Episcopal Church, specifically the 28 dioceses that are successors to the original founding dioceses. The historic ownership and governance of the University by these Episcopal dioceses has produced a living synergy of leadership, resource, and mutual support, enriching the Church and advancing the University's role in American higher education.

2015–2016 Statistics for the University of the South

College of Arts and Sciences total students: 1,710

Class of 2019: SAT combined: 1730-1960 ACT: 26-30

High School GPA: 3.66/4.0

College tuition and fees: \$ 38,428

College faculty: Full-Time: 150 Part-Time: 56

Student/faculty ratio: 10:1

School of Theology students: 156 (includes summer students) School of

Theology full-time tuition and fees: \$ 16,106 School of Theology faculty:

Full-Time: 10 Part-Time: 7

Student/faculty ratio: 5:1

University Fiscal Year July 1, 2015–June 30, 2016 (unaudited)

Endowment: \$378 million

2015–2016 Highlights from the University of the South

Details and more news may be found by visiting: sewanee.edu/newstoday/ and theology.sewanee.edu/seminary/media/news/

- Sewanee defined as place of global orientation; July 16, 2015
- University welcomes the Class of 2019; August 19, 2015
- Fulford Hall will continue to stand on Sewanee's campus; August 25, 2015
- Sewanee faculty ranked among the best; September 9, 2015
- Ryan Mails receives Freeman Award for Merit; October 5, 2015
- Osborne receives the 2015 Woods Leadership Award; October 27, 2015
- Jon Meacham, C'91, regales Sewanee audience with tales of politics and history; November 23, 2015
- Lilly endowment supports high school students' faith exploration; December 7, 2015
- Planning for "phase one" of the Commons given the go-ahead; February 11, 2016
- Sewanee car will race at Atlanta Motor Speedway this weekend; February 25, 2016
- Sewanee celebrates sesquicentennial of its second founding; March 24, 2016
- Reconciliation service raises awareness and creates conversation; April 21, 2016
- University names Geoffrey Ward organist and choirmaster of All Saints' Chapel; April 25, 2016
- Commencement weekend events continue; Charlie Rose and Jon Meacham present "The Art of Conversation"; May 7, 2016
- School of Theology commencement graduates 41 students and confers three honorary degrees; May 9, 2016
- School of Theology adds two new faculty: Kenneth Miller, instructor in Church music; and Romulus Stefanut, theological librarian; July 1, 2016

THE STANDING COMMITTEE 2017

The Standing Committee has met as needed to accomplish the work assigned to this committee by the canons of the Diocese of East Carolina and the Episcopal Church. The committee has used internet communication to accomplish some things that the members agreed did not require a meeting, all these actions have been duly recorded in the minutes which are posted on the diocesan website.

The committee approved the following:

Ordination to the Transitional Diaconate: James Rickenbaker and Sarah Smith

Ordination to the Vocational Diaconate: Pamela Hayes

Candidacy: Cheryl McFadden

Ordination to Priesthood: Sarah Smith and James Rickenbaker

Ordination to the Diaconate: Pamela Hayes

The committee appointed members to the Diocesan Disciplinary Board to in order to fill vacancies not filled at Diocesan Convention.

The committee gave consent to the election of Bishops Diocesan in the dioceses of Northern Indiana, Eastern Oregon, Pennsylvania, Western North Carolina, Easton, Central New York, Spokane, Indianapolis and the Armed Forces.

The committee gave consent to hold elections for bishops in Los Angeles, West Texas and Haiti. Grace Church, Whiteville's request to sell a rectory was approved.

St. Paul', Wilmington's request to purchase property was approved.

Requests from St. Paul's, Beaufort and St. Thomas, Bath to acquire loans to expand and renovate facilities were approved.

A request from St. Paul's, Greenville to proceed with a proposal to sell property and easement considerations to the city of Greenville was approved on condition that all conditions were met.

All Saints, Southern Shores request to modify a loan was approved. All Saints request to sell a property received as a gift was also approved.

The Standing Committee each year requests a property report from each parish, thanks to the effort of diocesan staff this was received from every parish. The committee has recommended new guidelines for how this process could be implemented.

The committee appointed members to a working group that would begin the process of Mutual Ministry Review with Bishop Skirving.

Bishop Skirving has met with the Standing Committee several times as has the chancellor on an as needed basis for all parties.

Respectfully Submitted

Nancy Broadwell, President

The Reverend Jeremiah Day, Secretary

The Reverend Pamela Stringer

Mrs. Jo Parrott

The Rev. Paul Canady

Mr. Tom Holt

TRINITY CENTER

Trinity Center had another busy year in 2016. The first phase of the Trinity & Beyond Capital Campaign is now complete. South Cluster has been fully renovated, which means that thirty-six of our forty-four rooms and three of our four living rooms have been fully renovated. All original roofs on property have been replaced in the past six years. Many of our original decks have been replaced. In other words, almost all of the long-deferred maintenance has been done around property. Trinity Center looks better than it ever has during my ten years as executive director.

Not that we're done; we never will be. Just as the Golden Gate Bridge will forever need painting, this place will forever need renovation and operational upkeep. Until a few years ago, Lagoon Cluster was our newest cluster; built in 1998, it's now our oldest. It will soon need new decks, a new roof, and renovated rooms, just as our original clusters did. Almost three-fourths of the critical million dollars was spent on the conferencing part of property. Now the camp part of property needs a fair bit of work.

Luckily for us, plenty of people care about Trinity Center. Thanks to funds from Fred Rippey's estate, the Centrum now has newly renovated bathrooms, and two of its classrooms have received new cabinets and fresh coats of paint. Thanks to the generosity of Pack and Jan Hindsley, our large and small lounges will have newly reupholstered furniture. Due to the generosity of our very own Cursillo community, our main dining room will soon have a new floor. The Diocesan Foundation totally funded a grant application that allowed us to replace the partition wall between our two dining rooms. Thanks to a donation from Carlon and Mary Mercer and a grant from the Christ Church Outreach Trust, we will be able to buy three new (to us) golf carts. Richard and Linda Seale continue to be generous contributors to our Endowment Fund. These donations and countless others help us keep Trinity Center looking good for the many guests we have each year.

Bishop Skirving continues to be a great supporter of this place and its many ministries. He is constantly making plans for diocesan use of our conference center, and he also continues to advocate for parish use. He is also deeply involved in diocesan plans to work on fully endowing this center, which I still believe is the only way to ensure its long-term survival. In order to maintain this sixty-two acre facility on an island just off the coast, we need to put two hundred thousand dollars into property each year. Some of that will be needed because of the constant use of the facility, and some of it will be needed for repairs due to damage from tropical storms or hurricanes.

Speaking of hurricanes, Trinity Center was very fortunate that Hurricane Matthew did not do more damage when it passed directly overhead in early October. Other areas of the diocese inland were not nearly so fortunate, making clear that hurricanes can do damage in plenty of different ways. Hurricanes are rated in intensity due to wind speed, but this one did most of its damage through rainfall. Even though we escaped most of the damaging effects of the storm, it still cost us almost sixty thousand dollars in lost revenue for October. Some of that was moved later in 2016, some was moved into 2017, and some was lost forever.

I do want to acknowledge that I have never felt better about my staff than I do as I close out 2016. Department Heads are working better together than they ever have, and they are modeling that behavior for their staffs, which means that departments are working better together than they ever have. We've added some key personnel to our infrastructural departments. One new position I would like to highlight: Buddy Payne, longtime Camp Trinity staffer, has taken a position as Episcopal Youth Coordinator at Trinity Center. He serves as Mary Beth Bradberry's assistant; she has needed one ever since she became Assistant Director of Trinity Center. I continue to be heartened by the changes I am seeing and feeling around the diocese.

I believe Bishop Skirving is bringing us all closer together as he travels the diocese and visits our many ministries. I believe he is making clear how important Trinity Center is to the life of the diocese, and how important it can be in uniting us as one body made of many parts. I continue to be so grateful for the opportunity to serve this diocese as Executive Director of our conference center.

Respectfully submitted,
Mr. Penn Perry, Executive Director

**DEPARTMENT OF YOUTH, UNIVERSITY and CAMPUS
AND YOUNG ADULT MINISTRIES**

2016 has been a year of trying some new things, succeeding and some learning from the challenges presented by others. It has been a year filled with the continued commitment from ministry leaders to engage young people and young adults all along the way of their faith journeys. It has also been a year of raising young people and young adults into greater levels of leadership in their respective communities.

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 2016-2017

Members:

Mary Grace Blake - *At Large*
Emily Gowdy Canady – *Program Officer*
Catherine Freemon - *Trinity Deanery*
Tracy Hanson – *Adult Member*
Hannah Hutchens - *Adult Member*
Ashley Porter - *At Large*
Brian Randolph - *Adult Member*
Cameron Rieman – *Lower Cape Fear Deanery*
Hannah Grace Ruiz - *At Large*
Tully Ryan - *Albemarle Deanery*
Julia Ross - *Lower Cape Fear Deanery*
Will Sargeant - *Trinity Deanery*
Elizabeth Scott - *Upper Cape Fear Deanery*
Matthew Whiteman - *Upper Cape Fear Deanery*
Whitney Williams - *Albemarle Deanery*

The East Carolina Youth Council has grown this year to include 11 young people and 3 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 also in the annual 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 Lake Logan Camp and Conference Center in the Diocese of Western North Carolina. In addition to meeting and learning from over 50 young people and adults from 15 of the 20 dioceses that make up Province IV, the group participated in Art of Hosting training facilitated by the The Rev. Tom Brackett, Staff Officer, New Church Starts & Missional Initiatives for The Episcopal Church.

Lift Every Voice 2016

Lift Every Voice, 2016 was sponsored by the Diocese of North Carolina and was held in Cape Town, South Africa July 3-10. Over 90 youth and young adults from across the United States, Botswana and Cape Town participated in this conference that focused on South Africa's Truth and Reconciliation process, strengthening our "listening skills" of others' stories and discerning how to respond to these stories as disciples of change.

Elizabeth Scott - Upper Cape Fear Deanery
Emily Summerlin - Trinity Deanery
The Rev. Sarah Smith - Lower Cape Fear Deanery

Diocesan Events

New Beginnings #51

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 had a small team from our Diocese travel to the Diocese of East Tennessee and help them start New Beginnings in their Diocese.

This year the event was the largest it had been in over 7 years, totaling more than 75 participants and team members. The event was April 8-10 at Trinity Center.

Youth Leadership Team for New Beginnings #51

April Brown, St. Mary's Kinston served as Shepherd
Joey Shields, St. Paul's Edenton served as Archdeacon
Kim Willis, St. Paul's Edenton served as Co-Coordinator
Hannah Hutchens, St. Timothy's, Greenville served as Co-Coordinator
The Rev. Paul Canady served as Spiritual Director
Amanda Buffa, Diocese of East Carolina Served as Musician

Happening #67 & #68

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 #67 was March 4-6, and Happening #68 was October 21-23.

Youth Leadership Team for Happening #67

Nick Pollak – Rector, St. James, Wilmington
Elsa Ehlers– Head Gopher, St. Paul’s, Beaufort
Mary Ashburn Mann - Chaplain, St. James, Wilmington

Youth Leadership Team for Happening #68

Millie Cowden – Rector, St. James, Wilmington
Josh Gattis– Head Gopher, St. James, Wilmington
Caroline Balderson - Chaplain, St. James, Wilmington
Cookie Cantwell, St. James Wilmington serves as the Happening coordinator
The Rev. Tom Warren, St. Mary’s Kinston – Spiritual Director #67 & #68
The Rev. Jay Sidebotham, St. James Wilmington -Spiritual Director #67

Rachel Gore - Music Team Leader for #67
Patrick Pasquerillo and Rachel Gore - Music Team Leaders for #68
Ashley Simpson and Cody Rieman - Celebration Team Coordinators #67
Ashley Simpson – Celebration Team Coordinator #68

Youth Paint Day at Episcopal Farmworker Ministry

On Saturday, July 31 young people and adult leaders from Holy Trinity, Fayetteville, St. Andrew’s On-the-Sound, Wilmington and Trinity, Lumberton gathered at the Episcopal Farmworker Ministries office to begin painting the interior. The group painted the main boardroom and the hallway. There is still plenty of paint if groups would like to continue this work.

Stephanie and Vince Rieman, St. Andrew’s on the Sound - Event Coordinators

yOUTHREACH 2016

In its sixth year, yOUTHREACH is for young people in grades 6-12 to focus on an outreach ministry opportunity inside the Diocese of East Carolina. In 2016 yOUTHREACH worked with the Interfaith Refugee Ministry. The 40+ young people and adults gathered at Diocesan House in Kinston for community building and worship. Then the group heard a presentation by Susan Husson, Executive Director of Interfaith Refugee Ministry. Following the presentation and lunch, the group gathered make toiletry buckets for incoming refugee families. Each bucket also included a handwritten note from each member of the small group working on that bucket. This meant that each bucket had 5 notes to accompany it.

yOUTHREACH was hosted by the East Carolina Youth Council at Diocesan House

Fall Youth Conference

High School Young People. This year's theme was Walk in Love. The young people engaged in a program built on Ephesians 4:25 - 5:2 focusing on how anger and mistrust can divide us. Young people also learned ways they could learn to overcome their anger and mistrust to begin to walk in love with other people.

East Carolina Youth Council served as Design Team.

The Rt. Rev. Robert S. Skirving served as Chaplain.

Alex Haralson, Diocese of East Tennessee 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

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

In July Alfreda Gee, Campus Minister in Wilmington and the Rev. Donna Kraus, Campus Minister in Greenville attended the Campus Ministry Conference held by The Episcopal Church just outside of Baltimore. In addition, this year Donna was also named the President of the Religious Life Council on the campus of East Carolina University.

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 once every other month and more often if needed. Pastor Donna sends out weekly email and maintains regular "office" hours on campus for students and faculty. She also maintains an office at Our Redeemer Lutheran.

Highlights from this year include:

- An Evening with Bishop Skirving
- An Evening with Bishop Tim Smith, Bishop of the Lutheran Synod of North Carolina
- Cross Campus Ministry Retreat in April with UNCW and UNCP
- Pumpkin Carving with the Hillel Students (Jewish group)
- Advent Worship and dinner with the Presbyterian, Baptist and Methodist Campus Ministries
- An Evening with Buddy Payne from Camp Trinity
- Thanksgiving dessert for residents of University Towers

2016-2017 Officers

Steven Rogers – President

Melissa Glen - Vice President

Andy Jones - Secretary/Treasurer

Lower Cape Fear Deanery

ECCO - Episcopal Campus Christian Outreach changed its name in January to help more students identify that Episcopal was also Christian. The name change has certainly helped some students more readily identify ECCO as a Christian group on campus. In addition the leadership of the group decided on a theme for the 2016-2017 Academic Year. "What Feeds You?" The group is using the metaphor to talk about a variety of ways we are both physically and spiritually feed as well as using in their new logo and as a way to draw in new students.

In addition, ECCO campus ministry won a \$3,000 grant from The Episcopal Church to support an initiative that would not have been possible given that we had not included it in the 2016 budget.

Highlights from this year include:

- January Pilgrimage Retreat to Charleston, SC
- Cross Campus Ministry Retreat in April at the Outerbanks with ECU and UNCP
- A group of 5 students who remained local over the course of the summer met weekly for dinner and conversation
- Back to Campus Prayer Walk at UNCW -written and led by Lindsey Harts, a student in the ministry
- Went to Washington, DC to serve at the Welcome Table Ministry at Church of the Epiphany. This trip and experience was fully funded by the Campus Ministry Grant. Outside of the grant the group agree to raise the funds to pay for The Welcome Table's weekly breakfast. That fee is \$500; the group actually raised \$1100 supporting an addition breakfast!

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. Andrew's-on-the-Sound, and St. James and are looking to expand the group to include some other parishes in the Wilmington area.

2016-2017 Officers

Juliana Rankin – President
Gabby Austin -Vice President
Ashlyn Park – Secretary
Lindsey Harts - Treasurer

Upper Cape Fear Deanery

The Rev. Gene Wayman of Trinity Lumberton has taken on the main role as Campus Minister for this group given the upcoming departure of The Rev. Volley Hanson from St. Mark's Lutheran, Lumberton.

This group is in somewhat of transition due to this leadership shift and the graduation of several active students. ELM has some new students meeting with them for pizza and conversation monthly.

The Advisory Council for ELM at UNCP meets three times a year or as determined by the students.

Highlights from this year include:

- Cross Campus Ministry Retreat in April with the other Diocesan Campus Ministries
- Coffee & Compline
- Monthly Pizza and conversation
- Volunteering at the Episcopal Farmworker Festival

Young Adult Ministry

The program officer is working directly with some young adults who are planning to graduate from college in the spring of 2017 who are interested in pursuing wither the Young Adult Service Corps or the Episcopal Service Corps.

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

Respectfully submitted,

Emily Gowdy Canady

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

Episcopal Foundation 2016 Fund Report

The Foundation ended the year 2016 with total assets in its portfolio of \$12,043,945 broken down as follows:

Designated Funds	\$4,285,556
Church and Other Beneficiary	6,406,867
Funds Undesignated Funds	<u>1,351,522</u>
	\$12,043,945

The Foundation awarded grants from its undesignated funds to various churches, missions, and Trinity Center in 2016 totaling \$66,839 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 has approved grants totaling \$53,592 for 2017 as follows.

St. Thomas, Bath	\$5,000
St. Christopher's, Elizabethtown	5,000
Holy Innocents, Seven Springs	13,592
Church of the Good Shepherd, Wilmington	10,000
Trinity Center	5,000
Merci Clinic (associated with Christ Church, New Bern)	10,000
All Saints', Southern Shores	<u>5,000</u>
	\$53,592

The Foundation approved \$210,777 from its designated funds to supplement various programs and expenses in the 2016 Diocesan budget and of this amount \$204,180 was used. The Foundation has approved \$169,527 for support of the 2017 Diocesan budget. The reduction reflects a decrease from a 5% distribution in 2016 to 4% in 2017. This decision was made carefully after reviewing long-term investment performance with the goal of long-term sustainability of our funds.

DESIGNATED FUNDS	12/31/2016 Balance
<u>George Jeffreys Memorial Fund</u> Designated for maintenance and improvements at Trinity Center	\$333,695
<u>Bishop Wright Fund</u> No specific restriction-per convention journals	10,160
<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	323,179
<u>R.A. Williams Fund</u> Designated for education of Episcopal ministers	49,171
<u>Mary Smith Fund</u> Designated for theological education	24,149
<u>Bishop Strange Fund</u> Designated for missionary work in the Diocese	8,282
<u>Anne Shepard Graham Building Fund</u> Designated for capital improvements of missions, camps, conference centers, schools and other properties operated by Diocese	148,603
<u>Priest Education Fund</u> Designated for domestic continuing education for clergy	56,984
<u>Louis Alston Fund</u> Designated for theological education, religious work among college students and to supplement salaries for lower paid clergy	2,377,909
<u>Therapeutic Support Fund</u> Designated for therapeutic support of clergy	72,534
<u>S. Williams Family Fund</u> Designated for charitable causes with priority to programs providing food clothing or shelter to those in need.	98,717
<u>Clergy Foreign Travel Fund</u> Designated for clergy foreign travel	102,200
<u>Smithson Fund</u> Designated for Trinity Center	318,814
<u>Youth and Young Adult</u> Designated for youth, young adult and campus ministries	25,093
<u>Trinity and Beyond Capital Campaign Endowment</u> General endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center maintenance and improvements	100,491
<u>Seale Trinity Center Permanent Maintenance Endowment</u> Separately named endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center	201,570
<u>Willie S. Grimes Fund</u> Designated for use by Bishop to provide for those in need	<u>34,005</u>
TOTAL DESIGNATED FUNDS	\$4,285,556

OTHER BENEFICIARY FUNDS**12/31/2016****Balance****FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:**

St. Thomas Episcopal Church, Windsor	\$64,161
St. Thomas Episcopal Church (Memorial), Windsor	50,920
St. Thomas Episcopal Church, Windsor	15,254
St. Francis By-The-Sea (R Seale Match), Salter Path	73,331
St. Francis By-The-Sea (N Seale Match), Salter Path	52,310
St. Francis By-The-Sea Episcopal Church, Salter Path	114,455
Grace Episcopal Church, Plymouth	132,455
St. Thomas Episcopal Church, Ahoskie	282,810
Trinity Episcopal Church (Endowment), Lumberton	144,004
Trinity Episcopal Church, Lumberton	179,583
St. Thomas Episcopal Church, Bath	254,164
St. Paul's Episcopal Church, Greenville	320,014
St. Paul's Episcopal Church (Huber Fund), Greenville	238,732
St. James The Fisherman, Shallotte	151,488
Church of the Servant, Wilmington	147,312
St. Luke's/St. Anne's Episcopal Church, Roper	43,719
St. John's Episcopal Church, Fayetteville	695,142
Holy Trinity Episcopal Church (Endowment), Fayetteville	696,904
Holy Trinity Episcopal Church (Perpetual Garden Fund), Fayetteville	762
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	13,129
Holy Trinity Episcopal Church (Melissa Gardner Fund), Fayetteville	20,405
Holy Trinity Episcopal Church (White Bequest Fund), Fayetteville	12,270
Holy Trinity Episcopal Church, Hertford	463,145
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	420,160
Trustees of Diocese of East Carolina	566,207
Holy Trinity Episcopal Church, Hampstead	64,233
Trinity Center Endowment Fund, Trinity Center	160,412
Trinity Center Bishop's Chapel, Trinity Center	<u>25,431</u>
	5,402,912

FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:

Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	40,893
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	268,244
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	25,476
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	74,220
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	18,669
Edward Forbes Fund-annual income to Christ Church, New Bern and Diocese	173,174
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	<u>403,279</u>
	<u>1,003,955</u>

TOTAL OTHER BENEFICIARY FUNDS**\$6,406,867**

UNDESIGNATED FUND**12/31/2016****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**\$1,351,522**

Diocese of East Carolina Investment Notes 2/4/16

2015 was the most challenging year for investments we have seen in the last few years. There were multiple headwinds during the year—the destruction of the US Energy sector, worries about rising interest rates, fears of a slowing China, slowing of US earnings, and the strong US dollar. In the end, it proved too much to overcome and the Diocese of East Carolina Foundation accounts ended up with a loss of -3.12% on the year. Many stocks are in correction territory if not “stealth” bear markets.

Perhaps we should not be surprised that markets took a breather after such wonderful returns in 2013 and 2014. Stocks were no longer undervalued like they were in previous years. The frustrating part was that no other asset class picked up the slack when equities stumbled.

Our goal is always to allocate amongst many asset classes with the hope that one or two have good returns and balance out losses elsewhere. Unfortunately, 2015 was an anomaly.

Bloomberg has termed 2015 “The Year Nothing Worked”, and they are correct. For the first time since 1995, not one of the four major asset classes (Stocks, Bonds, Cash and Commodities) returned more than +10%. And it was only the 4th time in nine decades that at least one of those asset classes failed to have a return of +4% or more.

Further disguising the “stealth” bear market was the headline S&P 500 return of +1.38% in 2015. This is misleading because the index is market cap weighted. This means that the largest stocks in the index get a larger allocation. The 10 largest stocks were up +8% on the year, while the average S&P 500 stock was down nearly -20% from the highs.

We are not quite ready to pronounce this bull market dead, although our level of conviction is lower than it has been in recent years. The US economy should be able to avoid recession despite the many headwinds. Stabilization of oil and currencies would help immensely, and would help turn investor sentiment more positive.

While this market is proving frustrating, we are sticking with our disciplined allocation process. At present, equities and commodities are continuing their slide. Many stocks are in bear market territory of -20% or more. This creates opportunity for long-term investors like the Diocese of East Carolina Foundation. We have been busy buying some beaten down areas of the market and continue to look for long-term opportunities.

Paul Elam

Episcopal Diocese of East Carolina
Balance Sheet
General Fund
December 2016

Accounts

Assets		
Current Assets		
Checking/Savings		
1-1011-00 - BB&T Business Money Market	\$213,966.88	
1-1013-00 - BB&T Diocesan Travel Account	\$891.54	
1-1040-00 - Little Bank General Checking	\$312,292.10	
1-1040-02 - Little Bank Money Market Acct.	\$101,709.58	
1-1040-03 - First Citizens Money Market Acct.	\$249,235.51	
1-1040-10 - PNC Checking Account	\$100.00	
1-1040-11 - PNC Money Market	\$170,306.84	
Total Checking/Savings	\$1,048,502.45	
Petty Cash		
1-1030-00 - General Petty Cash	\$106.00	
Total Petty Cash	\$106.00	
Accounts Receivable		
1-1120-00 - A/R Insurance Premiums	\$498.00	
1-1130-00 - A/R Expense Reimbursements	\$1,036.25	
1-1144-00 - Advances for Foundation	\$39,890.50	
1-1155-00 - Sales Tax Receivable	\$1,790.21	
Total Accounts Receivable	\$43,214.96	
Other Current Assets		
1-1210-00 - Prepaid Expenses	\$11,820.36	
Total Other Current Assets	\$11,820.36	
Total Current Assets		\$1,103,643.77
Foundation Investments		
1-4000-00 - Walker Fund (for Bishop Disc Fund)	\$420,159.71	
Total Foundation Investments		\$420,159.71
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	(\$578,108.39)	
Total Fixed Assets		\$493,703.75
Total Assets		\$2,017,507.23
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Current Liabilities		
Accounts Payable		
1-2010-00 - Outstanding Invoices	\$17,741.74	
Total Accounts Payable	\$17,741.74	
Advance Deposits		
1-2210-00 - Advance Conference Deposits	\$8,267.59	
Total Advance Deposits	\$8,267.59	
Total Current Liabilities		\$26,009.33
Total Liabilities		\$26,009.33
Fund Principal		
1-3008-00 - Fixed Asset Fund Balance	\$493,703.75	
1-3010-00 - General Fund Balance Beg Year	\$432,483.62	
Excess Cash Received	\$121,545.79	
Total Fund Principal and Excess Cash Received		\$1,047,733.16
Restricted Funds		
Total Temporary Restricted	\$943,764.74	

Episcopal Diocese of East Carolina
Balance Sheet
General Fund
December 2016

Accounts

Total Restricted Funds	<u>\$943,764.74</u>
Total Liabilities, Fund Principal, & Restricted Funds	<u><u>\$2,017,507.23</u></u>
***** Out of Balance *****	\$0.00

**Episcopal Diocese of East Carolina
2016 Treasurer's Report - General Fund
January to December 2016**

Accounts	YTD Actual	Annual Budget	Bdgt Remaining
Revenues			
Pledges			
Current Year Annual Pledges			
1-4010-00 - Annual Parish Pledges	1,302,262.26	1,314,500.00	12,237.74
Total Current Year Annual Pledges	1,302,262.26	1,314,500.00	12,237.74
Prior Year Pledges			
1-4013-00 - Prior Year Pledges	35,392.00	10,000.00	(25,392.00)
Total Prior Year Pledges	35,392.00	10,000.00	(25,392.00)
Total Pledges	1,337,654.26	1,324,500.00	(13,154.26)
Other Income			
1-4014-00 - Individual Operating Gifts	9,353.20	-	(9,353.20)
1-4119-00 - Other Operating Income	1,376.91	-	(1,376.91)
1-4199-00 - Prior Year Funds Carried Forward	-	10,000.00	10,000.00
Total Other Income	10,730.11	10,000.00	(730.11)
Earnings on Investments			
1-4210-00 - Interest Income	806.46	500.00	(306.46)
Total Earnings on Investments	806.46	500.00	(306.46)
Foundation Support			
1-4300-00 - Foundation General Support	159,562.00	159,562.00	-
Total Foundation Support	159,562.00	159,562.00	-
Total Revenues	1,508,752.83	1,494,562.00	(14,190.83)
Expenses			
The Episcopate			
Episcopate Personnel Expenses			
1-5001-00 - Bishop & Epis. Staff Salaries, Housing, SECA	241,290.01	238,217.00	(3,073.01)
1-5003-01 - Bishop Health/Life	16,296.98	16,307.00	10.02
1-5003-02 - Bishop Pension	30,077.73	29,884.00	(193.73)
1-5003-07 - Episcopate Staff Health/Life	25,531.62	25,498.00	(33.62)
1-5003-08 - Episcopate Staff Pension	6,625.31	6,498.00	(127.31)
1-5004-00 - Episcopate Staff Payroll Taxes	5,150.09	5,523.00	372.91
Total Episcopate Personnel Expenses	324,971.74	321,927.00	(3,044.74)
Episcopate Operational Expense			
1-5010-00 - Bishop's Automobile	3,222.97	6,000.00	2,777.03
1-5011-00 - Bishop Travel	13,813.35	15,000.00	1,186.65
1-5011-02 - Bishop Con Ed	2,732.23	3,000.00	267.77
1-5011-03 - Episcopate Staff Travel	95.58	400.00	304.42
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000.00	2,000.00	-
1-5012-02 - Episcopate Staff Con Ed.	2,212.69	2,424.00	211.31
1-5013-00 - Bishop Supplies	1,578.72	750.00	(828.72)
1-5013-02 - Episcopate Staff Supplies	26.25	300.00	273.75
1-5014-00 - Bishop Cell Phone	995.89	800.00	(195.89)
1-5060-00 - Chancellor Expenses	1,701.62	7,500.00	5,798.38
1-5099-06 - Future Transition Funding	10,000.00	10,000.00	-
Total Episcopate Operational Expense	38,379.30	48,174.00	9,794.70
Total The Episcopate	363,351.04	370,101.00	6,749.96
Diocesan Administration			
Admin Personnel Expenses			
1-5101-02 - Administrative Staff Salaries	89,073.48	92,126.00	6,052.52
1-5103-02 - Administrative Staff-Health/Life	26,542.71	31,790.00	5,247.29
1-5103-03 - Administrative Staff-Retirement	7,990.61	7,840.00	(150.61)
1-5104-00 - Administrative Staff Payroll Taxes	6,701.19	7,185.00	483.81
Total Admin Personnel Expenses	130,307.99	138,941.00	8,633.01

**Episcopal Diocese of East Carolina
2016 Treasurer's Report - General Fund
January to December 2016**

Accounts	YTD Actual	Annual Budget	Bdgt Remaining
Admin Operational Expenses			
1-5110-00 - Administrative Travel	246.71	300.00	53.29
1-5111-00 - Administrative Con Ed.	1,508.28	2,977.00	1,468.72
1-5112-00 - Audit & Professional Fees	11,150.00	11,500.00	350.00
1-5113-00 - Insurance	15,881.00	15,000.00	(881.00)
1-5114-00 - Office Supplies	6,816.60	7,000.00	183.40
1-5116-00 - Journal Production and Mailing	204.58	500.00	295.42
1-5117-00 - Postage and Shipping	5,570.29	7,100.00	1,529.71
1-5118-00 - Office Equipment-Leases	16,979.87	16,500.00	(479.87)
1-5119-00 - Computer Expenses	11,650.37	12,000.00	349.63
1-5120-00 - Dues & Publications	1,115.00	1,000.00	(115.00)
1-5121-00 - Telephone/Internet	5,814.25	6,000.00	185.75
1-5122-00 - Utilities	11,505.84	12,500.00	994.16
1-5123-00 - Building Maintenance	11,022.92	12,000.00	977.08
1-5124-00 - Yard Maintenance	5,338.03	5,480.00	141.97
1-5125-00 - Contract Services	3,810.08	5,000.00	1,189.92
1-5125-01 - Volunteer Treasurer Travel	-	1,500.00	1,500.00
1-5126-00 - Bank Charges & Fees	187.85	450.00	262.15
1-5140-00 - Staff Planning	76.69	1,000.00	923.31
1-5199-00 - Contingency Expenses	-	39,400.00	39,400.00
Total Admin Operational Expenses	108,878.36	157,207.00	48,328.64
Total Diocesan Administration	239,186.35	296,148.00	56,961.65
Office of the Canon to the Ord			
Personnel Expenses			
1-5201-00 - Canon to Ordinary Salary/Housing	111,335.65	110,686.00	(649.65)
1-5203-01 - Canon to Ordinary-Health/Life	15,322.20	15,383.00	60.80
1-5203-02 - Canon to Ordinary-Pension	20,041.03	19,924.00	(117.03)
Total Personnel Expenses	146,698.88	145,993.00	(705.88)
Operational Expense			
1-5210-00 - Canons Automobile	3,829.30	6,000.00	2,170.70
1-5211-00 - Congregational Travel	1,821.15	2,500.00	678.85
1-5212-00 - Congregational Con Ed.	-	3,000.00	3,000.00
1-5213-00 - Congregational Supplies	335.79	1,000.00	664.21
1-5214-00 - Congregational Cell Phone	821.81	1,000.00	178.19
Total Operational Expense	6,808.05	13,500.00	6,691.95
Total Office of the Canon to the Ord	153,506.93	159,493.00	5,986.07
Office of Spanish Ministry			
Personnel			
1-5215-00 - Spanish Ministry Coordinator	430.00	50,000.00	49,570.00
1-5215-99 - Lehto Grant for Sp. Ministry	(430.00)	(50,000.00)	(49,570.00)
1-5216-00 - Missioner-Spanish Spk Cong. Sal/Hou	36,720.00	36,720.00	-
1-5216-01 - Missioner Insurance	9,912.00	10,102.00	190.00
1-5216-02 - Missioner Travel	2,582.80	4,500.00	1,917.20
1-5216-98 - Existing Restricted Funds	-	(25,000.00)	(25,000.00)
1-5216-99 - Spanish Cong. Support for Missioner	(12,700.00)	(13,400.00)	(700.00)
Total Personnel	36,514.80	12,922.00	(23,592.80)
Total Office of Spanish Ministry	36,514.80	12,922.00	(23,592.80)

**Episcopal Diocese of East Carolina
2016 Treasurer's Report - General Fund
January to December 2016**

Accounts	YTD Actual	Annual Budget	Bdgt Remaining
Office of Diocesan Life			
Personnel			
1-5217-00 - Dio. Life Salaries	53,966.04	60,578.00	6,611.96
1-5217-01 - Canon Health/Life Insurance	6,028.50	9,022.00	2,993.50
1-5217-03 - Canon Retirement	6,866.95	8,174.00	1,307.05
1-5218-01 - Dio Life Adimin Health/Life Ins	7,508.64	7,489.00	(19.64)
1-5218-03 - Dio Life Admin Retirement	1,397.44	1,366.00	(31.44)
1-5218-10 - Dio Life Payroll Taxes	1,209.94	1,024.00	(185.94)
Total Personnel	76,977.51	87,653.00	10,675.49
Diocesan Life Operational Exp.			
1-5217-04 - Dio Life Automobile	575.10	4,000.00	3,424.90
1-5217-05 - Dio Life Travel	1,089.89	1,250.00	160.11
1-5217-06 - Dio Life Continuing Education	-	2,000.00	2,000.00
1-5217-07 - Dio Life Office Supplies	250.00	500.00	250.00
1-5217-08 - Dio Life Cell Phone	512.70	950.00	437.30
1-5218-04 - Admin Asst Travel	-	100.00	100.00
1-5218-05 - Admin Asst Continuing Education	-	350.00	350.00
Total Diocesan Life Operational Exp.	2,427.69	9,150.00	6,722.31
Total Office of Diocesan Life	79,405.20	96,803.00	17,397.80
Diocesan Programs			
1-5220-00 - Transition Ministry	3,813.64	4,000.00	186.36
1-5221-00 - Communications Ministry	2,676.32	4,500.00	1,823.68
1-5223-00 - Education for Ministry	2,665.94	2,800.00	134.06
1-5224-00 - Deacon Formation/Education	13,729.10	17,320.00	3,590.90
1-5225-00 - Seminarians Education/Support	35,846.87	46,050.00	10,203.13
1-5225-02 - Seminarians Trustee Funding	(24,061.48)	(28,000.00)	(3,938.52)
1-5226-00 - Clergy Domestic Education	-	2,500.00	2,500.00
1-5228-00 - Retired Clergy Liaison	-	200.00	200.00
1-5230-00 - Stewardship Committee	2,975.08	3,000.00	24.92
1-5235-00 - Clergy Conference	15,912.49	14,000.00	(1,912.49)
1-5237-00 - Retired Clergy Conference	-	3,000.00	3,000.00
1-5239-01 - Diocesan Life Conference	6,241.55	10,000.00	3,758.45
1-5240-00 - Diocesan Sponsored Min Dev & Train	2,841.63	5,000.00	2,158.37
1-5242-00 - Diocesan Committee Hospitality	1,270.20	1,000.00	(270.20)
Total Diocesan Programs	63,911.34	85,370.00	21,458.66
Youth and Young Adult Ministry			
Youth & Young Adult Personnel			
1-5301-00 - Youth/Young Adlt Min. Salaries	73,064.67	72,415.00	(649.67)
1-5303-01 - Youth Staff Insurance/Life	1,122.18	1,141.00	18.82
1-5303-02 - Youth Staff Retirement	3,903.81	3,871.00	(32.81)
1-5304-00 - Youth Staff Payroll Taxes	3,343.61	3,291.00	(52.61)
Total Youth & Young Adult Personnel	81,434.27	80,718.00	(716.27)
Youth Operational Expenses			
1-5310-00 - Youth Staff Travel	2,676.89	3,250.00	573.11
1-5311-00 - Youth Staff Con Ed.	1,241.00	1,241.00	-
1-5312-00 - Youth Staff Supplies	317.29	755.00	437.71
1-5313-00 - Youth Staff Cell Phone	877.59	800.00	(77.59)
Total Youth Operational Expenses	5,112.77	6,046.00	933.23
Youth & Young Adult Programs			
1-5350-00 - Youth Program Funds	64,486.09	75,825.00	11,338.91
1-5350-03 - Youth Participant Fees	(38,742.85)	(45,125.00)	(6,382.15)
1-5350-04 - Youth Program Scholarships	3,012.50	3,000.00	(12.50)
1-5351-01 - Campus Ministry Prog.Fds-Greenville	4,840.78	6,600.00	1,759.22

**Episcopal Diocese of East Carolina
2016 Treasurer's Report - General Fund
January to December 2016**

Accounts	YTD Actual	Annual Budget	Bdgt Remaining
1-5351-02 - Campus Ministry Prog.Fds-Wilmington	5,322.44	7,150.00	1,827.56
1-5351-03 - Campus Ministry Prog.-Pembroke	2,252.15	6,800.00	4,547.85
1-5353-00 - Campus Ministry Payroll Taxes	2,249.15	2,119.00	(130.15)
1-5357-00 - Diocesan College/Young Adult Prog	73.32	3,650.00	3,576.68
1-5359-03 - Prior Years Pledges Escrowed	-	(9,000.00)	(9,000.00)
1-5359-04 - LEHTO Grant	(6,100.00)	(11,475.00)	(5,375.00)
1-5359-06 - Lutheran Synod Support	(1,000.00)	(1,000.00)	-
1-5512-00 - Christian Formation Education	828.91	1,550.00	721.09
Total Youth & Young Adult Programs	37,222.49	40,094.00	2,871.51
Total Youth and Young Adult Ministry	123,769.53	126,858.00	3,088.47
Canon Required Commissions			
1-5501-00 - Executive Council	807.79	900.00	92.21
1-5502-00 - Standing Committee	250.46	300.00	49.54
1-5503-00 - Commission on Ministry	3,392.22	3,000.00	(392.22)
1-5504-00 - Archives/Historian	366.52	3,000.00	2,633.48
1-5505-00 - Diocesan Convention	42,192.15	40,000.00	(2,192.15)
1-5505-01 - Convention Participant Payments	(45,886.54)	(40,000.00)	5,886.54
1-5506-01 - General Convention Fund Transfer	15,000.00	15,000.00	-
1-5506-02 - ECW Triennial Transfer	1,200.00	1,200.00	-
1-5509-00 - Racial Reconciliation Training	3,432.55	4,200.00	767.45
1-5510-00 - Ecumenical Relations	3,186.40	3,500.00	313.60
1-5511-00 - Liturgical: Music Conference	30,399.98	35,000.00	4,600.02
1-5511-01 - Liturgical: Music Conf. Partpnt Fee	(29,335.55)	(32,500.00)	(3,164.45)
1-5511-03 - Liturgical Commission	797.77	1,000.00	202.23
1-5513-00 - Disciplinary Board	818.32	1,000.00	181.68
Total Canon Required Commissions	26,622.07	35,600.00	8,977.93
Other Diocesan Ministries			
1-5801-00 - Trinity Center	30,000.00	30,000.00	-
1-5801-02 - Trinity Ctr Debt Reduction Planning	95.39	10,000.00	9,904.61
1-5802-00 - CSM - Epis. Farmworker Min.	33,000.00	33,000.00	-
1-5802-01 - CSM -Interfaith Refugee Min.	5,000.00	5,000.00	-
1-5802-02 - CSM - HIV/AIDS Prov. IV Rep	-	1,600.00	1,600.00
1-5803-00 - Global Development Goals	9,139.00	9,139.00	-
1-5804-00 - Companion Diocese Program	392.48	1,000.00	607.52
1-5806-00 - Camp Trinity	20,000.00	20,000.00	-
1-5810-00 - General Church Program	190,000.00	190,000.00	-
1-5811-00 - Province IV Assessment	4,028.00	4,028.00	-
1-5815-00 - Special Insurance Assistance	15,000.00	15,000.00	-
1-5815-01 - Special Ins Assis Nat Trust Funding	(10,000.00)	(10,000.00)	-
1-5816-00 - ERD Training	500.00	500.00	-
1-5852-00 - Sewanee Support	2,000.00	2,000.00	-
Total Other Diocesan Ministries	299,154.87	311,267.00	12,112.13
Total Expenses	1,385,422.13	1,494,562.00	109,139.87
Net Total	123,330.70	-	(123,330.70)

**Episcopal Diocese of East Carolina
2016 Treasurer's Report - General Fund
January to December 2016**

Accounts	YTD Actual	Annual Budget	Bdgt Remaining
Foundation Specific Revenues			
1-4211-00 - Specific Ministry Support	44,618.00	51,173.00	6,555.00
Total Foundation Specific Revenues	44,618.00	51,173.00	6,555.00
Other Expenses			
Foundation Specific Expenses			
1-5901-00 - Trinity Center	41,458.00	41,458.00	-
1-5902-00 - Clergy Foreign Travel	1,500.00	4,695.00	3,195.00
1-5903-00 - Bishop's Relief Fund	-	3,360.00	3,360.00
1-5904-00 - Thompson Child & Fam. Focus	1,660.00	1,660.00	-
Total Foundation Specific Expenses	44,618.00	51,173.00	6,555.00
Total Other Expenses	44,618.00	51,173.00	6,555.00
Net Operating Total	123,367.39	-	(123,367.39)

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016		2016	2017	
	Proposed	Estimated totals		Requested	Proposed
	Budget			Budget	Budget
Pledge and Other Operating Income					
1-4010-00 - Annual Parish Pledges	1,314,500	1,302,262		1,350,000	1,323,697
1-4013-00 - Prior Year Pledges	10,000	35,392		10,000	20,000
1-4119-00 - Other Operating Income	-	10,730		2,000	2,000
1-4210-00 - Interest Income	500	800		500	500
Carry forward for 2016 Surplus					90,360
Carry forward from 2015-Trinity Center Debt Reduction Planning	10,000	-		10,000	10,000
TOTAL Pledge & Other Oper. Income	1,335,000	1,349,184		1,372,500	1,446,557
Foundation Support	159,562	159,562		127,979	127,979
Total Revenues	1,494,562	1,508,746		1,500,479	1,574,536
EXPENSES:					
The Episcopate					
Episcopate Personnel Expenses					
1-5003-00 - Bishop & staff Salaries, Housing, SECA	238,217	241,291		212,788	218,114
1-5003-01 - Bishop Health/Life	16,307	16,297		15,370	14,439
1-5003-02 - Bishop Pension	29,884	30,078		29,884	30,632
1-5003-07 - Episcopate Staff Health	25,498	25,532		13,295	12,234
1-5003-08 - Episcopate Staff Pension	6,498	6,625		4,209	4,314
1-5004-00 - Episcopate Staff Payroll Taxes	5,523	5,150		3,578	3,667
Total Episcopate Personnel Expenses	321,926	324,973		279,124	283,400
Episcopate Operational Expense					
1-5010-00 - Bishop Automobile	6,000	3,223		3,000	3,000
1-5011-00 - Bishop Travel	15,000	13,813		20,200	16,000
1-5011-01 - Bishop Continuing Education	3,000	2,732		3,000	3,000
1-5011-02 - Episcopate Staff Travel	400	96		200	200
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000	2,000		2,000	2,000
1-5012-02 - Episcopate Staff Continuing Education	2,424	2,213		2,906	2,906
1-5013-00 - Bishop Supplies	750	1,579		1,100	1,100

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016	2016	2016	2017	2017
	Proposed	Estimated totals	Requested	Proposed	
	Budget		Budget	Budget	Budget
1-5013-02 - Episcopate Staff Supplies	300	26	470	470	
1-5014-00 - Bishop Cell Phone	800	996	1,200	1,200	
1-5060-00 - Chancellor Expenses	7,500	1,702	6,600	6,600	
1-5099-03 - Future Transition Funding Transfer	10,000	10,000	10,000	10,000	
Total Episcopate Operational Expense	<u>48,174</u>	<u>38,380</u>	<u>50,676</u>	<u>46,476</u>	
Total The Episcopate	<u>370,100</u>	<u>363,353</u>	<u>329,800</u>	<u>329,876</u>	
Diocesan Administration					
Administration Personnel Expenses					
1-5120-00 - Administrative Personnel Salaries	102,293	84,841	76,520	95,820	
1-5120-03 - Sexton	5,000	4,233	5,000	5,000	
1-5103-02 - Administrative Staff-Health	39,279	26,543	24,893	23,783	
1-5103-03 - Administrative Staff-Retirement	9,206	7,991	6,887	8,138	
1-5104-00 - Administrative Staff Payroll Taxes	8,209	6,701	5,854	7,713	
Total Administration Personnel Expenses	<u>163,987</u>	<u>130,309</u>	<u>119,154</u>	<u>140,454</u>	
Administration Operational Expenses					
1-5110-00 - Administrative Travel	400	247	400	400	
1-5111-00 - Administrative Continuing Education	3,327	1,508	2,188	2,188	
1-5112-00 - Audit	11,500	11,150	12,000	12,000	
1-5113-00 - Insurance	15,000	15,881	16,000	16,000	
1-5114-00 - Office Supplies	7,000	6,817	6,750	6,750	
1-5114-01 - Hospitality Supplies	-	-	1,500	1,500	
1-5116-00 - Journal Production and Mailing	500	205	300	300	
1-5117-00 - Postage and Shipping	7,100	5,570	6,000	5,000	
1-5118-00 - Office Equipment - Leases	16,500	16,980	15,871	15,871	
1-5119-00 - Computer Expenses	12,000	11,650	12,000	12,000	
1-5120-00 - Dues & Publications	1,000	1,115	1,968	1,968	
1-5121-00 - Telephone/Internet	6,000	5,814	6,000	6,000	
1-5122-00 - Utilities	12,500	11,506	12,500	12,000	
1-5123-00 - Building Maintenance	12,000	10,863	12,000	12,000	

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016		2016 Estimated totals	2017		2017 Proposed Budget
	Proposed Budget			Requested Budget		
1-5123-03 - Building Renovation Fund Transfer	-	-	-	-	-	-
1-5124-00 - Yard Maintenance	5,480	5,338	5,338	6,000	6,000	6,000
1-5125-00 - Contract Services	5,000	3,810	3,810	6,000	6,000	6,000
1-5125-01 - Volunteer Treasurer Travel	1,500	-	-	1,500	1,500	1,500
1-5126-00 - Bank Charges & Fees	450	188	188	450	450	450
1-5140-00 - Staff Planning Retreat	1,000	77	77	1,500	1,500	1,500
1-5199-00 - Contingency Expenses	39,400	-	-	-	-	-
Total Administration Operational Expenses	<u>157,657</u>	<u>108,719</u>	<u>108,719</u>	<u>120,927</u>	<u>120,927</u>	<u>119,427</u>
Total Diocesan Administration	<u>321,644</u>	<u>239,028</u>	<u>239,028</u>	<u>240,081</u>	<u>240,081</u>	<u>259,881</u>
Canon						
Canon Personnel						
1-5203-00 - Personnel Salaries/Housing/SECA	110,686	111,336	111,336	136,115	144,453	144,453
1-5203-01 - Canon to Ordinary-Health/Life	15,383	15,322	15,322	14,453	13,516	13,516
1-5203-02 - Canon to Ordinary-Pension	19,924	20,041	20,041	19,923	20,422	20,422
1-5203-01 - Canon Staff Health/Life	-	-	-	12,724	11,543	11,543
Canon Staff Retirement	-	-	-	2,289	2,790	2,790
1-5204-00 - Canon Payroll Taxes	-	-	-	1,945	2,372	2,372
Total Canon Personnel	<u>145,993</u>	<u>146,699</u>	<u>146,699</u>	<u>187,449</u>	<u>195,096</u>	<u>195,096</u>
Canon Operational Expense						
1-5210-00 - Canon Automobile	6,000	3,829	3,829	5,000	5,000	5,000
1-5211-00 - Canon Travel	2,500	1,821	1,821	833	833	833
1-5212-00 - Canon Continuing Education	3,000	-	-	4,564	3,000	3,000
1-5213-00 - Canon Supplies	1,000	336	336	999	999	999
1-5214-00 - Canon Cell Phone	1,000	822	822	950	950	950
Canon Admin Asst. Con Ed	-	-	-	277	277	277
Canon Admin Asst Travel	-	-	-	250	250	250
Canon Admin Asst Supplies	-	-	-	50	50	50
Total Canon Operational Expense	<u>13,500</u>	<u>6,808</u>	<u>6,808</u>	<u>12,923</u>	<u>11,359</u>	<u>11,359</u>
Total Canon	<u>159,493</u>	<u>153,507</u>	<u>153,507</u>	<u>200,372</u>	<u>206,455</u>	<u>206,455</u>

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016		2016 Estimated totals	2017		2017 Proposed Budget
	Proposed Budget			Requested Budget		
Spanish Language Ministry						
Personnel						
Ministry Coordinator Position(Salary, Housing/SECA, Moving exp, etc.)	50,000	430	124,853	107,580		
LEHTO Grant	(50,000)	(430)	(99,570)	(74,570)		
1-5216-00 - Missioner-Span Spk Cong. Salary/Housing/SECA	36,720	36,720	36,720	37,638		
1-5216-01 - Missioner Insurance	10,102	9,912	10,773	10,773		
1-5216-98 - Existing Restricted Funds	(25,000)	-	(10,000)	(35,627)		
1-5216-99 - Congregational Support	(13,400)	(12,700)	(13,398)	(13,400)		
Other grants as available	-	-	-	-		
Total Spanish Language Personnel	8,422	33,932	49,378	32,394		
Spanish Ministry Operational Expenses						
1-5216-02 - Travel	4,500	2,500	4,500	4,500		
Total Operational Expenses	4,500	2,500	4,500	4,500		
Total Spanish Language Ministry	12,922	36,432	53,878	36,894		
Canon for Diocesan Life						
Personnel Salaries/Housing/SECA	45,411	53,966	97,750	99,064		
1-5217-01 - Coordinator Health/Life	9,022	6,029	13,689	12,713		
1-5217-03 - Coordinator Retirement Benefits	8,174	6,867	13,500	13,669		
1-5218-01 - Admin Asst to Dio Life Health/Life	-	7,509	12,635	11,343		
1-5218-03 - Admin Asst to Dio Life Retirement	-	1,398	2,048	2,081		
Admin Asst to Dio Life Payroll taxes	-	1,210	1,740	1,769		
Total Coordinator Personnel	62,607	76,979	141,362	140,639		
Diocesan Life Operational Expenses						
1-5217-04 - Dio Life Automobile	4,000	575	7,000	7,000		
1-5217-05 - Travel	1,250	1,090	2,300	2,300		
1-5217-06 - Continuing Education	2,000	-	2,500	2,500		
1-5217-17 - Office Supplies	500	250	500	500		

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016		2016	2017	
	Proposed	Estimated totals		Requested	Proposed
	Budget			Budget	Budget
1-5217-08 - Cell Phone	950	513		1,020	1,020
1-5218-04 - Admin Asst Travel	-	-		200	200
1-5218-08 - Dio Life Admin Asst Con Ed	-	-		2,045	2,045
1-5218-09 - Dio Life Admin Asst Supplies	-	-		1,350	1,350
Total for Diocesan Life Expenses	8,700	2,428		16,915	16,915
Total for Diocesan Life Coordinator	71,307	79,407		158,277	157,554
Diocesan Programs					
1-5220-00 - Transition Ministry	4,000	3,814		4,883	4,883
1-5221-00 - Communications Ministry	4,500	2,676		14,120	14,120
1-5223-00 - Education for Ministry	2,800	2,666		2,800	2,800
1-5224-00 - Deacon Formation/Education	17,320	14,229		17,715	17,715
1-5225-00 - Seminarians Education/Support	46,050	35,847		50,930	35,335
1-5225-02 - Seminarians Trustee Funding	(28,000)	(24,062)		(28,000)	(28,000)
1-5237-01 - Retired Clergy Conference	3,000	-		3,000	-
Clergy Family Care	-	-		2,000	2,000
1-5239-00 - Small Parish Conferences	10,000	-		-	-
1-5239-01 - Diocesan Life Conferences	-	6,242		12,000	12,000
1-5226-00 - Clergy Domestic Education	2,500	-		2,400	2,400
1-5228-00 - Retired Clergy Liaison	200	-		200	200
1-5230-00 - Stewardship Committee	3,000	2,975		3,000	3,000
1-5235-00 - Clergy Conference	14,000	15,913		16,500	16,500
1-5235-01 - Clergy conference participant fees	-	-		-	-
1-5240-00 - Diocesan Sponsored Ministry Dev & Train.	5,000	2,842		3,050	3,050
1-5242-00 - Diocesan Committee Hospitality	1,000	1,270		1,000	1,000
Total Diocesan Programs	85,370	64,412		105,598	87,003
Youth and Young Adult Ministry					
Youth & Young Adult Personnel					
Personnel Salaries	43,015	43,665		43,015	44,090

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016		2016	2017	
	Proposed	Estimated totals	Requested	Proposed	Budget
	Budget		Budget	Budget	Budget
1-5303-01 - Youth Staff Health/Life	1,141	1,122	1,131	1,154	
1-5303-02 - Youth Staff Retirement	3,871	3,904	3,871	3,968	
1-5304-00 - Youth Staff Payroll Taxes	3,291	3,344	3,291	3,373	
Total Youth & Young Adult Personnel	51,318	52,035	51,308	52,585	
Youth Operational Expenses					
1-5310-00 - Youth Staff Travel	3,250	2,677	3,100	3,100	
1-5311-00 - Youth Staff Continuing Education	1,241	1,241	2,345	2,345	
1-5312-00 - Youth Staff Supplies	755	317	550	550	
1-5313-00 - Youth Staff Cell Phone	800	878	1,400	1,400	
Total Youth Operational Expenses	6,046	5,113	7,395	7,395	
Youth & Young Adult Programs					
1-5350-00 - Youth Program Funds	75,825	64,486	85,500	85,500	
1-5350-03 - Youth Participant Fees	(45,125)	(38,743)	(57,038)	(57,038)	
1-5350-04 - Youth Scholarships	3,000	3,013	5,550	5,550	
1-5351-01 - Campus Ministry Program Fds-ECU, PCC	6,600	4,741	4,650	4,650	
1-5351-02 - Campus Ministry Program Funds-UNCW	7,150	5,286	8,950	8,950	
1-5352-00 - Campus Ministry Salary - ECU, PCC	15,000	15,000	15,600	15,600	
1-5352-00 - Campus Ministry Salary - UNCW	14,400	14,400	14,600	14,600	
1-5351-03 - Campus Ministry Prog. - Pembroke	6,800	2,250	11,000	11,000	
1-5353-00 - Campus Ministry Payroll Taxes	2,119	2,249	2,342	2,342	
1-5357-00 - Diocesan College/Young Adult Prog	3,650	73	1,500	1,500	
1-5359-03 - Campus Ministry Escrowed Funds	(9,000)	-	(10,000)	(19,000)	
Campus Ministry Participant fees	-	-	(900)	(900)	
1-5359-04 - LEHTO Grant	(11,475)	(6,100)	(11,700)	(17,075)	
1-5359-06 - Lutheran Synod Support for Campus Min	(1,000)	(1,000)	(1,000)	(1,000)	
1-5512-00 - Christian Formation Education	1,550	829	650	650	
Total Youth & Young Adult Programs	69,494	66,484	69,704	55,329	
Total Youth and Young Adult Ministry	126,858	123,632	128,407	115,309	
Canon Required Commissions					

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016		2016	2017	
	Proposed	Estimated totals	Requested	Proposed	Budget
	Budget		Budget	Budget	
1-5501-00 - Executive Council	900	808	1,900	1,900	1,900
1-5502-00 - Standing Committee	300	250	300	300	300
1-5503-00 - Commission on Ministry	3,000	3,392	3,855	3,855	3,855
1-5504-00 - Archives/Historian	3,000	367	7,500	7,500	1,000
1-5505-00 - Diocesan Convention	40,000	42,192	49,759	49,759	49,759
1-5505-01 - Diocesan Convention Participant Fees	(40,000)	(45,887)	(46,200)	(46,200)	(46,200)
1-5506-00 - General Convention	-	-	-	-	-
1-5506-01 - General Convention Fund Transfer	15,000	15,000	15,000	15,000	15,000
1-5507-00 - Synod Meeting	-	-	6,600	6,600	6,600
1-5506-02 - ECW Triennial Transfer	1,200	1,200	1,200	1,200	1,200
1-5509-00 - Racial Reconciliation	4,200	3,432	5,700	5,700	5,700
1-5510-00 - Ecumenical Relations	3,500	3,186	5,500	5,500	5,500
1-5511-00 - Liturgical: Music Conference	35,000	31,500	35,000	35,000	35,000
1-5511-01 - Liturgical: Music Conf. Participant Fees	(32,500)	(29,335)	(32,000)	(32,000)	(32,000)
1-5511-03 - Liturgical Commission	1,000	739	1,000	1,000	1,000
1-5513-00 - Disciplinary Board	1,000	818	1,000	1,000	1,000
Total Canon Required Commissions	35,600	27,662	56,114	56,114	49,614
Other Diocesan Ministries					
1-5801-00 - Trinity Center	30,000	30,000	60,000	60,000	60,000
1-5801-02 - Trinity Center Debt Reduction Planning	10,000	95	10,000	10,000	10,000
1-5802-00 - Christian Social Ministries - EFWM	33,000	33,000	38,000	38,000	38,000
1-5802-01 - Christian Social Ministries-IRM	5,000	5,000	5,000	5,000	5,000
1-5802-02 - CSM - HIV/AIDS Province IV Rep	1,600	-	1,600	-	-
1-5803-00 - Global Development Goals (previously MDG)	9,139	9,139	8,416	8,416	8,416
1-5804-00 - Companion Diocese Program	1,000	392	1,000	1,000	1,000
1-5806-00 - Camp Trinity	20,000	20,000	22,000	22,000	22,000
1-5810-00 - General Church Program	190,000	190,000	173,618	173,618	173,618
1-5811-00 - Province IV Assessment	4,028	4,028	4,416	4,416	4,416
1-5812-00 - Anglican Comm/Lambeth Fund Transfer	-	-	-	-	-
1-5815-00 - Special Insurance Assistance	15,000	15,000	15,000	15,000	15,000

**DIOCESE OF EAST CAROLINA
2017 BUDGET**

Accepted by Convention 2/4/2017

	2016	2016	2017	2017
	Proposed	Estimated totals	Requested	Proposed
	Budget		Budget	Budget
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	500
1-5851-00 - Kanuga Support	-	-	-	-
1-5852-00 - Sewanee Support	2,000	2,000	2,000	2,000
Compass Rose Society	-	-	2,000	2,000
Total Other Diocesan Ministries	311,267	299,154	333,550	331,950
Total Expenses	1,494,562	1,386,588	1,606,076	1,574,536
Operating Budget Revenues Over (Under) Expenses	0	122,158	(105,597)	0
FOUNDATION SPECIFIC REVENUES	51,173	44,618	41,548	41,548
FOUNDATION SPECIFIC EXPENSES:				
1-5227-00 - Clergy Foreign Travel	4,695	1,500	3,888	3,888
1-5813-00 - Bishop's Relief Fund	3,360	-	2,787	2,787
1-5801-00 - Trinity Center	41,458	41,458	33,518	33,518
1-5853-00 - Thompson Child/Family Focus	1,660	1,660	1,355	1,355
Total	51,173	44,618	41,548	41,548
FOUNDATION SPECIFIC NET REVENUES OVER (UNDER)	-	-	-	-

2016 Pledge Data					2017 Pledge Data			
2014 Operating Revenue	2016 10% Minimum	2016 Actual Pledge	2016 Percentage	2015 Operating Revenue	2017 10% Minimum	2017 Actual Pledge	2017 Percentage	
\$315,072.00	\$31,507	\$ 31,507.00	10.0%	322,997	\$ 32,300	\$ 32,300.00	10.0%	
\$33,613.00	\$3,361	\$ 2,480.00	7.4%	28,305	\$ 2,831	\$ 2,612.00	9.2%	
\$6,336.00	\$634	\$ 634.00	10.0%	5,706	\$ 571	\$ 571.00	10.0%	
\$322,315.00	\$32,232	\$ 30,000.00	9.3%	326,032	\$ 32,603	\$ 30,000.00	9.2%	
\$931,028.00	\$93,103	\$ 89,320.00	9.6%	908,414	\$ 90,841	\$ 85,427.00	9.4%	
\$182,562.00	\$18,256	\$ 10,850.00	5.9%	123,373	\$ 12,337	\$ 10,000.00	8.1%	
\$13,949.00	\$1,395	\$ 1,535.00	11.0%	14,309	\$ 1,431	\$ 1,574.00	11.0%	
\$82,122.00	\$8,212	\$ 6,500.00	7.9%	76,039	\$ 7,604	\$ 6,500.00	8.5%	
\$319,448.00	\$31,945	\$ 31,945.00	10.0%	343,703	\$ 34,370	\$ 34,370.00	10.0%	
\$34,166.00	\$3,417	\$ 3,417.00	10.0%	31,925	\$ 3,193	\$ 3,193.00	10.0%	
\$10,238.00	\$1,024	\$ 1,229.00	12.0%	6,824	\$ 682	\$ 955.00	14.0%	
\$3,917.00	\$392	\$ 2,100.00	53.6%	8,000	\$ 800	\$ 800.00	10.0%	
\$100,411.00	\$10,041	\$ 10,041.00	10.0%	101,668	\$ 10,167	\$ 10,167.00	10.0%	
\$2,028.00	\$203	\$ 203.00	10.0%	2,723	\$ 272	\$ 272.00	10.0%	
\$131,684.00	\$13,168	\$ 13,168.00	10.0%	123,490	\$ 12,349	\$ 13,584.00	11.0%	
\$167,309.00	\$16,731	\$ 16,731.00	10.0%	158,547	\$ 15,855	\$ 15,855.00	10.0%	
\$50,108.00	\$5,011	\$ 5,011.00	10.0%	50,961	\$ 5,096	\$ 5,096.00	10.0%	
\$50,167.00	\$5,016	\$ 50,168.00	10.0%	515,650	\$ 51,565	\$ 51,565.00	10.0%	
\$149,900.00	\$14,990	\$ 11,000.00	7.4%	154,548	\$ 15,455	\$ 9,000.00	5.8%	
\$172,642.00	\$17,264	\$ 17,264.00	10.0%	157,220	\$ 15,722	\$ 15,722.00	10.0%	
\$16,005.00	\$1,601	\$ 1,000.00	6.2%	17,657	\$ 1,766	\$ 1,000.00	5.7%	
\$33,834.00	\$3,383	\$ 30,000.00	9.0%	345,274	\$ 34,527	\$ 32,000.00	9.3%	
\$28,432.00	\$2,843	\$ 2,843.00	10.0%	29,862	\$ 2,986	\$ 2,986.00	10.0%	
\$46,071.00	\$4,607	\$ 4,000.00	8.7%	49,932	\$ 4,993	\$ 4,000.00	8.0%	
\$294,807.00	\$29,481	\$ 29,481.00	10.0%	297,719	\$ 29,772	\$ 29,772.00	10.0%	
\$645,625.00	\$64,563	\$ 66,001.00	10.2%	657,777	\$ 65,778	\$ 61,016.00	9.3%	
\$228,440.00	\$22,844	\$ 8,000.00	3.5%	210,032	\$ 21,003	\$ 8,000.00	3.8%	
\$27,602.00	\$2,760	\$ 1,518.00	5.5%	22,066	\$ 2,207	\$ 1,500.00	6.8%	
\$23,213.00	\$2,321	\$ 2,321.00	10.0%	22,660	\$ 2,266	\$ 2,266.00	10.0%	
\$42,111.00	\$4,211	\$ 4,211.00	10.0%	47,523	\$ 4,752	\$ 4,752.00	10.0%	
\$35,269.00	\$3,527	\$ 3,000.00	8.5%	34,592	\$ 3,459	\$ 3,000.00	8.7%	
\$202,547.00	\$20,255	\$ 14,000.00	6.9%	190,943	\$ 19,094	\$ 14,000.00	7.3%	
\$135,057.00	\$13,506	\$ 13,506.00	10.0%	105,034	\$ 10,503	\$ 8,403.00	8.0%	
\$49,653.00	\$4,965	\$ 4,965.00	10.0%	44,932	\$ 4,493	\$ 4,493.00	10.0%	
\$42,565.00	\$4,257	\$ 4,257.00	10.0%	44,778	\$ 4,478	\$ 4,477.00	10.0%	
\$1,269,664.00	\$126,966	\$ 126,966.00	10.0%	1,281,630	\$ 128,163	\$ 128,163.00	10.0%	
\$209,784.00	\$20,978	\$ 20,978.00	10.0%	222,016	\$ 22,202	\$ 22,202.00	10.0%	
\$670,382.00	\$67,038	\$ 67,038.00	10.0%	687,025	\$ 68,703	\$ 68,702.00	10.0%	
\$35,380.00	\$3,538	\$ 3,600.00	10.2%	28,317	\$ 2,832	\$ 2,832.00	10.0%	

All Saints Episcopal Church	Southern Shores
All Souls Episcopal Church	Leland
Christ Episcopal Church	Creswell
Christ Episcopal Church	Elizabeth City
Christ Episcopal Church	New Bern
Church of the Advent Episcopal Church	Williamston
Good Shepherd Episcopal Church	Fayetteville
Church of the Good Shepherd	Wilmington
Church of the Servant Episcopal Church	Wilmington
Emmanuel Episcopal Church	Farmville
Galilee Mission	Creswell
Grace Episcopal Church	Lewiston-Woodville
Grace Episcopal Church	Plymouth
Grace Episcopal Church	Trenton
Grace Episcopal Church	Whiteville
Holy Cross Episcopal Church	Carolina Beach
Holy Innocents Episcopal Church	Seven Springs
Holy Trinity Episcopal Church	Fayetteville
Holy Trinity Episcopal Church	Hampstead
Holy Trinity Episcopal Church	Hertford
La Iglesia de la Sagrada Familia	Newton Grove
St. Andrew's By-the-Sea Episcopal Church	Nags Head
St. Andrew's Episcopal Church	Columbia
St. Andrew's Episcopal Church	Goldsboro
St. Andrew's Episcopal Church	Morehead City
St. Andrew's On-the-Sound Episcopal Church	Wilmington
St. Anne's Episcopal Church	Jacksonville
St. Augustine's Episcopal Church	Kinston
St. Christopher's Episcopal Church	Elizabethtown
St. Christopher's Episcopal Church	Havelock
St. Cyprian's Episcopal Church	New Bern
St. Francis by the Sea Episcopal Church	Salter Path
St. Francis Episcopal Church	Goldsboro
St. George's Episcopal Church	Engelhard
St. James Episcopal Church	Belhaven
St. James Episcopal Church	Wilmington
St. James the Fisherman Episcopal Church	Shallotte
St. John's Episcopal Church	Fayetteville
St. John's Episcopal Church	Grifton

St. John's Episcopal Church	Wilmington	\$591,008.00	\$59,101	\$ 38,000.00	6.4%	596,056	\$ 59,606	\$ 43,000.00	7.2%
St. Joseph's Episcopal Church	Fayetteville	\$65,000.00	\$6,500	\$ 6,500.00	10.0%	70,784	\$ 7,078	\$ 6,500.00	9.2%
St. Luke's Episcopal Mission	Currituck	\$39,174.00	\$3,917	\$ 3,506.00	8.9%	35,059	\$ 3,506	\$ 4,364.00	12.4%
St. Luke's/St. Anne's Episcopal Church	Roper	\$33,184.00	\$3,318	\$ 1,000.00	3.0%	8,816	\$ 882	\$ 882.00	10.0%
St. Mark's Episcopal Church	Wilmington	\$147,635.00	\$14,764	\$ 2,952.70	2.0%	101,588	\$ 10,159	\$ 5,000.00	4.9%
St. Mary's Church	Burgaw	\$55,533.00	\$5,553	\$ 5,553.00	10.0%	55,017	\$ 5,502	\$ 5,502.00	10.0%
St. Mary's Episcopal Church	Gatesville	\$19,720.00	\$1,972	\$ 2,500.00	12.7%	15,076	\$ 1,508	\$ 1,508.00	10.0%
St. Mary's Episcopal Church	Kinston	\$48,153.00	\$48,153	\$ 48,153.00	10.0%	511,471	\$ 51,147	\$ 45,000.00	8.8%
St. Paul's Episcopal Church	Beaufort	\$492,824.00	\$49,282	\$ 49,282.00	10.0%	486,081	\$ 48,608	\$ 48,608.00	10.0%
St. Paul's Episcopal Church	Clinton	\$120,066.00	\$12,007	\$ 12,850.00	10.7%	143,567	\$ 14,357	\$ 14,357.00	10.0%
St. Paul's Episcopal Church	Edenton	\$435,524.00	\$43,552	\$ 43,552.00	10.0%	533,202	\$ 53,320	\$ 44,000.00	8.3%
St. Paul's Episcopal Church	Greenville	\$747,079.00	\$74,708	\$ 64,170.00	8.6%	744,949	\$ 74,495	\$ 64,170.00	8.6%
St. Paul's Episcopal Church	Wilmington	\$394,624.00	\$39,462	\$ 21,000.00	5.3%	451,426	\$ 45,143	\$ 25,000.00	5.5%
St. Paul's in-the-Pines Episcopal Church	Fayetteville	\$108,570.00	\$10,857	\$ 9,000.00	8.3%	105,802	\$ 10,580	\$ 8,500.00	8.0%
St. Peter's by the Sea Episcopal Church	Swansboro	\$227,478.00	\$22,748	\$ 17,452.00	7.7%	238,661	\$ 23,866	\$ 19,792.00	8.3%
St. Peter's Episcopal Church	Sunbury	\$28,632.00	\$2,863	\$ 6,900.00	24.1%	20,929	\$ 2,093	\$ 2,100.00	10.0%
St. Peter's Episcopal Church	Washington	\$514,265.00	\$51,427	\$ 45,000.00	8.8%	472,424	\$ 47,242	\$ 45,000.00	9.5%
St. Philip's Episcopal Church	Holly Ridge	\$46,324.00	\$4,632	\$ 5,096.00	11.0%	44,063	\$ 4,406	\$ 4,847.00	11.0%
St. Philip's Episcopal Church	Southport	\$456,985.00	\$45,699	\$ 45,699.00	10.0%	443,764	\$ 44,376	\$ 44,376.00	10.0%
St. Stephen's Episcopal Church	Goldsboro	\$376,922.00	\$37,692	\$ 37,692.00	10.0%	401,823	\$ 40,182	\$ 40,182.00	10.0%
St. Thomas Episcopal Church	Ahoskie	\$166,045.00	\$16,605	\$ 18,600.00	11.2%	185,343	\$ 18,534	\$ 18,600.00	10.0%
St. Thomas Episcopal Church	Bath	\$180,103.00	\$18,010	\$ 18,010.00	10.0%	214,477	\$ 21,448	\$ 21,448.00	10.0%
St. Thomas Episcopal Church	Oriental	\$183,320.00	\$18,332	\$ 9,166.00	5.0%	191,207	\$ 19,121	\$ 9,561.00	5.0%
St. Thomas Episcopal Church	Windsor	\$109,359.00	\$10,936	\$ 13,123.00	12.0%	147,775	\$ 14,778	\$ 14,778.00	10.0%
St. Timothy's Episcopal Church	Greenville	\$337,815.00	\$33,782	\$ 34,000.00	10.1%	331,639	\$ 33,164	\$ 33,164.00	10.0%
Trinity Episcopal Church	Chocowinity	\$147,543.00	\$14,754	\$ 8,000.00	5.4%	144,144	\$ 14,414	\$ 10,000.00	6.9%
Trinity Episcopal Church	Lumberton	\$208,178.00	\$20,818	\$ 10,000.00	4.8%	193,120	\$ 19,312	\$ 10,000.00	5.2%
Zion Episcopal Church	Washington	\$81,753.00	\$8,175	\$ 5,040.00	6.2%	127,305	\$ 12,731	\$ 5,500.00	4.3%
\$14,662,158.00		\$1,466,216	\$1,324,585	9.03%	14,815,771	1,481,577	1,328,866		8.97%

Actual Pledges Received 1,318,058.00

Estimated based on 2016 \$ 10,808.00

Total 1,328,866.00

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2016

— 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	140	137	6	37	91	0	1	2
Bath	St Thomas Episcopal Church	121	121	43	93	102	0	0	0
Beaufort	St Pauls Episcopal Church	687	687	47	148	104	0	0	1
Belhaven	St James Episcopal Church	44	32	13	28	56	0	0	0
Burgaw	St Marys Episcopal Church	57	57	0	32	52	0	0	0
Chocowinity	Trinity Episcopal Church	112	112	33	67	83	0	1	1
Clinton	St Pauls Episcopal Church	105	105	10	59	43	1	3	8
Columbia	St Andrews Episcopal Church	24	20	3	11	31	0	0	1
Creswell	Christ Episcopal Church	11	11	0	6	4	0	0	0
Creswell	Galilee Mission / Lake Phelps	3	3	0	5	2	0	0	0
Currituck	St Lukes Episcopal Mission	54	36	9	24	0	0	1	0
Edenton	St Pauls Episcopal Church	457	388	0	182	2	0	5	24
Elizabeth City	Christ Episcopal Church	248	248	30	122	102	0	1	1
Elizabethtown	St Christophers Episcopal Church	30	30	0	17	0	0	0	0
Engelhard	St Georges Episcopal Church	61	53	5	21	44	0	0	0
Farmville	Emmanuel Episcopal Church	30	30	0	10	27	0	0	0
Fayetteville	Church of the Good Shepherd	20	20	6	14	8	0	0	0
Fayetteville	Holy Trinity Episcopal Church	735	695	41	228	110	1	16	10
Fayetteville	St Johns Episcopal Church	837	801	50	139	110	1	7	0
Fayetteville	St Josephs Episcopal Church	53	41	0	30	0	0	0	0
Fayetteville	St Pauls in the Pines Epis Ch	142	133	8	49	85	3	7	0
Gatesville	St Marys Episcopal Church	23	0	0	7	11	0	1	0
Goldsboro	St Andrews Episcopal Church	39	34	60	27	37	0	5	0
Goldsboro	St Francis Episcopal Church	108	73	42	67	115	0	1	0
Goldsboro	St Stephens Church	342	299	15	112	99	0	2	0
Greenville	St Pauls Episcopal Church	1,072	547	44	226	0	0	7	0
Greenville	St Timothy's Episcopal Church	243	196	66	131	100	0	5	6
Gritton	St John Episcopal Church	27	22	0	16	28	0	0	0
Hampstead	Holy Trinity Episcopal Church	102	102	26	65	48	0	0	0
Havelock	St Christophers Episopal Church	37	37	4	30	40	0	0	0
Hertford	Holy Trinity Episcopal Church	142	142	0	79	51	0	1	0
Holly Ridge	St Philips Episcopal Church	56	56	4	34	51	0	0	2
Jacksonville	St Annes Episcopal Church	268	190	40	98	100	1	4	4
Kinston	St Augustines Episcopal Church	22	22	0	15	0	0	0	0

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2016

— 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	441	360	548	156	140	0	5	28
Leland	All Souls Episcopal Church	29	27	0	20	46	0	0	1
Lewiston Woodville	Grace Episcopal Church	15	14	0	0	0	0	0	0
Lumberton	Trinity Episcopal Church	374	280	15	64	94	0	0	3
Morehead City	St Andrews Church	259	259	114	144	104	0	4	21
Nags Head	Church of St Andrews by the Sea	417	291	36	173	106	1	2	18
New Bern	Christ Episcopal Church	1,011	722	73	323	137	0	6	30
New Bern	St Cyprians Episcopal Church	34	30	0	20	20	0	0	0
Newton Grove	La Iglesia de la Sagrada Familia	474	161	0	280	40	1	0	0
Oriental	St Thomas Church	135	135	6	55	93	0	0	0
Plymouth	Grace Episcopal Church	59	59	6	21	37	0	0	0
Roper	St Lukes & St Annes Epis Church	26	2	0	13	0	0	0	0
Salter Path	St Francis by the Sea	183	183	53	138	58	0	3	0
Seven Springs	Church of the Holy Innocents	90	57	3	30	48	0	1	0
Shallotte	St James the Fisherman Church	337	337	0	177	149	0	2	2
Southern Shores	All Saints Episcopal Church	415	354	15	127	104	0	2	8
Southport	St Philips Episcopal Church	726	606	34	247	116	0	2	8
Sunbury	St Peters Episcopal Church (Sunbury)	32	32	0	9	14	0	0	0
Swansboro	St Peters by the Sea Church	249	239	0	124	103	0	5	0
Trenton	Grace Episcopal Church	9	9	0	4	0	0	0	0
Washington	St Peters Episcopal Church	597	493	45	188	148	0	2	0
Washington	Zion Episcopal Church	34	32	13	28	51	1	0	0
Whiteville	Grace Episcopal Church	56	42	6	31	47	0	1	0
Williamston	Church of the Advent	131	131	10	36	43	0	1	0
Wilmington	Church of the Good Shepherd (2015)	60	60	4	35	45	0	0	5
Wilmington	Church of the Servant	563	343	0	140	149	0	2	1
Wilmington	Holy Cross Episcopal Church	221	221	34	99	99	0	4	0
Wilmington	St Andrews on-the-Sound Church	843	743	70	275	208	0	8	6
Wilmington	St James Episcopal Church	2,023	1,867	52	509	163	0	25	20
Wilmington	St John Episcopal Church	562	536	44	194	155	1	9	0
Wilmington	St Mark Episcopal Church	73	73	5	56	58	0	0	0
Wilmington	St Pauls Church	283	283	60	152	104	1	4	4
Windsor	St Thomas Episcopal Church	130	130	0	47	50	0	2	0
Total		17,343	14,591	1,851	6,144	4,465	12	158	215

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2016

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Ahoscie	Church of St Thomas	137,585	191,440	230,561	208,893	18,600	14,776	230,369
Bath	St Thomas Episcopal Church	178,214	184,214	339,379	179,647	18,010	8,036	180,461
Beaufort	St Pauls Episcopal Church	512,759	512,759	1,018,489	512,758	49,281	162,422	666,025
Belhaven	St James Episcopal Church	35,460	42,407	44,137	41,358	4,258	25,665	61,658
Burgaw	St Marys Episcopal Church	59,498	59,498	136,373	56,030	5,533	8,852	67,081
Chocowinity	Trinity Episcopal Church	150,225	158,779	163,129	151,282	10,000	598	151,282
Clinton	St Pauls Episcopal Church	136,834	146,148	181,350	146,149	12,850	10,281	151,314
Columbia	St Andrews Episcopal Church	26,090	26,090	34,189	14,842	2,843	5,639	17,106
Creswell	Christ Episcopal Church	1,414	9,714	9,814	7,428	634	60	7,578
Creswell	Galilee Mission / Lake Phelps	6,593	6,593	6,593	3,473	1,229	500	3,973
Currituck	St Lukes Episcopal Mission	42,966	43,641	49,796	24,865	3,506	1,323	25,828
Edenton	St Pauls Episcopal Church	484,340	528,333	604,325	520,753	66,587	68,423	570,452
Elizabeth City	Christ Episcopal Church	327,116	333,682	366,558	331,706	30,000	8,629	348,896
Elizabethtown	St Christophers Episcopal Church	20,546	20,552	23,052	21,548	2,400	23,655	45,203
Engelhard	St Georges Episcopal Church	14,176	54,458	60,733	44,707	4,965	150	45,745
Farmville	Emmanuel Episcopal Church	27,211	45,351	45,351	4,017	3,417	6,675	10,092
Fayetteville	Church of the Good Shepherd	27,084	27,084	27,084	36,751	1,535	260	36,751
Fayetteville	Holy Trinity Episcopal Church	510,574	531,574	950,044	521,670	50,168	408,588	940,258
Fayetteville	St Johns Episcopal Church	470,947	694,911	1,083,192	694,911	67,038	420,446	1,251,533
Fayetteville	St Josephs Episcopal Church	51,033	76,177	76,177	58,035	6,500	500	58,035
Fayetteville	St Pauls in the Pines Epis Ch	103,925	103,925	135,734	104,237	8,427	35,029	139,812
Gatesville	St Marys Episcopal Church	14,264	14,264	14,264	8,502	2,500	0	8,502
Goldsboro	St Andrews Episcopal Church	53,136	54,631	55,926	55,278	3,666	1,141	56,578
Goldsboro	St Francis Episcopal Church	106,531	107,928	128,765	132,274	11,255	4,267	137,113
Goldsboro	St Stephens Church	355,943	420,748	513,233	435,251	37,692	97,181	514,121
Greenville	St Pauls Episcopal Church	701,706	772,681	858,365	766,047	64,170	63,928	794,275
Greenville	St Timothys Episcopal Church	292,111	298,171	415,081	185,161	34,000	150,144	339,097
Grifton	St John Episcopal Church	29,635	32,635	33,716	31,917	3,600	0	32,117
Hampstead	Holy Trinity Episcopal Church	133,246	138,833	149,037	146,661	11,000	7,960	156,881

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2016

REVENUE				EXPENSE				
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Havelock	St Christophers Episcopal Church	32,284	33,064	39,624	33,025	4,211	330	33,805
Hertford	Holy Trinity Episcopal Church	150,079	157,011	182,548	118,046	17,264	34,238	148,784
Holly Ridge	St Philips Episcopal Church	40,190	40,503	50,821	46,829	5,096	7,953	58,164
Jacksonville	St Annes Episcopal Church	175,706	186,770	192,006	186,794	8,000	8,013	197,676
Kinston	St Augustines Episcopal Church	26,838	29,058	29,058	26,846	1,500	0	26,846
Kinston	St Marys Episcopal Church	505,578	539,783	561,746	490,115	47,856	13,990	510,590
Leland	All Souls Episcopal Church	29,262	29,262	31,254	24,421	2,600	7,606	28,033
Lewiston Woodville	Grace Episcopal Church	3,200	5,850	6,850	6,182	2,100	1,000	6,182
Lumberton	Trinity Episcopal Church	182,912	190,639	214,929	143,080	10,000	38,259	177,745
Morehead City	St Andrews Church	252,144	278,618	313,549	272,431	29,481	78,722	376,035
Nags Head	Church of St Andrews by the Sea	343,461	348,204	374,714	342,846	30,000	19,508	360,012
New Bern	Christ Episcopal Church	872,096	897,594	1,084,952	842,783	89,760	122,540	984,389
New Bern	St Cyprians Episcopal Church	32,461	34,111	34,111	0	0	0	0
Newton Grove	La Iglesia de la Sagrada Familia	7,476	12,298	12,298	0	0	0	0
Oriental	St Thomas Church	178,539	178,539	178,539	180,162	8,402	4,600	180,162
Plymouth	Grace Episcopal Church	61,724	83,406	184,506	92,417	10,041	1,272	92,417
Roper	St Lukes & St Annes Epis Church	15,366	30,248	41,698	18,201	500	16,864	35,065
Salter Path	St Francis by the Sea	183,896	201,455	257,592	167,289	14,000	27,625	193,414
Seven Springs	Church of the Holy Innocents	47,210	61,167	69,092	65,262	5,011	8,462	73,653
Shallotte	St James the Fisherman Church	207,230	217,251	247,637	203,286	20,978	31,958	233,244
Southern Shores	All Saints Episcopal Church	218,567	290,732	452,857	316,550	31,507	174,512	476,628
Southport	St Philips Episcopal Church	474,111	474,111	615,697	447,385	45,699	151,259	606,845
Sunbury	St Peters Episcopal Church (Sunbury)	11,614	16,974	17,474	18,842	6,900	4,106	22,327
Swansboro	St Peters by the Sea Church	213,367	226,802	252,093	222,591	17,452	21,927	237,441
Trenton	Grace Episcopal Church	2,125	2,125	2,125	6,105	203	0	6,105
Washington	St Peters Episcopal Church	479,118	543,874	705,491	491,006	45,000	144,830	644,622
Washington	Zion Episcopal Church	62,855	80,348	84,869	116,663	5,040	5,000	121,184
Whiteville	Grace Episcopal Church	86,649	86,855	95,619	65,882	13,168	18,478	83,620
Williamston	Church of the Advent	103,347	104,787	113,160	90,617	10,850	9,392	110,109

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2016

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Wilmington	Church of the Good Shepherd (2015)	76,039	76,039	121,934	73,235	7,945	27,329	100,925
Wilmington	Church of the Servant	271,677	289,488	361,790	289,488	31,945	12,722	311,180
Wilmington	Holy Cross Episcopal Church	181,614	181,614	228,542	169,249	16,731	62,695	213,072
Wilmington	St Andrews on-the-Sound Church	638,938	641,155	866,458	639,545	66,467	230,105	862,950
Wilmington	St James Episcopal Church	1,276,320	1,294,388	1,623,863	1,232,040	126,966	186,032	1,440,711
Wilmington	St John Episcopal Church	483,981	524,356	691,430	628,909	38,000	205,619	826,652
Wilmington	St Mark Episcopal Church	76,700	121,224	173,804	125,394	5,000	0	125,394
Wilmington	St Pauls Church	370,718	442,766	488,695	438,723	21,000	50,288	476,353
Windsor	St Thomas Episcopal Church	117,833	128,700	153,877	71,472	12,028	69,485	153,433
Total		13,504,387	14,718,390	18,911,749	14,149,862	1,344,365	3,331,847	17,583,903

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

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

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.

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

ARTICLE X

Organization of Missionary Congregations

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

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

ARTICLE XI

Authority of Rectors

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

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

ARTICLE XII

Canons for Trial of Clergymen

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

ARTICLE XIII

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

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

ARTICLE XIV

Qualifications for Voting in
Parochial and Mission Elections:
Definitions

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

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

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

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

ARTICLE XV
Method of Amending Canons

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

ARTICLE XVI
Method of Amending the Constitution

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

ARTICLE XVII
When Amendments Become Effective

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

Canons of the Diocese of East Carolina

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

CANON 1 Members of Convention

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

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

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina Incorporated, the Deans of the Deanery Council, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, Vice-Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote unless otherwise entitled to vote in the Convention by reason of status other than that enumerated in this section.

Section 4. The following committees shall constitute the Annual Committees of the Convention. The term of the following Annual Committee appointments or elections shall run from the close of the Convention at which the appointment or election is made until the close of the following Convention, unless otherwise provided. If a person appointed or elected dies, resigns or becomes incapacitated, a successor may be appointed by the Executive Council, upon nomination of the Ecclesiastical Authority, to serve the remainder of the term, unless otherwise provided. (a) The Committee on Constitution and Canons shall consist of three members of the clergy and three lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Chancellor and the Secretary of the Convention shall be ex

1 officio members of the Committee. The Committee on Constitution and Canons shall recom-
2 mend amendments, changes, additions, deletions and rewrites of the Constitution and Canons
3 for Convention's consideration. The Committee shall also review all changes proposed to
4 Convention by the delegates, Departments or other committees and recommend the proper
5 form of any Constitution or Canon changes before Convention acts. The Committee shall
6 conduct any hearing on a proposed change during Convention and may recommend to Con-
7 vention any revised versions arising out of the hearings as the Committee may in its discretion
8 determine appropriate and helpful to Convention's consideration. (b) The Diocesan Conven-
9 tion Committee shall consist of three members of the clergy and four lay persons, nominated
10 by the Ecclesiastical Authority and confirmed by the Annual Convention. The Secretary of the
11 Convention and the Chair of the Liturgical Commission shall be ex-officio members of the
12 Committee. The Committee shall make recommendations with regard to the dates and places
13 of Annual and Special Conventions, shall make proper arrangements for each meeting, shall
14 set registration fees and other charges, shall prepare and submit annually to the Finance Com-
15 mittee a budget for expenses of the Conven-tion and for publication of the Diocesan Journal,
16 shall keep records of receipts, disbursements and proceedings, and shall perform such other
17 duties as may be assigned by the Convention or by the Bishop. (c) The Committee on Resolu-
18 tions shall consist of four clergy and four lay persons, nominated by the Ecclesiastical Author-
19 ity and confirmed by the Annual Convention. The Ecclesiastical Authority shall appoint one
20 of the members as Chair. The Committee shall receive and organize the resolutions for sub-
21 mission to the Convention and shall determine the order of their presentation. The Committee
22 shall conduct any hearing on a proposed Resolution scheduled during the Convention and may
23 recommend to Convention any revised versions arising out of the hearings as the Committee
24 may in its discretion determine appropriate and helpful to Convention's consideration. (d) The
25 Finance Committee shall consist of the Treasurer and additional members, one lay person and
26 one clergy person, representing each Deanery of the Diocese, nominated by the Ecclesiastical
27 Authority and confirmed by the Annual Convention. The members should have expertise or
28 experience in budgeting, financial management or accounting. The Committee shall advise
29 the Ecclesiastical Authority, Executive Council and the Convention on the financial affairs of
30 the Diocese. The Finance Committee shall conduct any hearings scheduled for discussion and
31 consideration of the annual budget and shall recommend changes, amendments and revisions
32 for Convention's consideration. (e) The Elections Committee shall consist of two clergy and
33 two lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Con-
34 vention. The Committee shall receive nominations for the offices to be filled by the Conven-
35 tion, recommend nomination and voting procedures, prepare ballots and act as tellers for all
36 elections during the Convention. (f) The Nominations Committee shall consist of one mem-
37 ber of the clergy and one lay person representing each deanery, elected by the Deanery no later
38 than 60 days prior to the Annual Convention and confirmed by the Annual Convention. The
39 Bishop shall be an ex-officio member of the committee. The Ecclesiastical Authority shall
40 name the chair of the Nominations Committee from the elected membership. Members of the
41 Nominations Committee may serve up to three (3) consecutive annual terms. Thereafter, no

1 member who has served on the Committee for three (3) consecutive terms shall be eligible for
2 re-election or appointment to fill a vacancy until one year after the expiration of the members
3 previous term of office. The Committee shall establish and publish nomination procedures,
4 solicit and receive nominations for the offices to be elected by Convention, examine the quali-
5 fications of nominees to assure conformity with any Constitutional or Canonical requirements
6 for the office, present a slate equal to at least the number of vacancies to be filled which is
7 broadly representative of this Diocese, and prepare a brief biographical profile on each nomi-
8 nee and assure inclusion of the profiles in the information provided to the members of the An-
9 nual Convention. These procedures shall not preclude additional nominations from the floor
10 of the Annual Convention.

11
12 Section 5. The following committee shall constitute Regular Committees of Convention. The
13 members of the Regular Committees shall be appointed during the organization of the Con-
14 vention after the Convention is called to order. The members shall serve until the adjournment
15 of the Convention at which they were appointed. (a) The Committee on the Bishop's Address
16 shall consist of two members of the clergy and three lay persons who are members of Conven-
17 tion, appointed by the Bishop. The committee shall consider the Bishop's Annual Address
18 and shall report to the Convention as the committee deems appropriate. (b) The Committee
19 on Courtesy shall consist of three persons who are members of the Convention, appointed by
20 the Bishop. The committee shall make such report to the Convention as the committee deems
21 appropriate. (c) The Committee on Credentials shall consist of two members of the clergy
22 and two lay persons who are members of the Convention, appointment by the Bishop. The
23 committee shall verify the list of clergy and lay delegates qualified to vote in the Convention,
24 determine the presence of a quorum, and report to the Convention.

25
26 Section 6. Expenses of Delegates. Each clerical and lay delegate to an annual or special Dioc-
27 esan Convention, actually attending the same, shall be entitled to have the necessary expenses
28 incurred by such attendance paid by the parish or mission which he or she represents; pro-
29 vided, that the amount in each case shall not exceed such limits as may be fixed by the vestry
30 of such parish or mission.

31 32 CANON 2 33 34 Worship at Convention

35
36 The Holy Eucharist shall be celebrated on the first day of each annual or special convention of
37 the Diocese, and any other services of worship may be held at the discretion of the Ecclesiasti-
38 cal Authority.

1 CANON 3
2 Rules of Order
3

4 The Convention shall adopt rules of order, which shall continue in force until altered, and in
5 the absence of such action, its proceedings shall be governed by the latest edition of “Robert’s
6 Rules of Order, Revised Edition.”
7

8
9 CANON 4
10 Secretary
11
12

13 Section 1. The Secretary shall issue notices of all meetings of the Convention under direction
14 of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Dele-
15 gates entitled to seats therein; in the absence of both the Bishop and the President of the Stand-
16 ing Committee, shall call the Convention to order for the purpose of organization; shall keep a
17 record of its proceedings, under its direction, in a suitable form to be kept for that purpose; and
18 shall be admitted to a seat in the Convention and to participation in its deliberations, without
19 the right of voting, unless otherwise entitled to vote in the Convention.
20

21 Section 2. The Secretary shall prepare and issue the Journals as may from time to time be
22 directed by the Convention, and shall preserve sufficient copies of the same for the use of the
23 members of the next succeeding Convention, together with such other records in his or her
24 keeping as may be required for reference. The Secretary shall also prepare a complete list of
25 the Parishes and Missions entitled to representation and shall publish such list in the Journal.
26

27 Section 3. The Secretary is hereby authorized upon voucher approved by the Chair, or other
28 designated member of the Department of Administration, to draw upon the Treasurer for
29 the amount of expenses necessarily incurred from time to time in discharging the duties pre-
30 scribed by this Canon.
31

32 Section 4. The Secretary of the Vestry of each Parish or Mission is directed to transmit to the
33 Secretary of the Convention, as soon as practical after the election of delegates to each Annual
34 Convention of the Diocese, a list showing the names of the delegates and alternates to said
35 Convention from his or her Parish or Mission.
36

37 Section 5. The Convention may elect one or more Assistant Secretaries to assist the Secretary
38 in discharging the duties prescribed by this Canon. An Assistant Secretary shall be admitted
39 to a seat in the Convention and to participation in its deliberations, without the right of voting,
40 unless otherwise entitled to vote in the Convention.
41

CANON 5

Treasurer

Section 1. The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by the Episcopal Foundation of the Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer underdirection of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his or her custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). The Treasurer shall give bond for the faithful discharge of duties of the office in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. The Treasurer shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Treasurer

Section 2. The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6

Chancellor

Section 1. The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. The Chancellor shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese, and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Chancellor.

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 for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements, and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I, Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon 12, Section 3. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in Section 1 of this Canon and the charter of the Foundation, or which would be burdensome or impractical to administer.

Section 3. The operation of the Foundation shall be under the control of its Board of Directors, who shall be elected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement.

Section 4. The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing the use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 2

The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of Convention a Church Pension Fund Committee to consist of three presbyters and two lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension system created by the General Convention and committed to it by the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouse and surviving minor children, if any, in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

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.

4
5 XVIII. On motion duly put and carried, the Convention may resolve itself into a Committee of
6 the Whole, with or without closed doors, for the purpose of discussing such subjects as may be
7 approved by the Convention.

8
9 XIX. The Presiding Officer may select and announce subjects for discussion: Provided, that if
10 the motion to go into a Committee of the Whole has specified the subject to be discussed, that
11 subject shall be disposed of.

12
13 XX. The rules of order or any one of them may be suspended by a majority vote of the Conven-
14 tion whenever the Presiding Officer decides that an urgent matter should come before that Con-
15 vention for prompt action.

16
17 XXI. The Presiding Officer may in his or her discretion, to expedite the business of the Con-
18 vention, transpose the regular order of business.

19
20 XXII. Where a question arises which is not controlled by any of the existing rules of order, the
21 Diocesan Convention shall follow the rules of the General Church pertaining to said question,
22 and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the
23 current edition of Roberts Rules of Order.

**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-

ration or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and not part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation for services rendered to this Corporation. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal service actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purpose for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purpose for which it is organized or (iii) invest any such accumulated income in such a manner to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 of the Internal Revenue code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (I) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (II) contributions to which

1 are deductible for income, gift and estate tax purposes under said Internal Revenue Code of
2 1954 and corresponding provisions of subsequent federal tax laws and under any applicable
3 laws of the State of North Carolina from time to time in effect. In the event the Corporation is
4 liquidated or dissolved, voluntarily or involuntarily the assets and property of the Corporation,
5 after payment or arrangement for payment of its debts and obligations, shall be transferred,
6 conveyed and delivered to the Trustees of the Diocese of East Carolina; provided, that any
7 funds or property held by the Corporation upon any condition requiring the return, transfer or
8 conveyance of said funds or property, or the unused portion thereof, upon liquidation or dis-
9 solution of the Corporation shall be returned, transferred or conveyed in accordance with said
10 condition.

11
12 7th. The Trustees heretofore elected and now serving shall hereafter be known and designated
13 as Directors and shall continue to serve in their respective offices until their successors have
14 been duly elected and qualified, and said Directors shall be vested with all the same rights and
15 subject to the same responsibilities as when designated as Trustees.

16
17 8th. Subject to the approval of the Diocesan Convention, the Directors shall have full power
18 and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their
19 discretion will best promote the interest and purpose for which this corporation is created.

20
21 9th. The period of existence of this Corporation is unlimited.

22
23 The original Charter was revised and rewritten by Certificate of Amendment filed March 26,
24 1957, in the Office of Secretary of State.

25
26 An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved
27 by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17,
28 1971, in the Office of Secretary of State.

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**By-Laws of the Episcopal Foundation
of the Diocese of East Carolina
Incorporated
(As Amended)**

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit-the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLES III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be persons who are interested in the work of the Episcopal church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position

1 as a Director in By-Laws of the Episcopal Foundation this Corporation. And all vacancies
2 occurring on said Board of Directors shall be filled by the Board and such persons elected to
3 fill such vacancies shall hold office for the unexpired portion of the terms of their respective
4 predecessors.

5
6 ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day
7 prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at
8 the place where said Convention is to be held. If for any cause the meeting is not held on the
9 day preceding the assembling of said Convention, it shall be held during the time of the Con-
10 vention or as soon thereafter as is convenient. If for any reason the said annual meeting is not
11 held at one of the times above provided, it shall be held at a time and place to be
12 fixed by the Bishop after conference with the President and Secretary.

13
14 ARTICLE VI: General or special meetings of the Directors of the Corporation may be called
15 by the President or any three members of the Board of Directors at such time and place as
16 shall be indicated in such call after at least three days notice by mail to all of the members of
17 the Board of Directors.

18
19 ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the Presi-
20 dent of the Corporation, who are Ex-Officio members of said Executive Committee, and five
21 Directors who shall be elected annually by the Board of Directors from its membership. The
22 Secretary of the Executive Committee shall be appointed by the President of the Corporation
23 but the Secretary need not be a Director of the Corporation. The Bishop or the President of
24 the Corporation, together with three of the other members of the Executive Committee, shall
25 constitute a quorum for the transaction of business and shall by majority vote possess and ex-
26 ercise all the powers and duties of the
27 Board of Directors with reference to all matters, but only when the Board of Directors is not
28 in reference to all matters, but only when the board of Directors is not in session. The Execu-
29 tive Committee shall keep a record of all of its proceedings which shall be certified by the
30 Secretary of the Executive Committee under his hand and which record shall be read at the
31 next meeting of the Board of Directors. The Secretary of the Executive Committee shall call
32 meetings of the Executive Committee upon the request of the Bishop or of the President or
33 upon request of any three members of the Executive Committee.

34
35 ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the
36 name of the corporation by the President or the Vice President and attested by the Secretary
37 or Assistant Secretary of the Corporation and the corporate seal attached thereto. No convey-
38 ances of real estate or bills of sale or transfers of securities, or stocks or other personal prop-
39 erty shall be made except by authority of a resolution duly passed by majority vote at a duly
40 constituted meeting of the Executive Committee.

1 ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by
2 the Board of Directors of the Corporation.

3
4 ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a
5 quorum for a valid meeting of the Board of Directors for the transaction of business and per-
6 formance of duties imposed on the Board of Directors by the Charter of this Corporation or by
7 the By-Laws thereof.

8
9 ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation,
10 which depository may also be Custodian of all securities of the Foundation, and the Directors
11 in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for
12 the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation
13 shall be approved by the Board of Directors.

14
15 ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are
16 to be elected as hereinbefore provided, the number of Directors for the ensuing term of four
17 years shall be fixed by the Convention and the Convention shall then elect the number of Di-
18 rectors so specified who shall hold office for four years from the adjournment of the Conven-
19 tion at which they are elected until their successors are elected and qualified.

20
21 ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of
22 all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Caro-
23 lina shall Ex-Officio be a member of the Board of Directors.

24
25 ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the
26 Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan
27 Convention for its consideration and approval.

28
29 ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of
30 Directors. Such alteration or amendment shall not be legally implemented under the laws of
31 North Carolina until the same shall have been reported to the next Annual Diocesan Conven-
32 tion.

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