
Journal of Convention



The Episcopal Diocese of
East Carolina

2021

JOURNAL OF THE
ONE HUNDRED THIRTY-EIGHTH
ANNUAL CONVENTION
OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE
DIOCESE OF EAST CAROLINA
IN
KINSTON, NORTH CAROLINA
FEBRUARY 13, 2021

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.”

**2021 CANONICALLY REQUIRED ELECTED OFFICES
OF THE DIOCESE OF EAST CAROLINA**

NOMINATED AND ELECTED BY CONVENTION

DISCIPLINARY BOARD

The Rev'd Tammy Lee to 2022

Mr. Bo Setliff to 2022

Mr. James Gruenbaum to 2022

The Rev'd Deacon Lisa Kirby to 2022

Ms. Nan Fiebig to 2023

Mr. Jim Hayes to 2023

The Rev'd Paul Canady to 2023

The Rev'd Farrell Graves to 2024

EXECUTIVE COUNCIL

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

Diocesan President of Episcopal Church Women: Ms. Lucia Peele to 2022

At-Large Members

To 2022:

The Rev'd Eric Moulton

The Rev'd Stephen Batten

Mr. Cleve Callison

To 2023:

Mr. Fred Klinck

The Rev'd Tammy Lee

Mrs. Nancy Broadwell

Deanery Representatives (Nominated by the deanery, elected by Convention)

Pamlico Deanery:

To 2023:

Ms. Judy Whichard

To 2024:

Upper Cape Fear Deanery:

To 2023:

Ms. Vera Guarino

To 2024:

The Rev'd Eric Grubb

Albemarle Deanery:

To 2023:

The Rev'd Malone Gilliam

To 2024:

Mr. Robert Riche

Trinity Deanery:

To 2023:

Mr. Jim Krise

To 2024:

Lower Cape Fear Deanery:

To 2023:

The Rev'd Cheryl Brainard

To 2024:

Mr. Steve Thomas

Ex-Officio:

Mrs. Joan Geiszler-Ludlum, Chancellor

Ms. Tess Judge, Treasurer

Mr. Hodges Hackney, President, Foundation

The Rev'd Robert Alves, President, Standing Committee

Mrs. Shurley Ray Weddle, Secretary of Convention
The Rev'd Ralph Clark, Dean, Upper Cape Fear Deanery
Ms. Linda Burney, Dean, Upper Cape Fear Deanery
The Rev'd Paul Canady, Dean, Trinity Deanery
Mrs. Jo Parrott, Dean, Trinity Deanery
The Rev'd Malone Gilliam, Dean, Albemarle Deanery
Mrs. Cynthia Harding, Dean, Albemarle Deanery
Ms. Lisa Richey, Dean, Lower Cape Fear Deanery
The Rev'd Eric Mills, Dean, Lower Cape Fear Deanery
The Rev'd John Porter-Acee, Dean, Pamlico Deanery
Ms. Kim Watson, Dean, Pamlico Deanery

GENERAL CONVENTION DEPUTIES

Clergy Deputies:

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

Clergy Alternates:

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

Lay Deputies:

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

Lay Alternates:

Ms. Ginger Powell

HISTORIOGRAPHER

Ms. LeRae Umfleet to 2022

SECRETARY OF CONVENTION

Mrs. Shurley Ray Weddle to 2022

STANDING COMMITTEE

The Rev'd Robert Alves, President to 2022
Mr. Earl Miller to 2022
Mr. Bill Webb to 2023
The Rev'd Jeff Douglas to 2023
The Rev'd Thomas Warren to 2024
Mr. Robert Richardson to 2024

TREASURER

Ms. Tess Judge to 2022

TRUSTEES - UNIVERSITY OF THE SOUTH

The Rt. Rev'd Robert Skirving
Ms. Tara Bartal to 2022
The Rev'd Malone Gilliam to 2023
Mr. George Harrison to 2024

NOMINATED BY THE BISHOP AND ELECTED BY CONVENTION

BOARD OF TRINITY CENTER

To January 31, 2022:

Mrs. Ann Bustard

Mr. Larry Gracie

Mrs. Emily Gowdy Canady

Mr. James Adam Simmons

To January 31, 2023:

Mr. Ed Hodges

Mr. Jim Scott

Mr. Jay Randall

Mrs. Linda Thornton

To January 31, 2024:

Mrs. Lindy Emory

Mrs. Barbara Whitesides

Mr. Royster Hedgepeth

The Rev'd John Porter-Acee

Ex-Officio:

Ms. Mary Beth Bradberry, Interim Co- Executive Director

Ms. Stephanie Rudolph, Interim Co- Executive Director

BOARD OF DIRECTORS OF THE EPISCOPAL FOUNDATION

The Rt. Rev'd Robert Skirving, Chairman

Mr. Hodges Hackney, President

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Tess Judge, Treasurer

The Rev'd Ronald Abrams, Trustee

Mr. Robert Adams, Trustee

Mr. Richard Archie, Trustee

The Rev'd Robert Beauchamp, Trustee

To 2022:

Ms. Merry Wright

To 2023:

Mr. Tyrone Francis

Mrs. Dencie Lambdin

Mr. Hodges Hackney

Ms. Sandra Swan

To 2024:

Mr. Doug Chesson

Mr. Phil Stine

Ms. Jane Horrocks

Mr. Jordy Whichard

To 2025:

Mr. David Brownlow

Dr. Thomas Warren

The Rev'd Canon Jim Hanisan

CHANCELLOR

Mrs. Joan Geiszler-Ludlum to 2022

COMMISSION ON MINISTRY

To 2022:

Mrs. Vanessa Stovall
The Rev'd Raymond Hanna

The Rev'd Cindy Duffus

To 2023:

Ms. Ginger Powell
The Rev'd Dr. John Pollock

The Rev'd Deacon Sally Learned
The Rev'd Adam Pierce

To 2024:

The Rev'd Daniel Cenci
Mr. Alex Russell

The Rev'd Deacon Bobby Weatherly
The Rev'd Cindy Simpson

To 2025:

The Rev'd Ralph Clark
Ms. Florence Cowden

The Rev'd Nathan Finnin

CONVENTION COMMITTEE

The Rev'd Gene Wayman to 2022
Ms. Dencie Lambdin to 2022
Mrs. Jo Parrott to 2022
Ms. Lee Stroud to 2022
Ms. Judith Whichard to 2022
The Rev'd Eric Moulton to 2022

TRUSTEES OF THE DIOCESE

The Rt. Rev'd Robert Skirving
Mr. Richard Archie to 2022
The Rev'd Robert Beauchamp to 2022
The Rev'd Ronald Abrams to 2023
Mr. Robert Adams to 2023

Ex-Officio: Mrs. Joan Geiszler-Ludum to 2022

NOMINATED BY THE BISHOP AND CONFIRMED BY CONVENTION

FINANCE COMMITTEE

Trinity Deanery:

Mr. Thomas Sutton to 2022

The Rev'd Bruce Cheney to 2022

Pamlico Deanery:

Ms. Judith Whichard

One Clergy Vacancy

Albemarle Deanery:

One Clergy and One Lay Vacancy

Upper Cape Fear Deanery:

Mrs. Vikki Clark to 2022

One Clergy Vacancy

Lower Cape Fear Deanery:

Mr. Steve Thomas

The Rev'd Jody Greenwood to 2022

Ex-Officio: Ms. Tess Judge, Diocesan Treasurer, Ex-Officio

CONSTITUTION AND CANONS COMMITTEE

The Rev'd Stephen Batten to 2022

Mr. Keith Calder to 2022

The Rev'd Andrew Cannan to 2022

Ms. Mary Duane Hale to 2022

Mr. Earl Klinck to 2022

The Rev'd Canon Mollie Roberts to 2022

Ex-Officio:

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Shurley Ray Weddle, Secretary of Convention

DIOCESAN APPOINTED COMMITTEES AND COMMISSIONS

ARCHDEACON

The Ven. Janet Sueiro Rodman

CANON FOR DIOCESAN LIFE AND LEADERSHIP

The Rev'd Canon Mollie Roberts

CHAPLAIN TO RETIRED CLERGY

The Rev'd Nan Chandler

CLERGY CONTINUING EDUCATION COMMITTEE

The Rev'd Deacon Andy Atkinson, Chair

The Rev'd Deacon Linda Murdock

The Rev'd SaraLouise Krantz

COMMISSION ON RACIAL RECONCILIATION

The Rev'd Adam Pierce, Co-Chair to 2022

Ms. Rachel Williamson, Co-Chair to 2022

The Rev'd Richard Elliott to 2022

The Rev'd Mary Reese to 2022

The Rev'd Michelle Bullock to 2022

Deacon Katherine Mitchell to 2022

The Rev'd Katherine Byrd to 2022

The Rev'd Skip Walker to 2022

The Rev'd Frederick Clarkson to 2022

Ms. Cherry Beasley to 2022

Mr. Lloyd Brinson to 2022

Mr. Tyrone Francis to 2022

Dr. Orlando Stovall to 2022

Ms. Alicia Alford to 2022

Ms. Florence Cowden to 2022

Ms. Meg Jones to 2022

Ms. Ginny Woodruff to 2022

DEANS OF THE DIOCESE

Albemarle Deanery:

Mrs. Cynthia Harding

The Rev'd Malone Gilliam

Pamlico Deanery:

The Rev'd John Porter-Acee

Ms. Kim Watson

Trinity Deanery:

The Rev'd Paul Canady

Mrs. Jo Parrott

Upper Cape Fear Deanery:

The Rev'd Ralph Clark
Ms. Linda Burney

Lower Cape Fear Deanery:

Ms. Lisa Richey
The Rev'd Eric Mills

EDUCATION FOR MINISTRY (EFM)

Ms. Lisa Richey

EMPLOYEE COMPENSATION & BENEFITS COMMITTEE

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

EPISCOPAL RELIEF & DEVELOPMENT REPRESENTATIVE

Dr. Thomas Warren

FARMWORKER'S MINISTRY BOARD

Diocese of East Carolina:

The Rt. Rev'd Robert Skirving
The Rev'd Jody Greenwood to 2022
Mr. James Green to 2022
Mr. Tim McKeithan to 2022
The Rev'd Nancee Cekuta to 2022
Ms. Denise Varela to 2023
The Rev'd Michelle Bullock to 2023
The Rev'd Eric Grubb to 2024

Diocese of North Carolina:

The Rt. Rev'd Samuel Rodman
The Rt. Rev'd Anne Hodges-Copple
Mr. Sonny Howard
Ms. Jennifer Cardenas
Ms. Jan Lamb
The Rev'd Daniel Robayo, Chair
The Rev'd Harrel Johnson
Ms. Bailey Ferrin

Ex-Officio:

Ms. Lariza Garzon, Executive Director

INTERFAITH/ECUMENICAL RELATIONS

The Rev'd Robert Hudak

PERSONNEL COMMITTEE

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

DIOCESAN HOUSE STAFF
(as of February 2021)

Bishop
The Rt. Rev'd Robert Skirving

Director of Finance and Administration
Mrs. LaTonya Smith

Canon for Diocesan Life and Leadership
The Rev'd Canon Mollie Roberts

Missioner for Lifelong Christian Formation
Mrs. Emily Gowdy Canady

Spanish Language Ministry Coordinator
The Rev'd Frederick Clarkson

Ministry Coordinator for Diocesan Life
Mrs. Jimi Paderick

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

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

Administrative Assistant to the Director of Finance and Administration
Mrs. Patricia Millhouse

Receptionist and Office Assistant
Mrs. Melissa Grady

Directory of Churches

(as of February 2021)

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

Beaufort

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

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

The Rev'd Tambria Lee, Rector

Belhaven

St. James Episcopal Church
545 East Main Street

(252) 943-6977 Phone

Burgaw

St. Mary's Episcopal Church
An Episcopal-Lutheran Community
506 South McNeil Street
www.stmaryschurchburgawnc.org

(910) 259-5541 Phone

Chocowinity

Trinity Episcopal Church
182 NC Highway 33 West
www.trinitychocowinity.org

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

The Rev'd Stephen Batten, Rector

Clinton

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

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

The Rev'd Eric Grubb, Rector

Columbia

St. Andrew's Episcopal Church
106 South Road Street

Creswell

Christ Episcopal Church
100 6th Street

Galilee Mission
2323 Lake Shore Road

Currituck

St. Luke's Episcopal Mission
2864 Caratoke Highway

(252) 435-0530 Phone

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 Daniel Cenci, Rector

Elizabethtown

St. Christopher's Episcopal Church
2602 West Broad Street
www.stchristophers-etown.com

(910) 879-2777 Phone

Engelhard (Lake Landing)

St. George's Episcopal Church
31681 US Highway 264

(252) 925-1091 Phone

Farmville

Emmanuel Episcopal Church
3505 South Walnut Street

(252) 753-3737 Phone

Fayetteville

Church of the Good Shepherd Episcopal Church
1337 Hamlet Street

(910) 323-1512 Phone

(910) 763-2891 Fax

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

(910) 484-2134 Phone

(910) 484-3198 Fax

The Rev'd Nancee Cekuta, Rector

The Rev'd Joe Running, Assistant to the 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.stjosephfay.org

(910) 323-0161 Phone

(910) 323-9970 Fax

The Rev'd Ralph Clark, Priest in Charge

Deacon Mary Mac Shields

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, Extended Supply Priest

Gatesville

St. Mary's Episcopal Church
206 Church Street

Goldsboro

St. Andrew's Episcopal Church
901 Harris Street
www.standrewsgoldsboro.ecdio.org

(919) 734-0550 Phone

(919) 736-8588 Fax

The Rev'd Frank Russ, Priest in Charge

Deacon Rebecca Bean

St. Francis Episcopal Church (919) 735-9845 Phone
503 Forest Hill Drive (919) 735-9893 Fax
www.stfrancisgoldsboro.org
The Rev'd Katherine Byrd, Priest in Charge

St. Stephen's Episcopal Church (919) 734-4263 Phone
200 North James Street (919) 734-4288 Fax
www.ststephenschurch.com
The Rev'd Alan Neale, Interim

Greenville

St. Paul's Episcopal Church (252) 752-3482 Phone
401 East 4th Street (252) 830-0029 Fax
www.stpaulsepiscopal.com
The Rev'd Andrew Cannan, Rector
The Rev'd Skip Walker, Associate Rector
Deacon Bobby Weatherly

St. Timothy's Episcopal Church (252) 355-2125 Phone
107 Louis Street (252) 355-1993 Fax
www.st-tim.org
The Rev'd John Porter-Acee, Rector
Deacon Jack Robertson

Grifton

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

Hampstead

Holy Trinity Episcopal Church (910) 270-4221 Phone
107 Deerfield Road (910) 270-4221 Fax
www.holytrinityhampstead.com
The Rev'd Ronald Abrams, Priest in Charge

Havelock

St. Christopher's Episcopal Church (252) 447-3912 Phone
1100 East Main Street
www.stchristophershavelock.net
The Rev'd Mary Ogus, Extended Supply Priest
Deacon Linda Murdock

Hertford

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

(252) 426-5542 Phone

The Rev'd Robert Beauchamp, Rector

Holly Ridge

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

(910) 329-1514 Phone

Jacksonville

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

(910) 347-3774 Phone

(910) 347-5051 Fax

The Rev'd Cynthia Duffus, Rector

Kinston

Holy Innocents Episcopal Church
6861 Highway 55 West

(252) 569-3011 Phone

(252) 566-9233 Fax

St. Augustine's Episcopal Church
707 East Lenoir Avenue

(252) 523-4032 Phone

(252) 523-4032 Fax

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

(252) 523-6146 Phone

(252) 523-5134 Fax

The Rev'd Thomas Warren, Rector

Lumberton

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

(910) 739-3717 Phone

910) 739-3718 Fax

The Rev'd Gene Wayman, Rector

Morehead City

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

(252) 727-9093 Phone

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

Nags Head

St. Andrew's By-the-Sea Episcopal Church

(252) 441-5382 Phone

4212 South Virginia Dare Trail

(252) 441-9445 Fax

www.saintandrewsobx.com

The Rev'd Nathan Finnin, Rector

New Bern

Christ Episcopal Church

(252) 633-2109 Phone

320 Pollock Street

(252) 514-4013 Fax

www.christchurchnewbern.com

The Rev'd Paul Canady, Rector

The Rev'd Courtney Dale, Associate Rector

Deacon Lisa Kirby

St. Cyprian's Episcopal Church

(252) 633-3816 Phone

604 Johnson Street

Newton Grove

La Iglesia de la Segrada Familia

2989 Easy Street

The Rev'd Frederick Clarkson, Priest in Charge

Northwest

All Souls Episcopal Church

5087 Blue Banks Loop Road

The Rev'd Nan Chandler, Rector

Oriental

St. Thomas Episcopal Church

(252) 249-0256 Phone

402 Freemason Street

www.stthomas-oriental.org

The Rev'd Bruce Cheney, Rector

Plymouth

Grace Episcopal Church

(252) 793-3295 Phone

106 Madison Street

www.graceplymouth.ecdio.org

The Rev'd Henry Burdick, Extended Supply Priest

Roper

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

Salter Path

St. Francis by-the-Sea Episcopal Church (252) 240-2388 Phone
920 Salter Path Road (252) 726-0813 Fax
www.stfrancisbythesea.org

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

Shallotte

St. James the Fisherman Episcopal Church (910) 754-9313 Phone
4941 Main Street (910) 755-6263 Fax
www.stjamesthefisherman.net

The Rev'd Farrell Graves, Jr., Rector
Deacon Jean Miller
Deacon Michael Ligon

Southern Shores

All Saints Episcopal Church (252) 261-6674 Phone
40 Pintail Trail (252) 261-1754 Fax
www.allsaintsobx.org

The Rev'd Cynthia Simpson, Rector

Southport

St. Philip's Episcopal Church (910) 457-5643 Phone
205 E. Moore Street (910) 457-6991 Fax
www.stphilipchurch.org

The Rev'd Eric Mills, Rector
The Rev'd Jeffrey Krantz, Associate for Pastoral Care
Deacon Pamela Hayes
Deacon Sally Learned

Sunbury

St. Peter's Episcopal Church (252) 338-1565 Phone
61 Highway 32 North

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 Michelle Bullock, Rector

Trenton

Grace Episcopal Church
111 East Lakeview Drive

Washington

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

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

Deacon Katherine Mitchell

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

(252) 927-9466 Phone

Whiteville

Grace Episcopal Church
105 South Madison Street
www.gracechrist.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

The Rev'd Constance Connelly, Priest in Charge

Wilmington

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

(910) 763-6080 Phone

Church of the Servant Episcopal Church
4925 Oriole Drive
www.cosepiscopal.ecdio.org

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

The Rev'd Jody Greenwood, Rector

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

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

St. James Episcopal Church (910) 763-1628 Phone
25 South Third Street (910) 762-5115 Fax
www.stjamesp.org
The Rev'd Michael Singer, Priest in Charge
The Rev'd Chris Hamby, Assistant to the Rector
The Rev'd Cheryl Brainard, Assistant to the Rector

St. John's Episcopal Church (910) 762-5273 Phone
1219 Forest Hills Drive (910) 762-1559 Fax
www.stjohnsepiscopalchurch.org
The Rev'd Eric Moulton, Rector

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

St. Paul's Episcopal Church (910) 762-4578 Phone
16 North 16th Street (910) 762-4579 Fax
www.spechurch.com
The Rev'd Ray Hanna, Interim
The Rev'd Adam Pierce, Assistant to the Rector

Windsor

St. Thomas Episcopal Church (252) 794-3420 Phone
302 South Queen Street
www.stthomaswindsor.org
The Rev'd Bonnie Smith, Priest in Charge

Woodville (Lewiston)

Grace Episcopal Church
349 NC Highway 11 South

**Canonical Listing of Clergy for
138th Annual Convention
as of February 2021
(*indicates they attended 138th Convention)**

The Rev'd Ronald G. Abrams, Priest in Charge, Retired
Holy Trinity Episcopal Church, Hampstead

*The Rev'd Robert Alves, Rector
St. John's Episcopal Church, Fayetteville

Deacon Andrew Atkinson, Vocational Deacon, Retired

The Rev'd Dr. Thomas Barnett, Retired

*The Rev'd Stephen Batten, Rector
Trinity Episcopal Church, Chocowinity

*Deacon Rebecca Bean, Vocational Deacon
St. Andrew's Episcopal Church, Goldsboro

*The Rev'd Robert Beauchamp, Rector
Holy Trinity Episcopal Church, Hertford

The Rev'd Bruce Birdsey, Retired

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

The Rev'd Blair Both, Retired

The Rev'd Tom Bowers, Retired

*The Rev'd Cheryl Brainard, Assistant to the Rector
St. James Episcopal Church, Wilmington

The Rev'd William Brettman, Retired

The Rev'd Raymond Brown, Retired

Deacon Elizabeth Buck, Vocational Deacon, Retired

*The Rev'd Michelle Bullock, Rector	St. Peter's by the Sea Episcopal Church, Swansboro
*The Rev'd Hoyt Paul Canady, III, Rector	Christ Episcopal Church, New Bern
*The Rev'd Andrew Cannan, Rector	St. Paul's Episcopal Church, Greenville
The Rev'd Christine Carlin, Retired	
*The Rev'd Eugene Carpenter, Retired	
*The Rev'd Nancee Cekuta, Rector	Holy Trinity Episcopal Church, Fayetteville
*The Rev'd Daniel Cenci, Rector	Christ Episcopal Church, Elizabeth City
The Rev'd Barbara Chaffee, Retired	
The Rev'd David Chamberlain, Retired	
The Rev'd Nan Chandler, Retired	All Soul's Episcopal Church, Leland
*The Rev'd Bruce Cheney, Rector	St. Thomas Episcopal Church, Oriental
*The Rev'd Ralph Clark, Priest in Charge	St. Joseph's Episcopal Church, Fayetteville
*The Rev'd Frederick Clarkson, Priest in Charge	La Iglesia de la Sagrada Famila Episcopal Church, Newton Grove
*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

*Deacon Catherine Davis, Vocational Deacon, Retired

*The Rev'd David Davis, Retired

The Rev'd Gae Davis, Retired

*The Rev'd Jane Lowe Davis, Non-Parochial

*The Rev'd Jeremiah Day, Retired

Deacon Joy Doshier, Vocational Deacon, Retired

*The Rev'd Jeffrey Douglas, Rector

St. Thomas Episcopal Church, Ahoskie

*The Rev'd Cynthia Duffus, Priest in Charge

St. Anne's Episcopal Church, Jacksonville

*Deacon Carol Eaton, Vocational Deacon

St. Andrew's Episcopal Church, Morehead City

*The Rev'd Richard Elliott, Rector

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

*The Rev'd Nathan Finnin, Rector

St. Andrew's by the Sea Episcopal Church, Nags Head

The Rev'd Stan Fornea, Military Chaplain

The Rev'd John Frazier, Retired

The Rev'd Canon Victor Frederiksen, Retired

The Rev'd Gary Fulton, Retired

Deacon John Gaskill, Jr., Retired Vocational Deacon

*The Rev'd Malone Gilliam, Rector

St. Paul's Episcopal Church, Edenton

*The Rev'd Phillip Glick, Retired

*The Rev'd Farrell Graves, Rector

St. James the Fisherman Episcopal Church, Shallotte

*The Rev'd Jody Greenwood, Rector

Church of the Servant Episcopal Church, Wilmington

*The Rev'd Eric Grubb, Rector

St. Paul's Episcopal Church, Clinton

The Rev'd Dr. Raleigh Hairston, Retired

*The Rev'd Ray Hanna, Interim Rector

St. Paul's Episcopal Church, Wilmington

*Deacon Pamela Hayes, Vocational Deacon

St. Philip's Episcopal Church, Southport

The Rev'd Robert B. Hobgood, Retired

*The Rev'd James R. Horton, Retired

Deacon Barbara Houston, Vocational Deacon, Retired

*The Rev'd Robert Hudak, Retired

The Rev'd Teddra Hussey Smith, Retired

The Rev'd Margaret Hutchins, Retired

The Rev'd Roger Kappel, Retired

*Deacon Lisa Kirby, Vocational Deacon

Christ Episcopal Church, New Bern

*Deacon Sally Learned, Vocational Deacon

St. Philip's Episcopal Church, Southport

*The Rev'd Tambria "Tammy" Lee

St. Paul's Episcopal Church, Beaufort

*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, Non-Parochial

*Deacon Jean Miller, Vocational Deacon

St. James the Fisherman, Shallotte

*The Rev'd Eric Mills, Rector

St. Philip's Episcopal Church, Southport

*Deacon Katherine Mitchell, Transitional Deacon

St. Peter's Episcopal Church, Washington

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

*The Rev'd Eric Moulton, Rector

St. John's Episcopal Church, Wilmington

*Deacon Linda Murdock, Vocational Deacon

St. Christopher's Episcopal Church, Havelock

The Rev'd Anne Natoli, Retired

*The Rev'd Mary Ogus, Extended Supply, Retired

St. Christopher's Episcopal Church, Havelock

The Rev'd Melody Perdue, Non-Parochial

The Rev'd Thomas Hayes Perdue, Military Chaplain

The Rev'd Lynn Peterman, Non-Parochial

- *The Rev'd Adam Pierce, Assistant to the Rector
St. Paul's Episcopal Church, Wilmington
- *The Rev'd Dr. John Pollock, Rector
St. Andrew's Episcopal Church, Morehead City
- *The Rev'd John Porter-Acee, Rector
St. Timothy's Episcopal Church, Greenville
- The Rev'd Catherine Powell, Non-Parochial
- The Rev'd Mark Powell, Non-Parochial
- Deacon Gloria Price, Vocational Deacon, Retired
- The Rev'd William Privette, Retired
- The Rev'd Jim Reed, Retired
- *The Rev'd Mary Reese, Retired
- The Rev'd Dr. Ellen Richardson, Retired
- The Rev'd Thomas M. Rickenbaker, Retired
- The Rev'd Malcolm Roberts, Retired
- *The Rev'd Canon Mollie Roberts, Non-Parochial
Canon for Diocesan Life and Leadership, Kinston
- The Rev'd Pauling Roberts, III, Retired
- *Deacon Jack Robertson, Vocational Deacon
St. Timothy's Episcopal Church, Greenville
- Deacon Sonja Robinson, Vocational Deacon, Retired
- *The Ven. Janet Suerio Rodman, Archdeacon
- The Rev'd Jesus A. Rojas, Retired

*The Rev'd Joseph Running, Retired

The Rev'd Sarah Saxe, Non-Parochial

*Deacon Mary Mac Shields, Vocational Deacon

St. Joseph's Episcopal Church, Fayetteville

The Rev'd Jay Sidebotham, Non-Parochial

*The Rev'd Cindy Simpson, Rector

All Saints Episcopal Church, Southern Shores

The Rev'd Michael Singer, Retired, Priest-in-Charge

St. James Episcopal Church, Wilmington

*The Rev'd Bonnie Smith, Priest in Charge

St. Thomas Episcopal Church, Windsor

Deacon James O. Smith, Jr., Vocational Deacon, Non-Parochial

The Rev'd Raymond Souza, Retired

The Rev'd Renfro Sproul, Retired

The Rev'd Canon Matthew Stockard, Retired

The Rev'd Pamela Stringer, Retired

Deacon Kay Swindell, Vocational Deacon, Retired

*The Rev'd Everret Thomas, Rector

St. Francis by the Sea Episcopal Church, Salter Path

The Rev'd Dr. Patricia Thomas, Retired

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

The Rev'd Michael Thompson, Non-Parochial

The Rev'd Anne Thornberg, Non-Parochial

The Rev'd Stephen Turner, Retired

The Rev'd Christian Umeofia, Non-Parochial

*The Rev'd Skip Walker, Associate Rector

St. Paul's Episcopal Church, Greenville

The Rev'd Richard Warner, Jr., Retired

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

St. Mary's Episcopal Church, Kinston

*The Rev'd Eugene Wayman, Rector

Trinity Episcopal Church, Lumberton

The Rev'd Elizabeth Webster, Retired

The Rev'd Hilary West, Non-Parochial

*The Rev'd Burton Whiteside, Non-Parochial

Deacon Henrietta Williams, Vocational Deacon, Retired

The Rev'd Jack Wilson, Retired

*The Rev'd Thomas Wilson, Retired

Deacon Grace Marie Wood, Vocational Deacon, Retired

The Rev'd Nanette Woodworth, Non-Parochial

The Rev'd Milton Wright, Retired

Necrology
(Canonical Resident Priests who have died since the 2020 Convention)

June 1, 2020.....The Rev’d Thomas “Tom” Midyette

September 14, 2020.....The Rev’d James “Fred” Fordham

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

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

*Beth Douglas
 *Hugh Davis

St. Thomas, Bath

*Larry McAvoy
 *Tom Chuman
 *Ginger Morrison

Kay Leager

St. Paul's, Beaufort

*Mary Duane Hale
 *Charles Hale
 *Allison DuBuisson
 *David DuBuisson

St. James, Belhaven

*Mary Ellen Wahab

Karen Wahab

St. Mary's, Burgaw

*Jim Hayes

George Francis

Trinity, Chocowinity

*Virginia Powell
 *Doug Grizzard
 *Deborah Pollock

Donald Johnson

St. Paul's, Clinton

*Phillip Wrench
 *Louise Ezzell
 *David Hall

Grover Ezzell
 Barbara Werner

St. Andrew's Columbia

*Edie Armstrong

Suzanne Griffin

Christ Church, Creswell

*Ann Woodley

~Galilee Mission, Creswell

Lay Delegates

Lay Alternates

St. Luke's, Currituck

*Lloyd Brinson

David "Joe" Smith

St. Paul's, Edenton

*Bob Adams

*Judy Adams

*Gary Stanley

*Cynthia Harding

Christ Church, Elizabeth City

*Susan Hartley

*Todd White

St. Christopher's, Elizabethtown

*James Green

Linda Burney

St. George's, Engelhard

*Sarah Homes

Emmanuel, Farmville

*Janet Heath

~Good Shepherd, Fayetteville

Holy Trinity, Fayetteville

*Kathy Thaman

*Cleve Davis

*Carla Richardson

Patsy Brown

*Dane Reid

Suzanne Pinson

St. John's, Fayetteville

*John Holmes

*Amanda Klinck

*Angela Packer

*Dickson Schaefer

*Sybil Sasaki

St. Joseph's, Fayetteville

*Carlos Flores

Janice Mumford

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

*Vera Guarino

*David Blake Lucas

Lay Delegates**Lay Alternates****St. Mary's, Gatesville**

*Bill Cowper

St. Andrew's, Goldsboro

*Orlando "Rick" Stovall

St. Francis, Goldsboro

*Liz Meador

*Kimberly Stedner

Debbie Stedner

St. Stephen's, Goldsboro

*Paul Rutter

*Xena Markine-Morrison

*Anne Stuart Freemon

St. Paul's, Greenville

*Kimber Roche

Charlie Adams

*Steve Callender

*Judy Whichard

*Vivian Mott

Caroline Doherty

Patty Adams

St. Timothy's, Greenville

*Diane Hatfield

*Leigh Bell

*Karen Carr

Joyce Wittman

Bitsie Harwell

~St. John's, Grifton**Holy Trinity, Hampstead**

*Roger Kersey

*Bob Muller

Dave Mahoney

Norm Gopsill

St. Christopher's, Havelock

*Sharon Krise

Holy Trinity, Hertford

*Billy Rowell

John Skinner

*Kent Saunders

*Lorraine Sanders

St. Philip's, Holly Ridge

*Elizabeth Arnold

Carol Camburn

Lay Delegates

Lay Alternates

St. Anne's, Jacksonville

*Ruth Roberts
*Brent Meadows
*Alicia Alford

John Chester
Kathy Morgan
Colin Olson

St. Augustine's, Kinston

*Eddie Shackelford, Jr.

St. Mary's, Kinston

*Jo Parrott
*P.C. Barwick
*Barbara Crumbaker
*Richard Crumbaker

David Brown

~Grace, Lewiston-Woodville

All Souls, Leland

*Robin Hamilton

Trinity, Lumberton

*Mike Brown
*Rosemary Gibson
*Dencie Lambdin

Cherry Beasley

St. Andrew's, Morehead City

*Melodie Darden
*Alex Russell
*Pauline Lind

Garland "Tad" Whitaker

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

*David Thompson
*Emily Lewis
*Diane Kotasenski

Angela Preston

Christ Church, New Bern

*Stephen Clayton
*James Gruenbaum
*Amanda Norwood
*Debi Miller
*Sims Wayt

St. Cyprian's, New Bern

*Shirley Guion

Angelyn Dixon

Lay Delegates**Lay Alternates****La Iglesia de la Sagrada Familia, Newton Grove**

*Lilia Granados

Arturo Cabrera

*Lucia Mondragon

Victor Cortez

St. Thomas, Oriental

*Lori Smith

Jack Bond

*Rich Preble

Jackie Schmidt

Grace Church, Plymouth

*Diane Minton

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

*Maurice Hill

St. Francis By the Sea, Salter Path

*Pam Ball

*Romaine Riddle

*Frances Jenkins

Holy Innocents, Seven Springs

*Wendy Sutton

Melissa Lynch

*Donna Smith

Dexter Whitley

St. James the Fisherman, Shallotte

*Heather Holbrook

Gary Knight

*Bill Chase

Ron Stephens

*Bob Lynott

*Toni DeLuca

All Saints, Southern Shores

*Jeanne Coppage

Charles Coppage

*Bob Riche

Roisin McKeithan

*Suzanne Scott-Constantine

Tim McKeithan

St. Philip's, Southport

*Mary Ann Darzano

Dana Richardson

Frank Darzano

*Debbie Evans

*Ricky Evans

St. Peter's, Sunbury

*Susan Ward

Lay Delegates

Lay Alternates

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

*Marc Asaad
*Shonda Asaad
*Sandra Loucks

~Grace, Trenton

St. Peter's, Washington

*Ed Hodges
*Tom Archie
*Ken Hadley
*Hodges Hackney

Zion, Washington

*Elaine Grubb

Tom Grubb

Grace Church, Whiteville

*Lisa Richey

Church of the Advent, Williamston

Lucia Peel
*Joe Jernigan

Church of the Good Shepherd, Wilmington

*JR Naylor
*Virginia Perschbacher

Church of the Servant, Wilmington

*Jackie Anderson
*Ginny Lundeen
*Sandra Sink
*Rey Smith

Holy Cross, Wilmington

*Jim Scott

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

*Scott Dodd
*Katherine Dodd
*Mark Matheny
*Ben Arcuri
*Mairead Benson

Lay Delegates

Lay Alternates

St. James, Wilmington

*Bette Bauerels
*Raymond Burt
*Derrick Miller
*Rachel Pace
*Frances Trask

Kathy Bush

Florence Ellen Cowden
Steve Thomas

St. John's, Wilmington

*Alice Brooks
*Sandy Scott
*Will Scott
*Mike Roberts

St. Mark's, Wilmington

*Thomas Warren
*Henry Spool

St. Paul's, Wilmington

*Don Brainard
*Keith Calder
*Ruth Gates
*Cheryl Wagoner

Herb Gant

St. Thomas, Windsor

*John Tyler
*Marti Tyler
*Jaquelin Perry

Tra Perry

Student Lay Delegates

Episcopal Campus Christian Organization, Wilmington

*Grace Owens, Student Lay Delegate

The Well: Episcopal Lutheran Campus Ministries, Greenville

*Rebecca Brown, Student Lay Delegate

**JOURNAL OF PROCEEDINGS
ONE HUNDRED AND THIRTY-EIGHTH ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA
February 13, 2021**

On Saturday, February 13, 2021, at 9:00 AM, The Right Rev'd Robert S. Skirving called the 138th Annual Convention of the Diocese of East Carolina to order.

Bishop Skirving introduced Officers of Convention Mrs. Joan Geiszler-Ludlum, Chancellor, Church of the Servant, Wilmington; and Mrs. Shurley Ray Weddle, Secretary of Convention, St. Paul's, Clinton.

Bishop Skirving offered greetings to delegates and explained that in planning this virtual convention due to a pandemic it was intentional not to attempt to duplicate online what our normal convention would be like together but instead have pared down this convention to work effectively with the technology being used today.

Bishop Skirving introduced Mr. Corey Bruins of Clear Consulting as Convention's Virtual Coordinator. Mr. Bruins reviewed with delegates voting procedures as well as how to address the floor of convention. Mr. Bruin's instructed delegates to call the technical support line should they have any technical concerns.

Bishop Skirving led Morning Devotions and in our time of remembering those who have died: The Rev'd Tom Midyette and The Rev'd James Fred Fordham. He also recognized the deaths among the laity: Floyd Brothers (Trinity, Chocowinity), Mary Charles Coppage (Trinity, Chocowinity), Bea Fike (St. Peter's By the Sea, Swansboro) Dr. Wanda Bunch (St. Paul's, Greenville) Cheryl Hendrick (St. Pauls, Greenville) Adrian King (St. Mary's, Kinston)

Bishop Skirving called upon Mrs. Shurley Ray Weddle of St. Paul's, Clinton, Secretary of Convention, to establish a presence of a quorum. Mrs. Weddle reported that there were 55 clerical delegates present who are canonically resident, the number of canonically resident parochial clergy who are registered and present is 41. In addition there are 126 registered lay delegates present and there are also two student lay delegates. She certified the presence of a quorum for the 138th Annual Convention of the Diocese of East Carolina.

Bishop Skirving made a motion to accept the following nominations for the Special Joint Committee on Resolutions and Constitution and Canons to serve until the adjournment of this convention. Nominees: The Rev'd Robert Alves (St. John's, Fayetteville); The Rev'd Mary Reese (Retired, Non-Parochial); Mr. Robert Adams (St. Paul's, Edenton); Ms. Judy Whichard (St. Paul's, Greenville); Mrs. Joan Geiszler-Ludlum, Chancellor (Church of the Servant, Wilmington) and Mrs. Shurley Ray Weddle, Secretary of Convention (St. Paul's, Clinton). The motion carried.

Bishop Skirving invited Mrs. Weddle to introduce Resolution #1 on behalf of the Special Joint Committee on Resolutions and Constitution and Canons. Mrs. Weddle introduced Resolution #1 Adopting Special Rules of Order and moved its adoption on behalf of the Special Joint Committee on Resolutions and Constitution and Canons. As the motion was from the committee no second is needed. Mrs. Geiszler-Ludlum gave a brief summary of the resolution explaining that these changes were needed in order to hold a virtual convention. There was no discussion and the motion carried.

Bishop Skirving called upon Mrs. Weddle. Mrs. Weddle made a motion to accept the 138th Convention Agenda as listed on the diocesan website. The motion carried.

Mrs. Weddle stated that annual reports were located on the diocesan website and asked that these reports be read and shared with parishes. She gave thanks to the committees for preparing them.

Bishop Skirving announced new clergy who are in the diocese since the last convention:

The Rev'd Canon Mollie Roberts Canon for Diocesan Life and Leadership
The Rev'd Nathan Finnin, Rector, St. Andrew's By-the-Sea, Nags Head
The Rev'd Bruce Cheney, Rector, St. Thomas, Oriental
The Rev'd Nancee Cekuta, Rector, Holy Trinity, Fayetteville
The Rev'd Alan Neale, Interim Rector, St. Stephen's, Goldsboro
The Rev'd Eric Grubb, Rector, St. Paul's, Clinton
The Rev'd Connie Connelly, Priest in Charge, Church of the Advent, Williamston

He then introduced Postulants and Candidates:

Ms. Leslie Roraback, Virginia Theology Seminary
Ms. Ashley Simpson, School of Theology, University of the South, Sewanee
Mr. Whit Stroud, School of Theology, University of the South, Sewanee
Ms. Tara Bartal, School of Theology, University of the South, Sewanee
Mr. Gregory Smith, Completed Alternative Clergy Training at Sewanee (ACTS)
Ms. Rhonda Thomas, Alternative Clergy Training at Sewanee (ACTS)
Ms. Robin Smith, Alternative Clergy Training at Sewanee (ACTS)
Deacon Katherine Mitchell, Candidate for the Priesthood
Mr. Chris Flemming, Postulant for the Diaconate
Mr. Matthew Overturf, Postulant for the Priesthood
The Hon. Jon Sargeant, Postulant for the Diaconate

Bishop Skirving asked that the diocese keep them in your ongoing prayers.

Bishop Skirving then introduced a video presentation to report our Journey Through East Carolina. After the video presentation, Bishop Skirving shared it was wonderful to see an array of faces throughout the diocese and beyond, some from different countries. He stated that the Journey Through East Carolina so far had raised more than \$216,000 from individuals and congregations. He added that these funds will be used for capital repairs at Trinity Center.

Bishop Skirving called upon Mrs. Weddle, Secretary of Convention, to introduce nominations we have received for diocesan positions to be elected at this convention. Mrs. Weddle introduced the following nominations:

Officers of Convention (One-Year Term):

Secretary of Convention, Mrs. Shurley Ray Weddle (St. Paul's, Clinton)
Treasurer - Ms. Tess Judge (All Saints, Southern Shores)
Historiographer - Ms. LeRae Umfleet (Trinity, Chocowinity)

Standing Committee (Three-Year Term):

Clergy - The Rev'd Tom Warren (St. Mary's, Kinston)
Lay - Mr. Rob Richardson (Holy Trinity, Fayetteville)

Disciplinary Board (Three-Year Term)

Clergy: The Rev'd Farrell Graves - St. James the Fisherman, Shallotte

Lay: No nominations received.

Trustee University of the South (Three-Year Term)

Lay - Mr. George Harrison (Holy Trinity, Fayetteville)

Mrs. Weddle moved that these nominations be elected by acclamation as the number of candidates for each position equals or is less than the number of available seats. The motion carried. Mrs. Weddle notes that since there were no nominations for the Disciplinary Board Lay position a nomination will be pursued and affirmed by Executive Council.

Bishop Skirving shared a brief history of La Iglesia de la Sagrada Familia, Newton Grove and then introduced the next video presentation offered by them. After the presentation, he highlighted that the last images shown during the presentation were of the future site of their church building. This building will allow them to worship indoors rather than outdoors as they have done for more than two decades. He added that in past years generous funds were raised by the diocese and the congregation to cover the cost to build and to compensate The Rev'd Fred Clarkson as their Priest in Charge.

Bishop Skirving shared the following nominations by him and by deaneries and shared that any unfilled positions would be filled during the coming year.

Nominations by Deanery

Executive Council (Three-Year Term)

Albemarle Lay Deanery Representative

Mr. Bob Riche (All Saints, Southern Shores)

Pamlico Clergy: No nominations received.

Trinity Clergy No nominations received.

Lower Cape Fear Lay

Mr. Steve Thomas (St. James, Wilmington)

Upper Cape Fear Deanery Clergy

The Rev'd Eric Grubb (St. Paul's, Clinton)

Nominations by the Bishop

Chancellor (One-Year Term)

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

Trustees of the Diocese (Two-Year Term)

Clergy: The Rev'd Ron Abrams (Holy Trinity, Hampstead)

Lay: Mr. Robert Adams (St. Paul's, Edenton)

Commission on Ministry

Clergy (Two-Year Term)

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

Clergy (Three-Year Term)

The Rev'd Cindy Simpson (All Saints, Southern Shores)

Clergy (Four-Year Term)

The Rev'd Nathan Finnin (St. Andrew's by the Sea, Nags Head)

The Rev'd Ralph Clark (St. Joseph's, Fayetteville)

Lay (Four-Year Term)

Ms. Florence Ellen Cowden (St. James, Wilmington)

Foundation (Four-Year Term)

Mr. David Brownlow (St. James, Wilmington)

The Rev'd Jim Hanisian (Church of the Servant, Wilmington)

Dr. Tom Warren (St. Mark's, Wilmington)

Trinity Center Board of Managers (Four-Year Term)

Mrs. Lindy Emory (Christ Church, New Bern)

Mr. Royster Hedgepeth (St. Paul's, Wilmington)

The Rev'd John Porter-Acee (St. Timothy's, Greenville)

Mrs. Barbara Whitesides (St. James, Wilmington)

Bishop Skiving moved that these nominations be elected by acclamation as the number of candidates for each position equals or is less than the number of available seats. The motion carried.

Bishop Skiving then introduced a video presentation from the staff and Board of Trinity Center. After the presentation, Bishop Skiving stated that the diocese owes a deep debt of gratitude for Mr. Ed Hodges, Chair of Trinity Center Board of Managers, Mrs. Mary Beth Bradberry and Ms. Stephanie Rudolph, Interim Co-directors as well as other staff and board members as this has been a difficult year for them due to staff changes and COVID-19. He added that Executive Council has worked with the Trinity Center Board in looking at the long-term future of Trinity Center as well as its immediate needs.

He explained that with the help of a consultant hired by the diocese, they have worked together to support the long term future of Trinity Center. He shared that he had recently signed papers on behalf of the Trustees of the Diocese that allow the diocese to publicly list about four acres of Trinity Center property for sale. He added that this decision was not taken lightly however the proceeds will be used to support the ongoing ministry of Trinity Center.

Bishop Skiving introduced his nominations for the Annual Committees of Convention:

Committee on Constitution and Canons (One-Year Term)

Clergy

The Rev'd Stephen Batten (Trinity, Chocowinity)

The Rev'd Andrew Cannan (St. Paul's, Greenville)

The Rev'd Canon Mollie Roberts (Diocesan House, Kinston)

Lay

Mr. Keith Calder (St. Paul's, Greenville)

Mrs. Mary Duane Hale (St. Paul's, Beaufort)

Mr. Fred Klinck (St. John's, Fayetteville)

Diocesan Convention Committee (One-Year Term)

Clergy

The Rev'd Eric Moulton (St. John's, Wilmington)

The Rev'd Gene Wayman (Trinity, Lumberton)

Lay

Ms. Dencie Lambdin (Trinity, Lumberton)

Mrs. Jo Parrott (St. Mary's, Kinston)

Ms. Lee Stroud (Holy Cross, Wilmington)

Ms. Judy Whichard (St. Paul's, Greenville)

Finance Committee (One-Year Term)

Albemarle Deanery

Clergy: No nominations received.

Lay: No nominations received.

Pamlico Deanery

Clergy: No nominations received.

Lay: Ms. Judy Whichard (St. Paul's, Greenville)

Trinity Deanery

Clergy: Mr. Bruce Cheney (St. Thomas, Oriental)

Lay: Mr. Tommy Sutton (St. Andrew's Morehead City)

Lower Cape Fear

Clergy: The Rev'd Jody Greenwood (Church of the Servant, Wilmington)

Lay: Mr. Steve Thomas (St. James, Wilmington)

Upper Cape Fear Deanery

Clergy: No nominations received.

Lay: Mrs. Vikki Clark (St. Joseph's, Fayetteville)

Bishop Skirving moved that the convention vote on whether or not they concur with his nominations. The motion carried. He stated that membership to the Committees on Resolutions, Elections and Nominations will be proposed to Executive Council for election some time after convention.

Bishop Skirving announced the following appointments:

Archdeacon

The Ven. Janet Suerio Rodman

Canon for Diocesan Life and Leadership

The Rev'd Canon Mollie Roberts

Deans of the Diocese

Albemarle Deanery

Clergy: The Rev'd Malone Gilliam (St. Paul's, Edenton)

Lay: Mrs. Cynthia Harding (St. Paul's, Edenton)

Pamlico

Clergy: The Rev'd John Porter-Acee (St. Timothy's Greenville)

Lay: Ms. Kim Watson (Zion, Washington)

Trinity

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

Lay: Mrs. Jo Parrott (St. Mary's Kinston)

Lower Cape Fear

Clergy: The Rev'd Eric Mills (St. Philips, Southport)

Lay: Ms. Lisa Richey (Grace, Whiteville)

Upper Cape Fear

Clergy: The Rev'd Ralph Clark (St. Joseph's, Fayetteville)

Lay: Ms. Linda Burney (St. Christopher's, Elizabethtown)

Bishop Skirving called upon Ms. Tess Judge (All Saints, Southern Shores) to present the 2020 Treasurer's Report and to introduce the Proposed Budget for 2021. Ms. Judge moved for the acceptance of the 2020 Treasurer's Report and adoption of the 2020 Proposed. As the motion was from the committee no second is needed. There was no discussion and the motion carried.

Bishop Skirving introduced a video presentation from The University of the South, Sewanee. After the presentation, asked for a point of special privilege to ask for a show of hands from convention promising our prayers and support for Vice-Chancellor Reuben Brigety and his family. Bishop Skirving stated that he would write a letter to the vice-chancellor to indicate our ongoing prayers and support.

Bishop Skirving called upon Mrs. Shurley Ray Weddle, Secretary of Convention, to introduce a courtesy resolution. Mrs. Weddle read to convention a Resolution #2 In Thanksgiving for the Life and Ministry of Raymond Laverne Tait. Mrs. Weddle made a motion on behalf of the Joint Committee on Resolutions and Constitution and Canons, since the motion comes from a committee no second is needed. The motion carried.

Bishop Skirving gave his Address to the 138th Annual Convention of the Diocese of East Carolina.

Mrs. Shurley Ray Weddle, Secretary of Convention, gave thanks to Corey Bruins and Colin, who managed our virtual convention and to Mrs. Jimi Paderick who worked closely with them to coordinate convention. She thanks Ms. Hannah Jarman who worked closely with her and Bishop Skirving on the legislative side of convention. She gave thanks to Ms. Tess Judge and Mrs. LaTonya Smith for their preparation the 2021 Annual Budget. She offered thanks to all of the Diocesan House Staff for there dedication and work.

She gave thanks to the Trinity Center Board of Managers, Co-Interim Executive Directors and Trinity Center staff for the hard work they have had to do during this past year. She also thanked Executive Council for the extra work they had to do this year. She especially gave thanks to all of the delegates of the diocese of joining the virtual convention.

Mrs. Weddle then announced that the Cursillo Community will be having a Grand Ultreya on Saturday, April 24th and our convention will be at the Hotel Ballast in Wilmington on Thursday, February 10th - Saturday, February 12th, 2022.

Bishop Skirving thanked Mrs. Weddle and Mrs. Geiszler-Ludlum for being present today. He then stated the last action of convention was to have worship which will be by video presentation. He told convention that although it was a strange and different way to do worship that much thought and preparation had gone into making it a meaningful service. He added that liturgy was designed by Canon Mollie Roberts and the newly formed Liturgical Commission as well as participants are from all over the diocese.

After worship, Bishop Skirving adjourned the 138th Annual Convention of the Diocese of East Carolina.

Transcribed by Jimi Paderick
Journal Editor

The Bishop's Address to the 138th Annual Convention of the Diocese of East Carolina**The Rt. Rev'd Robert Skirving**

As we begin, I would like to invite you to pray with me. Gracious and Loving God, may the words of my lips and the meditations of all of our hearts be acceptable in your sight, this we pray. Amen.

Well friends, what a year this has been. I really don't think that I need to try to recite the details of what it has been like for us to live through COVID19, but certainly, each of us will have our own stories to tell, each of us will have our own experience, each of us will have our own perspective. Some of us will have found ourselves dealing with illness or the death of ones we have loved. Some of us will have found great changes at work. Perhaps incredible extra hours and demands that tax our own health. Perhaps loss of work or loss of employment, businesses like our own Trinity Center, that have had to really struggle with how to respond. But this year we have not had to deal only with COVID19, as many would argue, we have come to a time of national reckoning with our history of slavery, systemic racism, and white supremacy. We find ourselves living in the midst of the polarization of our political landscape. I am not really sure if there is more division in the midst of each of our political parties than there is between the two. Not to speak of any individual challenges or heart-breaks that many of us may have experienced along with all of those other things that have contributed to an exhaustion. A time in which we and many others, have experienced great mental and emotional strain.

It was with all of that in mind that I sat down last Sunday evening to watch the Superbowl, thinking I could have an evening of somewhat mindless entertainment. A brief moment of escapism and a reminder of the tradition that Sandy and I have kept since my days in seminary, which are now going into the multiples of decades. As with most years, I didn't have a favorite team, although there were players on each of the teams whom I have enjoyed watching over the years. I am always hopeful that I will enjoy the halftime show. I think this year, it was proven that my age is catching up to me, because I was mostly just confused. I always hope that some of the special super bowl ads will live up to their billing, and so I was looking forward to the Jeep advertisement featuring Bruce Springsteen, one of my favorite musicians over these decades. And when that advertisement finally aired, I have to admit to some warm and fuzzy feelings to see the "Boss", older than me but still looking good. Without paying too much attention, I heard words that included a call to common ground, and those words were appealing to me, though quite probably I understood them differently than they were intended by those who created the advertisement. Then I got a good look at the responses to this ad on social media. I had not paid much attention to the details of the ad, and I was then able to recognize afterward how deeply offensive some of those details were to whole groups of people who are our friends and whom I respect, and I realized I was experiencing one more example of the cognitive dissonance of our time.

Years ago, when I was first introduced to Thomas Kuhn's book titled "The Structure of Scientific Revolutions," I became familiar with the language of paradigm shifts and cognitive dissonance. I started to get a better understanding of the manner in which each of us operates from a very particular perspective or paradigm. A perspective or paradigm which shapes our perceptions of everything around us. Typically, we hold tightly to these paradigms until we come to acknowledge the accumulation of sufficient evidence contradicting it, that we are forced to let it go, and replace it with a new paradigm. The accumulation of conflicting evidence is known as cognitive dissonance. I would argue, though I won't go into more detail here about the philosophy of it, I would argue that we are living in a time of great cognitive dissonance. So great that most or all of our previously existing paradigms are being challenged and found to be inadequate. I really believe that some of this is at the heart of the challenges that we, as congregations and dioceses, have faced this past year. A time when we have been forced to reexamine how pastoral care is offered, how we support one another in the human community, how

we support one another in fellowship and fun. How we struggle with the feeling of being disconnected in so many ways. While at the same time dealing with all of the additional strains that come with all of the things we face. I've watched as clergy and worship leaders in our diocese and in the whole church have struggled to learn how to effectively offer good opportunities for worship from empty churches. I would far rather be offering this address to a room full of people whose faces I could see and with whom I could more easily engage. I can't imagine what it must be like on an every-week basis to prepare worship in mostly empty spaces. We've struggled as we return to in-person worship, struggled in lots of ways practical and creative, but we've also struggled with the challenge of leadership as we offer patterns and models that invite criticism simultaneously from many different directions.

Leadership is happening differently. When we go looking for help and for resources, we might not look in our own neighborhood or within the diocese; we may look all across the church. Some of us have been doing that for years but when you get up on Sunday morning, you might be as likely to join with Trinity Wall Street or Grace Cathedral or your family member's church where they live and maybe not so likely to join with your own congregation. Our clergy, our church wardens, our vestries, our leaders have carried heavy burdens and been forced to make some tough and unpopular decisions. It's been hard to maintain a focus out from our congregations and into our communities. Instead, it simply becomes so easy to simply look at the needs of our own members and the concerns that we share. I've watched as leaders actually step out from places of isolation and imagine opportunities to collaborate and to share. I'm excited when I hear about congregations working together rather than duplicating efforts. All of these are things that are new and different than the way we practice life and ministry most of the time. I wonder if the cognitive dissonance is great enough that the change we are experiencing will propel us into something new and different or whether we will simply return to that which we remember as comfortable. We're challenged as we consider the resources entrusted to our care. We're challenged in knowing how to best use them. Whether in support of traditional priorities, which may now be more irrelevant, or in support of new and emerging possibilities. We are stretched to do the new. We live in the midst of disparities. Disparities similar to those experienced in the rest of our society between some who have many resources and others who have few.

We should not expect, as I said a moment ago, that one day soon we will be able to make a full and complete return to some past reality that we remember fondly through our rose-tinted paradigms. We will continue to live with multiple, often competing world views, and I wonder, might there be a uniting paradigm for our life as church? As I prayed about this and prepared for today's address, I found myself reflecting on the Gospel, which will be offered in worship tomorrow. Now to show how deeply my paradigms are under stress, I made the comment to my wife that I was going to get the head start on our congregations and clergy who will need to be preaching from this tomorrow and she reminded me that most of you have probably already recorded those sermons. So, I will leave it to you to figure out who said what first and in what sequence. The Gospel that we proclaim tomorrow on the last Sunday of the season of Epiphany is one of my favorites.

Now those of you who hear me preach regularly might think that they are all my favorites. This one comes from Mark's Gospel and tells the story of Jesus taking Peter, James and John with him onto the top of a high mountain, apart and separate from the others who were gathered with them. And on the top of that mountain, he was transfigured. He was made to shine with a brightness such as they had never seen; brighter than could be bleached. And with him, there appeared two others who somehow, they understood to be Elijah and Moses, who had lived generations and generations before their time. I won't ask how it was that they recognized them. In the midst of that moment when Jesus had been transfigured, and they were encountering things they could never have imagined, Peter, as he often did, speaks for the others and says, to Jesus: "Rabbi, it is good for us to be here let us make three dwellings one for you, one for Moses and one for Elijah. Now years ago, when I would have preached from this passage, I would have talked about those cameras where you can take a picture, and the

picture automatically comes out. How convenient those were. Think of what they would have wanted to do if they had cell phones. I hear in Peter's words the desire to hold on to something which was incredible, something that filled them with awe. Something that they wanted to see last forever. And then a cloud overshadows them, there's some darkness it seems, and they hear this voice which says, "this is my son the beloved listen to him," and when they looked around, they saw no one with them anymore, except Jesus. Now others will have surely caught this point, but it's not that many weeks ago, indeed it was the first Sunday of the season of Epiphany that we heard very similar words when Jesus was baptized in the River Jordan by John. In the midst of his baptism, Mark records these words, "you are my son, the beloved, with you I am well pleased." Sometime later, those who followed Jesus were challenged to be clear about his identity. The crowds were confused, and Jesus asks his closest disciples who did the crowd say I am? And some said John the Baptist, and another said Elijah, and Jesus asked, well what do you say and Peter, in one of those other inspired moments, says simply "you are the Messiah." An affirmation of an identity which was not always so clear to those who followed from a distance. So, we have this pattern being followed the voice speaking of the beloved, in this case, speaking very clearly on the top of the mountain that they ought to listen to him and what does Jesus do next? He leads them down the mountain, and he tells them not to tell anyone what they have seen until after the resurrection. In Luke's telling of a similar story after they have come down from the mountain, it is only a very short time later when Luke describes Jesus as setting his face toward Jerusalem. I've always understood that phrase to be setting his face toward that which was to come, setting his face toward the inevitable, and so it seems that as they come down from the mountain, they start in a new direction, a direction that would lead to the confrontation in Jerusalem that would cause Jesus to be crucified and killed. A confrontation that would lead to God raising Jesus from death after his execution.

If they had known all that was coming they might have insisted that they could stay on top of the mountain. But instead the journey took them down the mountain, back to the world and its challenges differently because they could hold in their hearts that experience of God's presence and their revelation. The revelation made to them of Jesus' identity that they could carry forever.

During this past year friends, we have gained some new and/or renewed capacities. When COVID 19 hit we began a pattern of weekly and then every other week Zoom calls on Tuesdays, in the morning with the clergy of the diocese and in the early evening with our church wardens. These Zoom calls, though sometimes we got too caught up in details of measuring disease, provided us the opportunity to strengthen our relationships and to support one another for the challenges of leadership that we have faced together. It's been one of the ways in which I've been witness to the wonderful collaboration amongst congregational leaders in many regions of our Diocese. It's not insignificant that from these conversations and from these relationships a number of those who have been named to roles in Diocesan leadership and ministry are those who have exercised leadership as church wardens in their congregations.

During this tough year, we have found a way as we come to this point to call together a new team of deans. Even after a year when our deans have not had clear and practical work to do. As you now know we have one lay and one clergy dean for each of our five deaneries. We will work together to strengthen the connectedness of our congregations our deaneries and the ministries of our diocese, We will find ways to enhance our methods of communication with one another.

During this tough year, our Executive Council has grown in its capacity to provide effective governance for the life and ministries of our diocese. We have met more frequently by necessity and like so many others we have adapted to meeting by Zoom. We have faced significant challenges this year in providing adequate support and direction for the Board of Managers and staff of Trinity Center, as you have heard. And we have begun to work more effectively with Diocesan Life leadership in establishing mutual expectations and in aligning relationships of mutual accountability. Imagine a congregation with a vestry that had no idea or very little, of the work that

was being done in so many different directions by faithful, gifted Christians. Sometimes it has been the case that our Executive Council has been disconnected from the ministries of our diocese and that the leaders of our ministries have been isolated and detached from one another. We're working together to change that. In this tough year, I've been grateful to see a re-emergence at the diocesan level of ministry focused on issues of race, racism, and our church's response. The group who meet have chosen the name of the Racial Healing Commission. The members are meeting regularly and working to clarify priorities, priorities that will not just be the same as they have been in the past, but which will be designed to meet the challenges of the world in which we now live. Some of them contributed an extra set of stories for our Journey through East Carolina including one from Kenneth Chestnut about the Oceanside Episcopal Camp. I hope you can track it down and read it. His story tells of a camp that served black youth in the diocese from 1955 until the integration of youth camping in East Carolina and the opening of Trinity Center in 1985. As much as I have enjoyed and been grateful to learn this story and to learn about all who were involved in this set of decisions, as one who is "not from around here" it still surprises me to of integration only happened in 1985.

In this tough year, we have worked to implement a redesigned staffing model for our Diocesan House team. As you've heard we have hired the Rev'd Mollie Roberts to be our Canon for Diocesan Life and Leadership and have in her hiring combined what had been previously two separate senior staff positions. We have refocused the responsibilities of Emily Gowdy Canady, whose giftedness goes beyond ministry with youth and young people, and who will now be responsible for supporting all of our lifelong Christian Formation Ministries. We continue to properly align staff responsibilities in support of the congregations and ministries of our diocese, just as the staff of a congregation or the staff of a business or other community group has wrestled with the challenges of COVID 19, so has our staff done the same. There are things that have been demanded of us or ideas that we have had of things we could offer, that have been beyond our capacity either because of the number of people we have on staff or because of the particular and technical skill that would be needed to offer that work. We will continue to look at how we can best serve the diocese going forward.

During this tough year, we have launched a process of discerning the mission priorities for our diocese for the years ahead. This was an initiative a couple years ago of our Executive Council partly on the recommendation of our Finance Committee. "Journey Through East Carolina" has given us a good chance to get started and again, I'm so grateful for all that has happened in and through that 70-day journey. The journey has helped us individually perhaps and as a community to establish some patterns and new disciplines. In the weeks after convention, members of the diocese will be invited to engage in study, prayer and conversation designed to lead us to consider diocesan priorities for the mission that God gives us. Resources will be distributed through our network of clergy and church wardens, to all of you who are members of convention, to all who were participants in the Journey Through East Carolina and more widely through News & Notes and other social media tools, so that we can support properly the work of prayerful discernment and facilitate the submission of feedback from all of you that will, in turn, support the work of our Executive Council.

This has been, like many things in COVID 19, something of a work in progress. What we may once have intended to do a number of months ago now seems clear that we might not be able to do the same way. After this next stage, we might gather people in deanery or regional groups or in other ways for reflection on the feedback that all of you submit to us. If that's not going to be possible, we will simply gather together with the Executive Council in retreat to work through all that you have offered, all that you have heard from God, all of the ways in which you hear and see the spirit moving in our midst. We will work towards identifying mission priorities for our diocese now and in the years to come. As the Executive Council is able to gain clarity in this regard, we will work together to incorporate these priorities into our annual budgeting process in advance of next year's diocesan convention. I will work side by side, hand in hand, fully and actively in the challenge that our Executive Council faces, and I look forward to hearing from all of you as we go forward. I encourage you from this moment to dream a little, to pay attention a little bit differently to what you see around us, and to pray about

the ways that God may be calling us into our communities to serve those who are God's children who face one form of need or another. I encourage you to dream a little bit about how as a diocese, a group of congregations, we can better support one another for the ministries and challenges which we face in our own places. I invite each of you as you are able to listen to that still small voice of God which speaks not only to those who sit on committees but to each and every one of us. We've each had a taste of God's heavenly kingdom. We've each by times had our own mountain top experience. Some, like those who attend Cursillo, are normally able to describe them in great detail, others hesitate a little bit, not sure if their experience counts as being important enough, but God is at work in all of our lives, and that work of God in our lives, doing new things is that taste which gives us hope for what is to come. We walk by faith and not by sight, journeying through this life and all that it brings us until the day when God's kingdom comes on earth as it is in heaven.

Before very long in a closing act of worship, we will renew the vows of our baptism, something I'm privileged to do most Sundays when I am able to travel through the diocese and to worship with our congregations. As we engage in this act of renewal, I pray that we will, each of us in the places where we are now present, commit ourselves to following the path that God offers to us alone and in the company of others. May God's Holy Spirit lead us in the Journey of following Jesus as God's beloved children. Amen.

Bishop Diocesan's *2020 Official Acts
The Rt. Rev'd Robert S. Skirving

Ordination to the Diaconate

May 21 Melody Perdue

Ordination to the Priesthood

November 21 Melody Perdue

Acceptance of Letters Dimissory

February 3 Tammy Lee from the Diocese of North Carolina
April 21 Michelle Bullock from the Diocese of Pennsylvania
May 27 Mollie Roberts from the Diocese of Alabama
November 17 Nathan Finnin from the Diocese of North Carolina
November 17 Eric Grubb from the Diocese of North Carolina
December 15 Bruce Cheney from the Diocese of Southern Virginia
January 15 Nancee Cekuta from the Diocese of Upper South Carolina
February 2 Farrell Graves from the Diocese of Los Angeles

Transfers of Letters Dimissory

January 15 Sonny Browne to the Diocese of North Carolina
July 29 Matthew Babcock to the Diocese of Chicago
December 8 Cheryl McFadden to the Diocese of Connecticut

Consents to the Consecrations of Bishops and other Consents 6

Lay Licenses

Eucharistic Ministers 545
Eucharistic Visitors 182
Worship Leaders 159
Catechists 6
Preachers 22

Retired Clergy

January 1 Ronald Abrams
March 31 Michael Singer
June 1 John Frazier
September 1 Teddra Hussey-Smith

Clergy Deaths

June 1 Tom Midyette
September 14 James "Fred" Fordham

New Licensed to Serve Clergy

January 1	Pierce Klemmt
June 19	Berkley Ford
August 1	Alan Neale
February 14	Richard Swan
November 29	Connie Connelly

Parish Visitations

January 12	St. Paul's, Wilmington
January 19	St. Paul's, Beaufort
January 26	St. Andrew's On-the-Sound, Wilmington
February 2	St. Paul's, Clinton
February 16	St. Augustine's, Kinston
March 1	St. Andrew's, Morehead City
March 8	St. Mary's, Gatesville
June 14	St. Paul's, Edenton
October 4	Emmanuel, Farmville
October 11	St. Andrew's On-the-Sound, Nags Head
October 11	All Saints, Southern Shores
November 1	St. Mary's, Kinston
November 8	St. Thomas, Oriental
November 22	Christ Church, New Bern
December 6	St. James the Fisherman, Shallotte

Total Confirmations and Receptions 116**Judgements for Remarriage of Divorced Persons 12****Celebrations of New Ministry 0**

* Due to COVID-19 many services were not held due to government restrictions in place for 2020.

RESOLUTION 2021-1
RESOLUTION ADOPTING SPECIAL RULES OF ORDER

The 138th Annual Convention of the Diocese of East Carolina adopts the following Special Rules of Order for the conduct of a virtual Convention meeting February 13, 2021 through an internet meeting service due to the declared State of Emergency and Executive Orders of the Governor of the State of North Carolina in response to the coronavirus pandemic.

1. The Secretary of Convention will provide the necessary credentials to log into the virtual meeting to all delegates registered in advance for the Convention. The virtual site will enable registered delegates to address the meeting, to hear and participate in discussion, to vote on questions put to the Convention by the Presiding Officer, and to vote in elections. Login access will begin at least thirty (30) minutes before the scheduled starting time of the meeting session.
2. Non-delegate observers will be provided limited access to observe the meeting.
3. The Annual Convention meeting virtually has all the powers and authority to conduct Diocesan matters and business as if the Convention were meeting in-person.
4. The Convention will meet by way of internet meeting services with integrated audio and video, text, and voting capabilities.
5. Registered delegates shall identify themselves as required to sign into the internet meeting service, and shall maintain internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.
6. The presence of a quorum shall be established through the login/sign in process at the beginning of the meeting. Thereafter, the continued presence of a quorum is assumed and maintained through the list of participating members. Any member may demand a quorum check following any vote for which the announced totals add to less than a quorum. (Const. Art. VI)
7. Each participant is responsible for his or her audio and internet connections. No act of Convention shall be invalidated on the grounds that loss of, or poor quality of, a delegate's individual connection prevented or hindered that delegate's participation.
8. The Presiding Officer may cause or direct the disconnection or muting of a delegate's connection if it is causing undue interference with the meeting. The Presiding Officer's decision to mute or disconnect is not debatable and not appealable.
9. A delegate shall seek recognition by the chair to address the Convention by using the "raise hand" feature. A delegate will be recognized in the order in which recognition was requested. If more than one delegate is in the queue to speak, the Presiding Officer shall have the discretion to recognize speakers in order to alternate between speakers speaking in favor of the motion or resolution and speakers speaking against the motion or resolution.
10. A delegate who intends to make a motion or a request, that under the Rules of Order may interrupt discussion, shall notify the Presiding Officer using the designated feature and shall then wait for the Presiding Officer to recognize the delegate before speaking.

11. A delegate intending to make a main motion or to offer an amendment shall, as soon as practicable post the motion or amendment in writing to the online area designated by the Secretary and restricted for this purpose, preceded by the delegate's name and a number corresponding to how many written motions the member has so far posted during the meeting.
12. The Secretary of Convention or her designee shall designate an online area exclusively for the display of the immediate pending motion, proposed amendments, and relevant documents to assist the delegates.
13. When voting, a delegate will use the designated feature, unless a vote by orders is required or called which will require further instruction. (Const. Art. VII) The Presiding Officer will announce the voting results by stating the number of votes on each side of the question and the number of abstentions, if any.
14. The Presiding Officer will be visible to the Convention while speaking during the virtual meeting. In addition, any delegate or guest who is addressing the Convention shall be visible while recognized to speak or report.
15. The following Canons regarding the conduct of the Convention are suspended for the virtual Convention in 2021:
- (a) Canon 2 of Title I, Worship at Convention.
 - (b) Canon 1, section 5 of Title I, regarding Regular Committees of Convention.
16. The following Rules of Order for the conduct of the Convention are suspended for the virtual Convention in 2021:
- (a) Rule I, regarding celebration of the Holy Eucharist.
 - (b) Rule IV, regarding appointment of Committees.
 - (c) Rule VII, regarding delegate decorum once the Presiding Officer has taken the chair.
 - (d) Rule VIII, regarding Resolutions, except Rule VIII (3) remains in effect as modified by paragraph 17.
17. The Convention will consider only those resolutions submitted no later than 5:00 p.m. on January 29, 2021 and in compliance with Rule VIII (3). Rule VIII (1) is suspended to the extent it requires introduction and voting on resolutions on separate days.
18. These Special Rules of Order apply only to the meeting of the Annual Convention in 2021 and expire upon adjournment.

Submitted by Executive Council

RESOLUTION 2

**IN THANKSGIVING FOR THE LIFE AND MINISTRY OF RAYMOND LAVERNE TAIT
APRIL 16, 1931 - MARCH 10, 2020**

WHEREAS, Raymond L. Tait was an active member of St. Andrew's, Morehead City, before coming to Christ Church, New Bern, and

WHEREAS, Ray served two terms on the Vestry of Christ Church, the search committee for the 31st Rector of Christ Church, the Finance Committee, Personnel Committee,

AND WHEREAS, Ray served this Diocese through his faithful work on the Foundation of the Diocese of East Carolina, including serving as chair of the Board of Directors, the Diocesan Finance Committee, and the Search Committee for the 8th Bishop of East Carolina, and actively promoted the work and ministry of Cursillo in Christianity in this Diocese,

BE IT THEREFORE RESOLVED, That this One Hundred Thirty Eighth Convention of the Diocese of East Carolina give thanks to God for the incredible gifts of time, talent, and treasure Raymond Laverne Tait gave so freely to this 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, Mary.

Respectfully Submitted,

The Rev. Paul Canady, Christ Church, New Bern

The Rev. Deacon Lisa Kirby, Christ Church, New Bern

The Rev. Cortney Dale, Christ Church, New Bern

Amanda Norwood, Christ Church, New Bern

James Gruenbaum, Christ Church New Bern

Stephen Clayton, Christ Church, New Bern

Debi Miller, Christ Church, New Bern

Sims Wayt, Christ Church, New Bern

Tess Judge, All Saints, Southern Shores

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

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

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

Jo Parrott, St. Mary's, Kinston

**Executive Council
Zoom Meeting
January 22, 2021**

Those members present: The Rt. Rev'd Robert Skirving, The Rev'd Ralph Clark, Ms. Vera Guarino, The Rev'd Tom Warren, Mr. Jim Krise, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev'd Malone Gilliam, The Rev'd Eric Moulton, Mr. Fred Klinck, The Rev'd Stephen Batten, The Rev'd Tammy Lee, Mrs. Nancy Broadwell and Ms. Lucia Peel. Also present: The Rev'd Robert Alves, Ms. Tess Judge, Ms. Joan Geiszler-Ludlum, The Rev'd Canon Mollie Roberts, Mrs. LaTonya Smith and Ms. Hannah Jarman.

Bishop Skirving shared with Council

- He verified a quorum was present. He asked to make a motion to accept the agenda. Rev'd Brainard motioned to accept and Rev'd Lee seconded. The motion carried.
- He also asked for a motion to accept the draft minutes from November 20th meeting. Ms. Broadwell made a motion to accept and Mr. Klinck seconded. The motion carried.
- He gave his Bishop's report.

Bishop Skirving gave an update regarding virtual convention this year.

•We had hoped to have clusters of each deanery meet face to face for convention. But as it gets closer we found that meeting in person wasn't possible this year with COVID-19. Mr. Corey Bruins, our virtual coordinator also made it clear that on the technology side of things to have the virtual convention by zoom would work best. We have gone ahead with the plans and are able to say that virtual convention will start at 9 AM on Saturday, February 13.

•The meeting will be live streamed for the public to view in two different ways.

+One – is by the zoom meeting for everyone that is a voting member.

+Two – those that are non-voting members at convention will be invited and fully welcomed to watch the live stream through Facebook or watch the video through Youtube. The reason for this is to maintain a quorum and manage the votes during convention. These items will be built into the Special Rules of Order that we will address at the beginning of convention.

+Mrs. Jimi Paderick is the registrar for convention and is working directly with the voting delegates and canonically resident clergy. She is also communicating with them directly to share important information as convention approaches. The 2021 Proposed Budget will be on the diocesan website soon after today's meeting. There will not be a package of printed materials this year for delegates. Everything is online for folks to review ahead of time.

+Pre-convention meetings – will be by zoom. There will be five of these meetings available for every one in the diocese to attend. These meetings will happen a week before convention.

+Resolutions & Nominations are opened. Please encourage people to nominate if they are interested. The deadline for nominations is Friday, January 29th.

+Mission priorities – Bishop Skirving is planning to meet with four or five people that are interested in this work to fine-tune the process. We plan to publicly launch this at convention.

Canon Roberts gave an update on Trinity Center.

- The Board of Managers has really stepped up in a big way during this time.
- Trinity Center is working on revamping their website. That is still in the works.
- Develop marketing plan has been working on a new mission statement. Trinity Center welcomes guests of all ages and backgrounds to experience God's creation through work, study, and play on the North Carolina coast.
- Facility repairs are still under review for prioritizing.

Rev'd Lee went over the slide show the subcommittee created on the Sale of Property for Trinity Center.

Resolution on Sale of a Parcel of Trinity Center Land, from the Subcommittee

We the Committee, tasked by Executive Council with the preparation process of selling 3.87 + acres of Oceanside property, hereby identified by the Tax ID # of 634405290467000, having been formally appraised by the firm of Earl Jones Realty Services INC or 4.9 M and belonging to the Diocese of East Carolina, DBA Trinity Center Camp & Conference Center, located on Salter Path Road in Pine Knoll Shores, North Carolina recommend the following: Having done due diligence in the solicitation of competitive bids from five realty firms * across the Diocese of East Carolina move that we recommend to the Episcopal Diocese of East Carolina Board of Trustees the real estate firm of Basnight Garner in Morehead City to broker the expedient sale of the property beginning with a suggested asking price of 5.1 M pending final recommendations from the Trustees including but not limited to any restrictions deemed necessary to preserve Trinity's integrity.

Canon Roberts reminded Council of the mandates for ministries.

- They had asked each ministry to write a mandate of what they believe their charge is, as they understand it to be, for Council to review.
- The plan is once the mandates have been approved, we will work on ideas of how they should be formed. For example...how many members, what the rotation of their membership should be, whether it be a nomination at convention, or they are in charge of choosing their members. We aren't formally approving but as Council understands the work that they should be doing for each ministry.

Bishop Skirving suggested that we take time and go through each of these mandates. He mentioned adding this item on the agenda for the Council Retreat.

Canon Roberts did a recap with Council of the Policies for The Protection of Children, Youth, and Vulnerable Adults.

+The last Council meeting we had Mrs. Jimi Paderick and Mrs. Emily Gowdy Canady give information about this work.

+These policies came out at the 2015 General Convention.

+They were passed on to each diocese and was given time to look at them and make diocesan recommendations and act on them.

+Mrs. Paderick and Mrs. Gowdy Canady looked at them and passed to the Chancellor, who went over them. Now we have passed them to Council for your review.

+We will plan to hold these policies for a decision to be made at the Council Retreat.

Ms. Judge gave treasurer's report.

+They have received the 2019 Audit and shared the document with Council.

+She went over the December financial reports.

+She went through the 2021 Proposed Budget. There is a significant surplus for 2020. Ms. Judge feels that the \$127,500 already committed to Trinity Center should be shown.

Decisions

- Trinity Center
 - +To remove previous resolution "from the table" and have it withdrawn.
 - Ms. Whichard made a motion and Mr. Klinck seconded. The motion carried. Council was in full support.
 - +Consider current resolution from Subcommittee
 - Rev'd Clark made a motion to accept and Ms. Whichard seconded. The motion carried. Ms. Peel recused her vote, as she knows the realtor.
- 2019 Audit – Mr. Klinck made a motion to accept the audit and Ms. Broadwell seconded. The motion carried.
- December Financial Reports – Ms. Whichard made a motion to accept the financials and Ms. Broadwell seconded. The motion carried.
- 2021 Proposed Budget – Council adopted the budget to take to convention. Rev'd Brainard made a motion and Ms. Whichard seconded. The motion carried.
- Reporting PPP income on Parochial Reports – This topic is still in discussion.
- Adoption of Diocesan Life Ministry Mandates – Council agreed to wait and review these mandates for a decision to be made at the Executive Council Retreat.
- Adoption of Policies for the Protection of Children, Youth and Vulnerable Adults – Council agreed to wait and make a decision at the Executive Council Retreat.
- Date of Executive Council Retreat – Council agreed to have the retreat on Thursday, March 4th.
- Special Rules of Order – Council would like Ms. Geiszler-Ludlum to wordsmith this draft document before passing along to the Special Joint Committee for convention. Council moved that these

be adopted/amended and sent to convention. Deacon Mitchell motioned to move and Rev'd Gilliam seconded. The motion carried.

- Trinity Center's Mission Statement – Trinity Center welcomes guests of all ages and background to experience God's creation through work, study, and play on the North Carolina coast. Ms. Whichard made a motion to move and Mr. Klinck seconded. The motion carried.

Bishop Skirving gave a word of thanks to those members whose term was ending. You have been a wonderful council.

- Grafton Beaman – Lay representative, Albemarle Deanery
- Ralph Clark – Clergy Representative, Upper Cape Fear Deanery. A special thanks to you for your leadership that you've taken as Vice-Chair.
- Jim Hayes – Lay Representative, Lower Cape Fear Deanery
- Katherine Mitchell – Clergy Representative, Pamlico Deanery
- Tom Warren – Clergy Representative, Trinity Deanery

Bishop Skirving asked Rev'd Clark to make a motion to adjourn. Rev'd Clark made a motion to adjourn. Deacon Mitchell seconded. The motion carried.

Deacon Mitchell dismissed us with prayer.

Council will meet again on Thursday, March 4th for the annual retreat.

Respectfully submitted,
Hannah Jarman

**Executive Council
Trinity Center, Salter Path
March 7, 2020**

Those members present: The Rt. Rev'd Robert Skirving, The Rev'd Ralph Clark, Mr. Jim Krise, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev'd Malone Gilliam, The Rev'd Eric Moulton, The Rev'd Stephen Batten, The Rev'd Tammy Lee, Mrs. Nancy Broadwell and Ms. ucia Peel. Also present: Mr. Bob Riche, Mrs. Joan Geiszler-Ludlum and Ms. Hannah Jarman.

Bishop Skirving verified a quorum was present.

Council reviewed the draft minutes of the January 17, 2020 meeting. Mr. Gilliam made a motion to accept the minutes as written and Ms. Whichard seconded. The motion carried.

Bishop Skirving spoke on behalf of Ms. Tess Judge, Diocesan Treasurer. The January financials were sent in advance of this meeting. Deacon Mitchell made a motion to accept the financials and Mr. Moulton seconded. The motion carried.

Council approved the proposed Executive Council meetings from Bishop Skirving:

- Friday, April 17, 2020
- Friday, June 12, 2020
- Friday, September 11, 2020
- Friday, November 20, 2020
- Friday, January 22, 2021

Respectfully submitted,
Hannah Jarman

**Executive Council
Zoom Meeting
April 17, 2020**

Those members present: The Rt. Rev. Robert Skirving, Ms. Vera Guarino, The Rev. Ralph Clark, The Rev. Tom Warren, Mr. Jim Krise, Ms. Judy Whichard, The Rev. Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev. Malone Gilliam, The Rev'd Eric Moulton, Mr. Fred Klinck, The Rev. Stephen Batten, The Rev. Tammy Lee, Mr. Cleve Callison, Mrs. Nancy Broadwell. Also present: The Rev. Robert Alves, Mrs. Joan Geiszler-Ludlum, Ms. Tess Judge, Mrs. LaTonya Smith and Ms. Hannah Jarman.

Bishop Skirving verified a quorum was present.

Council reviewed the draft minutes of the March 7, 2020 meeting. Bishop Skirving made a suggestion to include the March 27th email in these set of minutes instead. Mr. Warren made a motion to accept the minutes and Mr. Gilliam seconded. The motion carried.

Friday, March 27, 2020 Email

Bishop Skirving emailed Council members. In relation to COVID-19, Trinity Center's sudden loss of revenue left them without the means to cover their expenses. The Board of Managers made two requests to Executive Council.

1. The Board requested that we remove the stipulations on the use of the money that they will receive from the Diocese. The amount of \$60,000 has been budgeted for them again this year, with the intent that it will be used to fund the maintenance of the property. They have requested that they be given the freedom to use it as needed in order to survive the impact pandemic will have on their operations.
2. The Board requested that the full budgeted amount be paid to them immediately. Normally such a request would not necessarily require Council's involvement, but Bishop Skirving thought it was appropriate in this situation since they are asking permission to use these funds for a different purpose than initially requested.

Mr. Clark moved support of these requests and Ms. Whichard seconded. Motion carried and Council was in support of this request.

Bishop Skirving gave the Bishop's report.

Ms. Judge gave the Treasurer's Report.

- She presented the March financials. Ms. Whichard made a motion to accept the financials and Mr. Moulton seconded. The motion carried.
- Ms. Judge shared with Council that Trinity Center, Episcopal Farmworker Ministry and Diocesan House all have the same Federal Tax ID number and were able to get a PPP loan in relation to COVID-19. This loan will be interest free for six months. The PPP loan is available to non-profit and independent contractors.
- Budget timeline for this year – budget request forms will be sent out on June 1st. They will be due June 30th. Finance Committee will meet in July to review the budget requests.

Bishop Skirving invited Mr. Penn Perry, Executive Directory of Trinity Center and Mr. Ed Hodges, Chair of Trinity Board of Managers to join in on the zoom meeting at this time. Mr. Perry gave a verbal report in relation of COVID-19 and the status of Trinity Center.

Ms. Whichard moved to develop a plan to include several members of the Executive Council to work with the Board of Managers of Trinity Center to analyze the financial position of the center. Ms. Whichard made a motion to move this resolution and Ms. Broadwell seconded. Council was in support. Motion carried.

Ms. Geiszler-Ludlum shared with Council the Resolution for Episcopal Farmworker Ministry that was shared previously in Dropbox. Mr. Klinck made a motion to move this resolution and Mr. Callison seconded. Motion carried.

There being no further business, the meeting adjourned.

Respectfully submitted,
Hannah Jarman

**Executive Council
Zoom Meeting
May 26, 2020**

Those members present: The Rt. Rev. Robert Skirving, Ms. Vera Guarino, The Rev. Ralph Clark, Mr. Jim Krise, Ms. Judy Whichard, The Rev. Deacon Katherine Mitchell, The Rev. Cheryl Brainard, Mr. Jim Hayes, The Rev. Malone Gilliam, The Rev. Eric Moulton, Mr. Fred Klinck, The Rev. Stephen Batten, The Rev. Tammy Lee, Ms. Nancy Broadwell and Ms. Lucia Peel. Also present were: The Rev. Robert Alves, Ms. Joan Geiszler-Ludlum, Ms. Tess Judge, Mr. Hodges Hackney, The Rev. Canon Mollie Roberts and Ms. Hannah Jarman.

Bishop Skirving went over a couple of items with Council.

- He verified a quorum was present.
- He introduced Mr. Tom Holt, chair of the subcommittee on Trinity Center.
- He also introduced The Rev. Canon Mollie Roberts who is our Canon for Diocesan Life and Leadership. She began her work on May 1st.

- Bishop Skirving asked to make a motion to accept the agenda. Ms. Whichard made a motion to accept and Mr. Klinck seconded. Motion carried.

Mr. Holt gave a report on Trinity Center with recommendations for Executive Council. He shared with Council that the subcommittee met with Mr. Penn Perry, Executive Directory of Trinity Center and Mr. Ed Hodges, Chair of the Board of Managers.

Recommendations to Executive Council

1. That Executive Council, at the earliest possible time, hire a professional consultant to review the operations of Trinity Center, including finances, with an eye to short term and longer term decisions needed to ensure Trinity Center's long term health and vitality.

That Executive Council approved and directed a loan or grant, from such funding resources as may be available to Executive Council, a monthly amount of \$60,000 to cover payroll and fixed expenses for Trinity Center operations. That this monthly contribution would begin in June and continue until such time as Executive Council receives and acts on the consultant's report as previously described, or otherwise as determined by Executive Council.

3. That, as soon as practicable, Executive Council obtain professional consulting services to work with the leadership of our Diocese to build a Development Team that will work in support of the current and long term needs of the Diocese of East Carolina, including Trinity Center, in keeping with the Diocese's vision and mission priorities. That as part of this commitment to a professional plan, that any new fundraising efforts for the Diocese and Trinity Center should have visibility and approval at the Diocesan level or Executive Council and any funds donated should be considered in the consultant's near and long term recommendations.

Ms. Broadwell moved that the first two recommendations be adopted by Executive Council. Ms. Whichard made a motion to move and Mr. Klinck seconded. Council adopted the first two recommendations unanimously. Mr. Batten moved to adopt recommendation three as well and Ms. Whichard seconded.

Council would like Bishop Skirving to communicate this information back to the Chair of Board of Managers, Ed Hodges and to Penn Perry, Executive Director of Trinity Center for consideration.

There being no further business, the meeting adjourned.

Respectfully submitted,
Hannah Jarman

Executive Council Zoom Meeting June 12, 2020

Those members present: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Tom Warren, Mr. Jim Krise Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev'd Malone Gilliam, The Rev'd Eric Moulton, Mr. Fred Klinck, The Rev'd Stephen Batten, The Rev'd Tammy Lee, Mr. Cleve Callison, Mrs. Nancy Broadwell, Ms. Lucia Peel. Also present: The Rev'd Robert Alves, Mrs. Joan Geiszler-Ludlum, Ms. Tess Judge, Ms. Hannah Jarman, Mrs. LaTonya Smith and The Rev'd Canon Mollie Roberts.

Bishop Skirving verified a quorum was present and asked for a motion to accept the agenda. Mr. Warren motioned to accept and Mrs. Whichard second. The motion carried.

Council reviewed the draft minutes of the April 17th and May 26th zoom meeting. Mr. Clark made a motion to accept and Mr. Batten seconded. The motion carried.

Bishop Skirving shared with Council the Bishop's report. Ms. Judge gave the treasurer's report.

- We are currently a little off on pledges this year compared to previous years but doesn't think that will make much of an impact for the 2021 budget.
- She shared with Council that requested budgets are due June 30th as Finance Committee is meeting earlier this year to review them.
- They currently have not received the 2019 Audit yet.

Bishop Skirving shared with Council that he is working with Mr. Penn Perry and Mr. Ed Hodges at Trinity Center. They recently dismissed 45 staff members and currently have 10 staff members working.

Canon Roberts spoke regarding the consultant search for Trinity Center. She had written a proposal to Council. They have three potential consultants to consider hiring. Mr. Batten made a motion to pass this decision to Bishop Skirving and Canon Roberts of which consultant to hire. Ms. Lee seconded. The motion carried.

Ms. Judge suggested to Council to make a resolution of how the expenses for Trinity Center will be paid. They currently have over \$400,000 in the Walker Fund that could cover this.

Ms. Judge proposed a loan to Trinity Center from the Walker Fund totaling \$180,000. The loan would be disbursed over a three month period covering July-September; \$60,000 each month. Ms. Whichard made a motion to move and Mr. Klinck seconded. The motion carried.

Respectfully submitted,
Hannah Jarman

**Executive Council
July 11, 2020
Email**

Bishop Skirving emailed Council on three matters for consideration.

The following decisions need to be made by the Executive Council. Each matter will be explained as simply as possible, with multiple options provided for your consideration. Any decision that believe would benefit from "live" discussion will be held until our September meeting, unless we schedule a meeting sooner.

1) Personnel Committee

The Ad Hoc Committee appointed by Executive Council to establish terms of reference for the Personnel Committee has met, and recommend the following:

“The Personnel Committee is an advisory committee reporting to the Bishop and serving at the pleasure of the Bishop. It is appointed by the Bishop based on need and dissolves at the end of each year unless the Bishop requests that they continue on a specific assignment.”

- Our choices are:
- a) I give my support to this recommendation.
 - b) I do not give my support to this recommendation.
 - c) I believe that this needs discussion or more work.

2) Diocesan Contract Auditors

Mr. John Lennox, one of our Contract Auditors, has proposed an alternative model for doing audits with the congregations of the Diocese of East Carolina. Partly to reduce risk of exposure to COVID-19 and partly to save extensive travel for our auditors, he proposed the model that is attached to the cover email. This proposal has the support of Tess Judge (Treasurer) and LaTonya Smith (Diocesan Administrator). Since the previous model was approved by the Executive Council, we ask that you now consider this new proposal.

- Our choices are:
- a) I give my support to this proposal.
 - b) I do not give my support to this proposal.
 - c) I believe that this needs discussion or more work.

3) Planning for Diocesan Convention

With all of the uncertainty created by COVID-19, the possibility exists that we will not be able to meet for Diocesan Convention in 2021 as we would normally do. After investigation of our options, Jimi Paderick has returned with two options for our consideration. After working through all of the details, her own preference would be for the second option

Please note: This “decision” will actually serve as a recommendation to the Bishop and Standing Committee who are charged by our Constitution with determining the time and place of Convention when such a decision cannot be made at the preceding Convention.

Our choices are:

- a) We plan for Convention to take place as planned in 2021, at the Hotel Ballast in Wilmington. If it turns out that it cannot happen as planned, we may or may not have liability for our commitment to the Hotel Ballast, depending upon whether or not the current “major disaster declaration” is extended that far. Meanwhile, we also develop a “Plan B” in case we are not able to meet at the Hotel Ballast, at an expense beyond any commitment we might have to the Hotel Ballast.
- b) We direct the Hotel Ballast to put our deposit for 2021 against the cost of having Convention in Wilmington in 2022, and begin planning now for a modified gathering of Convention in 2021 that will either take place in person at one or more sites, or will take place entirely or partly online, depending upon whatever imitations will then be required for continuing efforts to prevent the spread of COVID-19.
- c) I believe that this needs discussion or more work.

Council votes were:

Personnel Committee

13 - voted in support of the recommendation 0 - voted against the recommendation

2 - believed that more discussion or work was needed

Therefore the recommendation has been adopted and will be communicated and implemented.

Diocesan Contract Auditors

15 - voted in support of the recommendation 0 - voted against the recommendation

0 - believed that more discussion or work was needed

Therefore the recommendation has been adopted and will be communicated and implemented.

Planning for Diocesan Convention

1 - voted for Option A, that we continue as planned while developing a “Plan B”

12 - voted for Option B, that we move our commitment with the Hotel Ballast from 2021 to 2022 and plan for our 2021 Convention within whatever limitations we will face because of COVID-19

2- believed that more discussion or work was needed.

Therefore Option B has been selected and will be communicated and implemented.

Respectfully submitted,
Hannah Jarman

**Executive Council
Zoom Meeting
July 30, 2020**

Those members present: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Tom Warren, Mr. Jim Krise, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev'd Malone Gilliam, Mr. Fred Klinck, The Rev'd Stephen Batten, The Rev'd Tammy Lee, Mr. Cleve Callison and Mrs. Nancy Broadwell. Also present: The Rev'd Robert Alves, Mrs. Joan Geiszler-Ludlum, Ms. Tess Judge, Ms. Hannah Jarman, Mrs. LaTonya Smith, The Rev'd Canon Mollie Roberts and Mr. Michael Kerr.

Bishop Skirving verified a quorum was present.

Bishop Skirving had asked Trinity Center Consultant, Mike Kerr to join in on this zoom meeting to give a verbal report. After Mr. Kerr gave his report to Council, Bishop Skirving led in the consideration of three Resolutions.

RESOLUTION 2020-02

Whereas, Executive Council values and appreciates the mission and ministry of Trinity Camp and Conference Center to the Diocese and the wider Episcopal Church, as well as to the community of Pine Knoll Shores, Carteret County, the State of North Carolina and beyond; and

Whereas, Trinity Center, having previously faced existential challenges from weather- related disasters, now faces unprecedented challenges from the coronavirus pandemic and its impacts on the national, state and local economies; and

Whereas, on June 12, 2020 Executive Council responded to steps taken by the Trinity Center Board of Managers to reduce expenses, including laying off 45 staff members and furloughing 2 to maintain benefits only, in the face of the inability to operate Trinity Center due to the State of Emergency put in place to reduce the spread of the coronavirus by loaning from available funds \$60,000 for June 2020 and \$60,000 per month from the Walker Fund from July through September 2020 in order to maintain minimum operations through September 30, 2020 up to a total of \$240,000 for four months, allowing time to engage a consultant to study operations and make recommendations on further opportunities to address the current financial and operational challenges; and

Whereas, Executive Council has received and reviewed the consultant's report, Trinity Center: Next Steps, dated July 24, 2020; and

Whereas, Executive Council finds that the challenges of the coronavirus pandemic and State of Emergency will persist longer than previously anticipated, necessitating further steps to mitigate the financial losses due to the closing of Trinity Center and to maintain good stewardship of Diocesan resources to support the ministry and mission of the Diocese. Now therefore be it

Resolved, that Executive Council directs the Trinity Center Board of Managers to lay off the remaining staff for Camp Trinity and Sound to Sea Environmental Education Program and housekeeping staff, effective August 31; and be it further

Resolved, that Executive Council directs the Trinity Center Board of Managers to reduce cash compensation for the remaining staff by twenty (20) percent until further notice, effective immediately.

Resolved, that Executive Council directs the Trinity Center Board of Managers to reduce cash compensation for the remaining staff by twenty (20) percent until further notice, effective immediately.

Ms. Whichard made a motion to move and Ms. Broadwell seconded. The majority voted yes. The motion carried.

Adopted this 30th day of July 2020.

RESOLUTION 2020-03

Whereas, Executive Council has received and reviewed the consultant's report, Trinity Center: Next Steps, dated July 24, 2020. Now therefore be it

Resolved, Executive Council requests the Trustees, the Bishop and the Standing Committee to undertake the necessary steps pursuant to Diocese of East Carolina Canon I.13.4 (b) to sell the portion of the Trinity Center property identified as +3.87 acres in the diagram on page 39 of the consultant's report, Trinity Center: Next Steps, dated July 24, 2020, and invest the proceeds in the Episcopal Foundation of the Diocese of East Carolina, Inc. for the use and benefit of Trinity Center.

Mr. Gilliam made a motion to move and Ms. Broadwell seconded. The majority voted yes. The motion carried.

Adopted this 30th day of July 2020.

RESOLUTION 2020-04

Be it resolved:

That the Executive Council empower Bishop Skirving to work with the Board of Managers of Trinity Center to strengthen their capacity for the work entrusted to them by the Canons of the Diocese of East Carolina, with the understanding that the Bishop may engage the services of a consultant to lead in this developmental work;

That the Board of Managers report by September 30 to the Executive Council on their plan for implementing the recommendations of the consultant's report titled "Trinity Center: Next Steps" and that the Board of Managers will report regularly to the Executive Council on their progress with implementation; and

That the Board of Managers will present to the Executive Council for their approval a plan for reopening Trinity Center, when that becomes feasible, with an estimate of all associated costs including those to be funded by the Executive Council.

Mr. Gilliam made motion to move and Ms. Whichard seconded. The majority voted yes. The motion carried.

Adopted this 30th day of July 2020.

Thursday, August 6, 2020 Email

Bishop Skirving emailed Council after meeting with the Board of Managers to report the outcomes of that meeting.

Dear Friends,

I write today with some news that I would rather not be sharing. As you may remember, following our meeting last Thursday, Canon Roberts and I met on Friday with Ed Hodges, Chair of the Trinity Center Board of Managers and with Penn Perry, Executive Director. For now, let me just say that it was a difficult meeting. Both Ed and Penn expressed their disappointment that the Executive Council had made a decision about staffing that would normally be Penn's decision to make, and that we had not consulted with them before adopting our resolutions.

Over the weekend, Penn came to the decision that he would retire from Trinity Center. I learned of this deci-

sion on Monday morning. With deep regret, the Board of Managers accepted his decision today in a specially called Zoom meeting. Please keep this news in confidence until you see a public statement that I expect will be issued by the Diocese later today or tomorrow. Personally, I am disappointed that Penn has made this decision even as I think I understand the many factors that led him to it.

The Board of Managers will be working to identify an appropriate way to honor Penn, when the time is right, and they will be working quickly to secure interim leadership for Trinity Center. This leads to the request.

Mollie and I joined this Zoom meeting in order that I could hear their concerns, respond to their questions, and share with them in designing a process for their next steps. A big part of my time with them had to do with speaking to the Executive Council process that started in March or April and continued through to the resolutions we adopted last Thursday. I'm not sure how many of them were aware of the details of that process or of the financial responsibilities, which the Diocese has now taken on.

At my suggestion, the Board of Managers is making a request of the Executive Council. With the news of Penn's decision to retire, the Board of Managers is asking the Executive Council for permission to put off the implementation of the resolutions having to do with additional staffing and compensation cuts and also with the sale of a piece of the Trinity Center property, while they work together and with their interim leadership to develop alternative proposals for our consideration. They expect to do this work quickly over the coming days in order that their alternative can be sent to us in advance of our September 11 meeting.

I proposed and support this request by the Board of Managers, and now ask that you give consent to their request. With Penn's decision, there is a lot that has changed and in order to strengthen the capacity of the Board of Managers for good leadership, and also to improve the working relationship of the Board and Executive Council, I would hope that you will be able to support this request.

So, if someone would move support for their request and someone else would second the motion, I would then encourage all of you to vote either YES or NO in support of the request of the Board of Managers. Please "respond to all" so that we can all benefit from any thoughts that are put forward. If it becomes clear that we need to meet for conversation about this request, we will arrange another Zoom meeting.

Mr. Warren made a motion to move and Mr. Klinck seconded. Those who responded voted 13-2 in support of the request of Trinity Center's Board of Managers. The motion carried.

Bishop Skirving will communicate this news to the Board Chair, Mr. Ed Hodges. Canon Mollie Roberts is now the Bishop's representative with the Board of Managers and she will work with Mr. Hodges and the Board to do the work that they want to be able to do before reporting back to us.

Respectfully submitted,
Hannah Jarman

**Executive Council
Zoom Meeting
September 11, 2020**

Those members present: The Rt. Rev'd Robert Skirving, The Rev'd Ralph Clark, Ms. Vera Guarino, The Rev'd Tom Warren, Mr. Jim Krise, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev'd Malone Gilliam, The Rev'd Eric Moulton, Mr. Fred Klinck, The Rev'd Stephen Batten, The Rev'd Tammy Lee, Mr. Cleve Callison and Ms. Nancy Broadwell. Also present: The Rev'd Robert Alves, Mrs. Joan Geiszler-Ludlum, Ms. Tess Judge, The Rev'd Canon Mollie Roberts, Mrs. La-Tonya Smith and Ms. Hannah Jarman.

Bishop Skirving shared with Council a couple of items.

- He verified a quorum was present and asked a motion to move the agenda. Ms. Whichard motioned to accept and Mrs. Mitchell seconded. The motion carried.
- He asked for a motion to accept all four sets of the draft minutes from June 12, July 11, July 30 and August 6 to be moved. Ms. Whichard motioned to accept and Mrs. Brainard seconded. The motion carried.
- He spoke briefly about his sabbatical and was grateful for the support staff at Diocesan House and for the time he had.

Ms. Judge gave the treasurer's report.

- The latest statement of financials to share was through August 31st
- The PPP Loan – Ms. Stephanie Rudolph at Trinity Center did it for Episcopal Farmworker Ministry, Trinity Center and Diocesan House.

Bishop Skirving asked to make a resolution to accept the Finance Committee Report. Ms. Guarino motioned to accept and Mr. Callison seconded. The motion carried.

Ms. Judge went over the proposed 2021 budget with Council.

- She shared that the annual parish pledges are represented as 9% net operating income. We plan to ask for 10% from the parishes but based on this information and from previous years 9% is what we expect to receive.
- General Convention - \$15,000 has been allocated for it in the 2021 budget since they did not have it this year due to COVID.

Bishop Skirving asked for a motion to receive this proposed budget. Ms. Broadwell made a motion to receive and Mr. Krise seconded. The motion carried.

Ms. Judge updated Council on the 2019 audit. Since COVID has happened she and LaTonya are working with the auditors but hopefully they will finish shortly. They have also received 27 parish audits so far.

Through email correspondence the following motions have been proposed and passed by the Trinity Center Board of Managers. Mr. Penn Perry's salary schedule is listed below to accompany the first item.

Adopted Motions:

1. The Trinity Center Board of Managers requests the Executive Council of the Diocese of East Carolina assume the responsibility for the salary payout of retiring Executive Director Penny Perry at his full pay before the 20% reduction due to the COVID-19 closure. This payout would not come from the monthly payments from Executive Council to Trinity Center we are receiving due to the closure from COVID-19.
2. The Trinity Center Board of Managers requests the Executive Council of the Diocese of East Carolina proceed with all haste to begin the steps toward the sale of the portion of Trinity Center property recommended in the report submitted by consultant Michael Kerr.

Penny Perry – Salary and Benefit Information

	Gross Annual Salary	Annual Salary with 20% Reduction
Salary	94,345.00	75,476.00
120 Days Salary	31,448.00	25,159.00
FICA	2,406.00	1,925.00
Insurance (2 months)	3,758.00	3,758.00
Pension	2,090.00	2,090.00
Total Cost	39,702.00	32,932.00

Canon Roberts gave a Trinity Center update with Council.

- The camp staff plans to execute a soft opening for the conference center.
- Sound to Sea will do a virtual four day week learning.
- The camp pool is in danger of sliding into the bay. They also have not had exterior paint done since Florence and there is wood damage. They have close to \$300,000 in deferred maintenance that needs to be done.
- Trinity Center requests continued monthly support in the amount of \$42,500

Bishop Skirving asked for a resolution to take that action. Mr. Batten made a motion to move and Mrs. Mitchell seconded. The majority voted to carry.

Moving Forward with the Sale of a Portion of the Trinity Center Property – Mrs. Lee, Mr. Klinck and Ms. Whichard volunteered to be responsible to do this easement work.

Plan for Staff & Gradual Reopening of Trinity Center - Mr. Klinck suggested we should track Trinity Center's budget through the months. A resolution to be made - Executive Council gives their support throughout 2020 not going beyond that without reporting to us and to have month reports to Council. Mr. Gilliam made a motion to move and Ms. Whichard seconded. The motion carried.

Bishop Skirving suggested the Diocese should make a public announcement that Mrs. Mary Beth Bradberry and Ms. Stephanie Rudolph are taking on this role as Interim Executive Director's at Trinity Center.

Canon Roberts gave Council an update on the current Diocesan website we use. We wanted to move to a different host that we are using. She shared that she would be sending an email soon regarding two different companies we could go with. She would like to know what you like, don't like and take some time to look at these companies websites they have done and let us know what you think.

Bishop Skirving asked for a motion to adjourn. Ms. Whichard made a motion and Mr. Moulton seconded. Mrs. Mitchell gave a dismissal in prayer.

There being no further business. The meeting adjourned.

Respectfully submitted,
Hannah Jarman

**Executive Council
Zoom Meeting
January 22, 2021**

Those members present: The Rt. Rev'd Robert Skirving, The Rev'd Ralph Clark, Ms. Vera Guarino, The Rev'd Tom Warren, Mr. Jim Krise, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Jim Hayes, The Rev'd Malone Gilliam, The Rev'd Eric Moulton, Mr. Fred Klinck, The Rev'd Stephen Batten, The Rev'd Tammy Lee, Mrs. Nancy Broadwell and Ms. Lucia Peel. Also present: The Rev'd Robert Alves, Ms. Tess Judge, Ms. Joan Geiszler-Ludlum, The Rev'd Canon Mollie Roberts, Mrs. La-Tonya Smith and Ms. Hannah Jarman.

Bishop Skirving shared with Council

- He verified a quorum was present. He asked to make a motion to accept the agenda. Rev'd Brainard motioned to accept and Rev'd Lee seconded. The motion carried.
- He also asked for a motion to accept the draft minutes from November 20th meeting. Ms. Broadwell made a motion to accept and Mr. Klinck seconded. The motion carried.
- He gave his Bishop's report.

Bishop Skirving gave an update regarding virtual convention this year.

- We had hoped to have clusters of each deanery meet face to face for convention. But as it gets closer we found that meeting in person wasn't possible this year with COVID-19. Mr. Corey Bruins, our virtual coordinator also made it clear that on the technology side of things to have the virtual convention by zoom would work best. We have gone ahead with the plans and are able to say that virtual convention will start at 9 AM on Saturday, February 13.

- The meeting will be live streamed for the public to view in two different ways.
 - o One – is by the zoom meeting for everyone that is a voting member.
 - o Two – those that are non-voting members at convention will be invited and fully welcomed to watch the live stream through Facebook or watch the video through Youtube. The reason for this is to maintain a quorum and manage the votes during convention. These items will be built into the Special Rules of Order that we will address at the beginning of convention.
- Mrs. Jimi Paderick is the registrar for convention and is working directly with the voting delegates and canonically resident clergy. She is also communicating with them directly to share important information as convention approaches. The 2021 Proposed Budget will be on the diocesan website soon after today's meeting. There will not be a package of printed materials this year for delegates. Everything is online for folks to review ahead of time.
- Pre-convention meetings – will be by zoom. There will be five of these meetings available for everyone in the diocese to attend. These meetings will happen a week before convention.
- Resolutions & Nominations are opened. Please encourage people to nominate if they are interested. The deadline for nominations is Friday, January 29th.
- Mission priorities – Bishop Skirving is planning to meet with four or five people that are interested in this work to fine-tune the process. We plan to publicly launch this at convention.

Canon Roberts gave an update on Trinity Center.

- The Board of Managers has really stepped up in a big way during this time.
- Trinity Center is working on revamping their website. That is still in the works.
- Develop marketing plan has been working on a new mission statement. Trinity Center welcomes guests of all ages and backgrounds to experience God's creation through work, study, and play on the North Carolina coast.
- Facility repairs are still under review for prioritizing.

Rev'd Lee went over the slide show the subcommittee created on the Sale of Property for Trinity Center.

Resolution on Sale of a Parcel of Trinity Center Land, from the Subcommittee

We the Committee, tasked by Executive Council with the preparation process of selling 3.87 + acres of Oceanside property, hereby identified by the Tax ID # of 634405290467000, having been formally appraised by the firm of Earl Jones Realty Services INC or 4.9 M and belonging to the Diocese of East Carolina, DBA Trinity Center Camp & Conference Center, located on Salter Path Road in Pine Knoll Shores, North Carolina recommend the following: Having done due diligence in the solicitation of competitive bids from five realty firms * across the Diocese of East Carolina move that we recommend to the Episcopal Diocese of East Carolina Board of Trustees the real estate firm of Basnight Garner in Morehead City to broker the expedient sale of the property beginning with a suggested asking price of 5.1 M pending final recommendations from the Trustees including but not limited to any restrictions deemed necessary to preserve Trinity's integrity.

Canon Roberts reminded Council of the mandates for ministries.

- They had asked each ministry to write a mandate of what they believe their charge is, as they understand it to be, for Council to review.
- The plan is once the mandates have been approved, we will work on ideas of how they should be formed. For example...how many members, what the rotation of their membership should be, whether it be a nomination at convention, or they are in charge of choosing their members. We aren't formally approving but as Council understands the work that they should be doing for each ministry.

Bishop Skirving suggested that we take time and go through each of these mandates. He mentioned adding this item on the agenda for the Council Retreat.

Canon Roberts did a recap with Council of the Policies for The Protection of Children, Youth, and Vulnerable Adults.

- The last Council meeting we had Mrs. Jimi Paderick and Mrs. Emily Gowdy Canady give information about this work.
- These policies came out at the 2015 General Convention.
- They were passed on to each diocese and was given time to look at them and make diocesan recommendations and act on them.
- Mrs. Paderick and Mrs. Gowdy Canady looked at them and passed to the Chancellor, who went over them. Now we have passed them to Council for your review.
- We will plan to hold these policies for a decision to be made at the Council Retreat.

Ms. Judge gave treasurer's report.

- They have received the 2019 Audit and shared the document with Council.
- She went over the December financial reports.
- She went through the 2021 Proposed Budget. There is a significant surplus for 2020. Ms. Judge feels that the \$127,500 already committed to Trinity Center should be shown.

Decisions

- Trinity Center
 - o To remove previous resolution "from the table" and have it withdrawn.
-Ms. Whichard made a motion and Mr. Klinck seconded. The motion carried. Council was in full support.
 - o Consider current resolution from Subcommittee
-Rev'd Clark made a motion to accept and Ms. Whichard seconded. The motion carried. Ms. Peel recused her vote, as she knows the realtor.
- 2019 Audit – Mr. Klinck made a motion to accept the audit, Ms. Broadwell seconded. Motion carried.

- December Financial Reports – Ms. Whichard made a motion to accept the financials and Ms. Broadwell seconded. The motion carried.
- 2021 Proposed Budget – Council adopted the budget to take to convention. Rev'd Brainard made a motion and Ms. Whichard seconded. The motion carried.
- Reporting PPP income on Parochial Reports – This topic is still in discussion.
- Adoption of Diocesan Life Ministry Mandates – Council agreed to wait and review these mandates for a decision to be made at the Executive Council Retreat.
- Adoption of Policies for the Protection of Children, Youth and Vulnerable Adults – Council agreed to wait and make a decision at the Executive Council Retreat.
- Date of Executive Council Retreat – Council agreed to have the retreat on Thursday, March 4th.
- Special Rules of Order – Council would like Ms. Geiszler-Ludlum to wordsmith this draft document before passing along to the Special Joint Committee for convention. Council moved that these be adopted/ amended and sent to convention. Deacon Mitchell motioned to move and Rev'd Gilliam seconded. The motion carried.
- Trinity Center's Mission Statement – Trinity Center welcomes guests of all ages and background to experience God's creation through work, study, and play on the North Carolina coast. Ms. Whichard made a motion to move and Mr. Klinck seconded. The motion carried.

Bishop Skirving gave a word of thanks to those members whose term was ending. You have been a wonderful council.

- Grafton Beaman – Lay representative, Albemarle Deanery
- Ralph Clark – Clergy Representative, Upper Cape Fear Deanery. A special thanks to you for your leadership that you've taken as Vice-Chair.
- Jim Hayes – Lay Representative, Lower Cape Fear Deanery
- Katherine Mitchell – Clergy Representative, Pamlico Deanery
- Tom Warren – Clergy Representative, Trinity Deanery

Bishop Skirving asked Rev'd Clark to make a motion to adjourn. Rev'd Clark made a motion to adjourn. Deacon Mitchell seconded. The motion carried.

Deacon Mitchell dismissed us with prayer.

Council will meet again on Thursday, March 4th for the annual retreat.

Respectfully submitted,
Hannah Jarman

CAMP TRINITY AND TRINITY CENTER

The year 2020 will certainly be one we remember and not necessarily in a positive way. I don't think anyone would argue that this has been the most difficult year in Trinity Center's history.

In February, our outlook was very positive. In March we were hit with COVID-19 and had to shut down, and eventually, we had to furlough 45 employees. It was the first summer the Diocese of East Carolina did not have summer camp since we began our camping program 90 plus years ago. To top this, our longtime, much beloved Penn Perry made the difficult decision to retire. As many people have said to me, "He was the face of Trinity Center."

However, we don't have to look too far to find positives in the negative. Our Assistant Director and our Operations Manager, Mary Beth Bradberry and Stephanie Rudolph agreed to assume leadership as interim co-directors. With 10 employees, themselves included, they have managed to hold things together and begin a slow reopening process. This staff is phenomenal. They are doing every job that is being done from mowing to cleaning toilets. In spite of all their hard work, there is no way Trinity Center could survive without the financial support of the diocese. Our funds quickly diminished, and we are so grateful that the diocese has supported us since August.

When I signed on for another term as chairman of the Board of Managers at the beginning of the year, I had no idea what I would be facing. Working with Mary Beth and Stephanie has definitely been a major positive for me. I can't say enough about their dedication and love for Trinity Center.

As we begin the reopening process, we are still faced with the uncertainty of COVID-19, its increasing infection numbers, as well as severe financial struggles. We still have contracted groups on the books although many have had to cancel. We continue to actively seek individuals and small groups to hold safe retreats here at Trinity Center. We are actively planning for Summer 2021 camping programs. Camp Trinity, our residential overnight camp began registration early January and Summer Sound to Sea, our environmental education day camp, will begin registration early February.

Finally, I must thank all our supporters who have made contributions, offered prayers, and various other means of support. We are certainly far from "being out of the woods." We have three substantial projects related to our facilities that need to be completed before camp opens and the process of preparing for camp is always a costly one. As we enter the uncertainty of 2021, we seek your continued support as we struggle to try to recover and offer the hospitality and Spirit-filled environment loved by so many. Please remember we are open to individuals and small groups. Give us a call and come visit – we'd love to see you.

Submitted by,
Ed Hodges
Chairman of the Board of Managers

CONVENTION COMMITTEE

The 137th Annual Convention of the Diocese of East Carolina was held at the Hotel Ballast in Wilmington, NC on February 7-8, 2020. Due to COVID-19, the 2021 Convention will be held virtually. Contracted dates with the Hotel Ballast were changed to 2022 dates. The Convention Committee has not been charged to do any work related to the 2021 Virtual Convention.

The Convention Committee met via Zoom to review the evaluations of the 2020 Convention and to organize a sub-committee to consider changing the date and times of convention in response to a resolution adopted at the 2020 Convention. This group will continue its work, and once the sub-committee has completed its work, a report will be submitted to Executive Council for consideration.

The Convention Committee has meetings schedule for Spring 2021 to begin planning for the 2022 Convention.

Respectfully submitted,
The Rev'd Gene Wayman
Chair, Convention Committee

CURSILLO

The Cursillo Ministry begins with attendance at a three-day weekend (held at Trinity Center) conducted by lay people with three clergy members as spiritual advisors. The weekend is intended to enrich and deepen an individual's faith journey and foster ministry among lay people. The weekend consists of talks and group discussions built on the Cursillo tripod of Piety, Study, and Action. The weekend is filled with worship, singing, prayer, meditation, great food, and lifetime friendship building.

Following this three-day weekend, participants return to their parishes with the expectation for ongoing participation in what Cursillo refers to as the Fourth Day. Key activities include weekly reunion groups where Cursillistas discuss ways they are continuing to build on their piety (relationships with God and others), study, and apostolic action. The ultimate key for the Cursillo ministry is for each participant to live into their belief in Christ and encourage others to do likewise.

Our last Episcopal Cursillo EC 99 was held in November 2019 with an increased number of Pilgrims, as compared to the spring (held in April 2019) weekend. COVID-19 prevented us from holding Episcopal Cursillo 100 during April 2020 as well as a Cursillo weekend in November 2020. We continue to hope and pray that we will be able to hold a Cursillo weekend in 2021.

Reunion groups throughout the Diocese, as well as Secretariat meetings, and team meetings for the next Cursillo weekend have been held by Zoom. We have worked diligently to maintain our Diocesan website (www.cursillodec.org) and submitted articles for publication in the News and Notes. We are currently in the planning phase of a Grand Ultreya (an Ultreya meeting that includes all deaneries in the Diocese of East Carolina). You may access the National Episcopal Cursillo Ministry website at www.episcopalcursilloministry.org for additional information and resources.

Respectfully submitted,
Carla Richardson
Lay Director of Secretariat for East Carolina Cursillo Ministry

ECUMENICAL & INTERFAITH REPORT

This is a diaconal ministry to interpret to the Church the needs, concerns, and hopes of the world (Book of Common Prayer, page 543). This ministry requires having our eyes open to what is happening outside our own neighborhoods, parish, diocese and denomination: listening and engaging our head and our hearts to move our feet in building trusting ecumenical and interreligious relationships; networking together when it comes to identifying the needs of our most vulnerable neighbors; and resourcefully working to see how the whole community can address these needs. As a diaconal networking ministry, the aspirational goal is to meet and know our ecumenical and interreligious neighbors so that when something happens where we really need one another, be it a hurricane, flood or some sort of violence, we are connected as faith-based leaders: bearing witness to a deeper, more expansive meaning of John's Gospel, "that all may be one" (17:11) – sisters and brothers of a God in whose image we are all created - striving "for justice and peace among all people," respecting "the dignity of every human being."

As the Episcopal Diocesan Ecumenical Interreligious Officer (EDEIO), I represent the diocese by participating in an EDEIO Meeting during the yearly National Christian Unity Workshop. After 55 successive years, the 2020 National Christian Unity gathering set to happen this past March in Houston, Texas, was cancelled. Prior to the arrival of COVID-19, I had been in conversation with The Rev. Margaret Rose, the National Ecumenical Officer for our Episcopal Church. We explored the possibility of her offering a 'teachable moment' at a future date to members of our diocese: a much-needed step toward a more formal network in eastern N.C - connecting members of our diocese with our larger Episcopal denominational network and the many possibilities this may open for us in the 33 counties which comprise our diocese.

In the midst of COVID-19 – and the racial reckoning sparked in May with the death of George Floyd, there are two noteworthy regional events to report. The first was the creation of the Faith and Racial Justice network in June, a division of Interfaith Clergy Standing for the Community in Pitt and Martin Counties. More than 60 ecumenical and interfaith leaders gathered on the steps of the Pitt County Courthouse to affirm and recommit ourselves in our various faith traditions to collaboratively pledge to be part of the ongoing anti-racism work in our community. A series of Critical Conversations with representative city and county leaders helped establish four task forces all of which are bringing faith-based and civic leaders together around 1) Criminal Justice Reform. 2) Police Reform. 3) Education – and, 4) Business and Economic Opportunities toward racial equity.

The second regional event took place with the grand opening of the Pitt County Community Resource Center in October – the fruit of seven years of a growing ecumenical and interfaith ministry. This is a collaborative initiative established with the City of Greenville, Pitt County, United Way of Pitt County, Vidant Health Foundation, the North Carolina Council of Churches and Lutheran Services of the Carolinas. An 8,100 square foot warehouse in Greenville is now a hub for an expanding network. Some 75 congregations in Bertie, Martin, Beaufort and Pitt are now connected as our Community Unity Resource Center is equipped to store and make available in this pandemic such items as sanitizer, face shields and masks; baby and adult diapers (attends); blankets; hygiene cleaning kits – and supplies of non-perishable food. Learning about some of the history and current life of the counties in our diocese during our current Journey Through East Carolina, this Community Unity Resource Center is available to help serve the needs of our sisters and brothers beyond our regional area.

The Rev'd Bob Hudak
Ecumenical & Interfaith Officer

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) is an intensive theologically reflective study of the Old and New Testaments, Church history, liturgy, spirituality and personal ministry.

There are 11 active EfM groups in East Carolina. Groups are located in Belhaven, Fayetteville, Goldsboro, Kinston, Morehead City, New Bern, Wilmington, and Washington group. Seven people within the Diocese participate in EfM Online. In the 2019-2020 academic year, 98 East Carolina students were enrolled in EfM. Of these, 28 were first year students.

CONGRATULATIONS to these 12 Class of 2020 graduates:

from the Wilmington area – Lee Stroud, Carol Coffman, June Davison, Catherine Schmid, and Margaret Haughey;

from the Fayetteville area – Michael Gould and Karl Vaughn;

from the Goldsboro area – Xena Markine-Morrison;

from the Morehead City area – JoAnn Riddle and Nancy Stoller;

from the New Bern area – Anne Ocorr;

and from the Washington area - Mary Ellen Adams

Well-trained Mentors are the bedrock of EfM's ongoing success. Our East Carolina Mentors have certainly risen to the challenge of offering Zoom-based group sessions, in the midst of the pandemic. Some groups discerned to postpone the beginning of 2020-2021 sessions from September '20 until later in the fall or early 2021.

Many other creative measures are being taken to ensure EfM group continuity and Mentor training. Sewanee has offered Zoom-based training sessions, while face-to-face sessions are suspended, until (at least) September 31, 2021. One face-to-face training session was offered at Trinity Center in 2020. We hope to offer a face-to-face training session in the late fall of 2021 and resume offering two sessions in 2022. East Carolina is honored to have 17 active Mentors, two of whom mentor online groups.

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

Respectfully submitted,
Lisa Richey, Diocesan EfM Coordinator

EPISCOPAL CHURCH WOMEN

The Episcopal Church Women (ECW) started out 2020 with a bang as we hosted a wonderful bake sale at the Diocesan Convention last year and raised almost \$700 for the Episcopal Migration Ministries' border crisis project.

We worked hard to stay connected during 2020 in spite of COVID-19 and all of the safety limitations associated with it. As with other groups we chose to cancel our Fall Annual Gathering at Trinity Center and all planned District meetings. Instead we turned our focus into updating our annual Handbook and surveying women

throughout the Dioceses about ways we are finding to create community when we cannot be together in person. Answers varied from virtual meetings on ZOOM, phone banking, emails, texting, sending printed homilies and bulletins to parishioners without computer access, dropping off meals for some of the more elderly folks, grocery shopping for shut-ins, and sending cheerful cards on a regular basis to keep everyone engaged in the ongoing works of the church as a whole and ECW in particular.

To increase our communication efforts, we gathered names and email addresses and published an e-newsletter to almost 400 women throughout eastern North Carolina. Our hope is to keep growing this list so that we can communicate freely with our membership spreading awareness of our education and outreach programs and our mission to “engage, mobilize and support the women of our diocese to ensure we all have the means to go out into the world rejoicing in the power of the Spirit and serving the Lord.”

In an effort to remain optimistic we have scheduled our 2021 Annual Gathering at Trinity for mid-August and will strive to renew our commitment to the Dioceses, our individual churches, our neighbors and each other. We thank you for your continued support empowering women for Christ’s ministry.

Submitted by,
Lucia Peel, Church of the Advent
Diocesan ECW President

EPISCOPAL RELIEF & DEVELOPMENT AND DISASTER RELIEF

Episcopal Relief & Development and Disaster Relief works across the United States and the world to help communities that have been affected by Disasters. By offering resources and training to our Deaneries and Parishes it is our goal to keep them prepared for disasters and by providing emergency support to assist victims and vulnerable groups to make a full and sustained recovery.

After Hurricane Dorian devastated Ocracoke Island, Episcopal Relief and Development and Diocese of East Carolina Disaster Relief and Recovery Commission utilized grant funds to assist the Hispanic Farm Workers’ and partnered with St. George of Engelhard who partnered with other nonprofit organizations to restore the damages suffered by the year round Island residents.

The Disaster Relief Recovery Commission is currently focusing on keeping the Deaneries updated on the lethal impact of the COVID-19 virus. Annual Budget report for 2020 will be posted when it is received.

Respectfully Submitted by
Thomas L. Warren, PhD
Coordinator, Diocese of East Carolina

FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA 2020 Annual Report February 11, 2021

During 2020 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 2020 with total assets in its portfolio of \$ 15,879,057 (a 13.8% increase over 2019).

\$ 7,855,732 of this is held and invested by the Foundation on behalf of the 17 churches, Diocese and Trinity Center who have entrusted the investment of their funds with the Foundation.

\$ 1,225,031 of this is managed by the Foundation to provide an annual source of income to various churches in the Diocese.

\$ 5,147,852 represents Foundation assets that are used to fund a portion of the Diocesan budget each year including Trinity Center.

The remaining \$ 1,650,442 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. Although 2020 was a year many of us would like to forget, the Foundation's accounts performed very well in 2020 and our investment return was 15.62%. After a 30% drop in the stock market in March 2020 the market began to recover as the CARES Act was passed. The combination of economic stimulus and science related to the COVID vaccine gave investors hope that we would eventually get through this pandemic. In February and March, we added some well capitalized technology companies to our portfolio that we thought would be well suited to weather the pandemic. We thought that working at home and staying at home would create a bigger demand for their services, and we were rewarded well. We continue to stick with a prudent allocation as spelled out in our Investment Policy Statement.

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

The Foundation awarded \$ 64,546 for grants in 2021 to St. James Belhaven, Church of the Servant Wilmington and Trinity Center.

The Foundation approved \$ 222,707 from its designated funds to supplement various programs and expenses in the 2020 Diocesan budget. The Foundation has approved \$ 201,174 in support of the 2021 Diocesan budget. These distributions represent a 5% and 4.5% distribution respectively calculated on an average of fund balances over a 12-quarter period to smooth the highs and lows of the funds.

As stated previously, we have 17 churches, the Diocese and Trinity Center that have elected to invest their funds with the Foundation taking advantage of the investment expertise and low fee structure we are able to offer through Raymond James.

Please contact us if you have any interest in investing your funds with us. The Foundation has a \$50,000 minimum to manage an independent church fund. The Foundation has a link on the Diocesan website where our investment management document is posted that describes this program and includes all the required forms. We have also posted our investment policy statement and quarterly investment reports.

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

Respectfully submitted by
Hodges Hackney, Foundation President

HISTORIOGRAPHER'S REPORT

Despite COVID-19 restrictions, I have started working with Canon Roberts and Diocesan office staff to codify my mission and finish the task of organizing, cleaning, and prioritizing the archival collections in both the Historiographer's Office and the Archives' storage area. More work is needed, but there are the beginnings of order to the chaos caused by moving the collections twice in a short span of time for repairs to the building. Much thanks to Jimi Paderick for her help in accomplishing many of my tasks!

The historiographer's work is that of service to the diocese and to parishes in preserving and sharing our collective records and histories. As such, I receive inquiries for assistance in locating documents, research, or in answering preservation questions. Throughout the last year, I have provided assistance for at least 30 information requests of various types. Additionally, I spoke with Tom Warren's Racial Healing discussion group from St. Mary's in Kinston about my book, *A Day of Blood*, which documented the racial violence in Wilmington, North Carolina in 1898.

Others who have served the Diocese as Historiographer in the past have done great things in documenting our history, it's now my task to preserve that history in the original documents, photographs, artifacts, and church records that have come to Kinston. With Jimi's help, I've recently purchased archival boxes and supplies to ensure the long-term preservation of our archives. My next steps in this coming year will be the transfer of documents and collections to these new boxes.

My activity over the last couple of years has been to organize the records in both the office and archival storage room to know just what we have and then to develop a database to track these items. The database is growing to include records of our parishes, diocese, and bishops that are found in other repositories such as East Carolina University, the Southern Historical Collection at Chapel Hill, and the North Carolina State Archives. There is also a treasure trove of digitized resources that I'm collecting for a small library of online resources. This groundwork has enabled me to provide research assistance from a distance, even if I can't get to the office in Kinston.

As I have become more familiar with the collections of parish histories in the Archives, I have realized that we need to update these files. If you have a parish history that you would like to share with the Archives, please contact me at history@diocese-eastcarolina.org. I'm particularly interested in updated histories that contain information on activities across the last quarter of the 20th century and into the 2000s.

Respectfully submitted with peace and blessings,
LeRae Sikes Umfleet, Historiographer

INTERFAITH REFUGEE MINISTRY (IRM)

As we continue to adapt our work to the current pandemic, our mission remains the same: to help legal refugees rebuild their lives in eastern North Carolina through assistance with initial housing, transportation, employment, school enrollment, cultural orientation and English language instruction. IRM remains committed to helping refugees reach and sustain financial, emotional and social self-sufficiency, and to achieving successful integration into our community.

A new part of our mission is to help the refugee community stay informed on the latest COVID information. We are collaborating with the school system, employers and healthcare providers, to ensure that accurate information about resources reaches those affected by this crisis. We distribute donated food, masks and other supplies and continue to call our clients to check on their well-being.

Our Wilmington sub office closed as of October 1, 2020. Falling numbers of arrivals since 2017 meant that we could no longer sustain two offices. We will continue to assist those remaining in the area, as needed. We are very grateful to St. James for their donation of office space to us for the past several years.

What's new: we are teaching English, Cultural Orientation, and Civics classes remotely through Zoom. It's become a blessing because people who don't live in the New Bern area, but who would like to volunteer to teach, are now able to do so remotely. Our Volunteer Coordinator provides training and materials. With several grants, we have purchased lap tops for clients so that they can learn remotely. We are also able to tap into UNCW for interns and we will have one each semester in 2021.

Employment: For this year's arrivals, employers include Sanderson Farms, Moen and BSH. We have a staff employment specialist who helps new arrivals and others understand work culture and who helps find a good fitting job for each person. Employment services may include job readiness classes, job counseling, and job follow up with both employer and employee.

Update on Refugee Resettlement:

What nationalities are coming to eastern North Carolina through Interfaith Refugee Ministry? Our current case load includes refugees from Afghanistan, Burma, Colombia and The Democratic Republic of Congo

How many arrived in 2020 through IRM? Our total for 2020 was 33 individuals (17 family units ranging in size from 1 to 5).

Who determines the number of refugees who might be allowed into the U.S. each year? The President of the United States in consultation with Congress and federal agencies sets a ceiling for arrivals, but there is no guarantee that those numbers will arrive.

What was the national ceiling for arrivals for 2020? That number was 18,000. Only about 11,814 arrived partly because of COVID travel restrictions. North Carolina received 469 or 3.9% of the total.

What is the national ceiling for 2021? The number has been set at the historic low of 15,000. IRM's number is projected at 68.

Thank you and God bless the Diocese, parishes and individuals who have supported us during this most difficult year.

Hebrews 13:1-3 Keep on loving one another as brothers and sisters. Do not forget to show hospitality to strangers for by so doing some people have shown hospitality to angels without knowing it. Continue to remember those in prison as if you were together with them in prison, and those who are mistreated as if you yourselves were suffering.

Respectfully submitted,
Susan Husson, Executive Director

KANUGA REPORT

At the start of 2020, Kanuga was poised for a bright and successful year. The conference center was booked solid and predictions showed that Camp Kanuga and Mountain Trail Outdoor School could have record-breaking seasons. Staff members were on the road promoting Kanuga at national conferences such as Rooted in Jesus, Episcopal Camps and Conference Centers, the Consortium of Endowed Episcopal Parishes, and diocesan conventions. The advancement office was beginning to develop plans for a capital campaign that would focus on the Chapel of the Transfiguration and include infrastructure improvements.

That winter, the leadership team was continuing its strategic work and design thinking, facilitated by Bishop Brian Prior, and a task force was being formed to re-imagine Kanuga's program offerings for the 21st century. The board of trustees met at Kanuga March 11-13. They would be the last guests at Kanuga until Memorial Day weekend.

Throughout March and April, more than \$7.5 million in conference center reservations were canceled. In April, we began working very hard through communications efforts to keep our constituents engaged, and very quickly reached out for support from those who love Kanuga. We were fortunate to experience an abundance of it, both in prayers and donations. These donations, coupled with funds from the Paycheck Protection Program (PPP), initially kept Kanuga open on a limited scale. But what we naively thought might last three months, by May was forecast to last more than a year. Camp Bob, Camp Kanuga, and Mountain Trail Outdoor School suspended operations indefinitely. And along with these measures, in phases Kanuga began to furlough and/or reduce salaries of staff.

Kanuga was able to open for Memorial Day weekend for limited guest retreats with health and safety measures in place, fully compliant with the Centers for Disease Control and state and local guidelines. The subsequent spring retreats resulted in a degree of revenue, but not nearly enough to cover expenses. We began to face the inevitable: we had to downsize yet again in order to preserve the institution. The survival of Kanuga's mission became our sole focus. Our goal was to survive as the gathering place for all people in the furtherance of the mission of the church. All the while, conversations about the new mountain bike park continued, and initial trail development began.

We were determined to keep our mission alive by remaining open in some way to guests for respite, healing, and renewal. Week by week (sometimes day to day), we adjusted everything about our guest experience—from accommodations to meals, housekeeping to facilities maintenance, and trail conservation to waterfront staff—in response to evolving government safety guidelines. Our mantra of “keep it simple” has meant offering lodging only (no accompanying programming) and a re-invention (several times) of our meal service. We normally serve three meals a day in our dining rooms. This summer, we created a grab-and-go-gourmet menu. August-September: a B&B retreats model, continental breakfast only. October: three full meals a day created in partnership with a neighboring summer camp.

For Thanksgiving: three full meals a day and a Thanksgiving day feast. For upcoming winter weekend 2021 retreats, we plan to return to the B&B continental breakfast model, perhaps also serving as a location for micro-weddings and retreats.

One of the most interesting and provocative things we began offering in summer, is the brainchild of The Rev Michael Sullivan (our president and CEO): “Face to Face: Conversations from Kanuga.” In summer, we held four ZOOM conversations hosted by Michael that focused on the critical ways in which the Church can be fully present during this time of racial strife. Guests included (in order of the schedule) Ambassador Reuben Brigety, Sewanee; Dean Randy Hollerith, Washington National Cathedral; Presiding Bishop Curry; and Dr. Kelly Brown

Douglas. 300+ souls joined us for these. (links to all four are here, at bottom of page). In November, another set of conversations will be held, these focused on the role creative professionals play in spirituality and justice. Additional virtual offerings since the pandemic began have included co-hosting Kanuga Christian Formation, Youth Week, Enneagram, Art & Soul, and the upcoming youth Winterlight conference. There are other ways that Kanuga has been able to get our constituents engaged. Kanuga Trail on servancy has been in existence for many years on a smaller, very localized scale. During COVID times, we recognized that the ability to explore our 1,400 acres, 30-acre lake, and 20 miles of hiking trails—outside in the fresh air—would offer an experience of adventure and exploration to help people get out of the house, take a break from technology, and reconnect with themselves and nature. One of the key elements of membership is our trail volunteer days. With our massive furloughs, this has been important for the maintenance and care of our extensive property. And we’ve found that it appeals not only to our neighbors in close proximity, but also to our friends around the region.

Ride Kanuga mountain bike park had been in the works for several years, and the timing of its opening in July could not have been better for Kanuga. Ride Kanuga is not owned by Kanuga; we have a business partnership with that group that brings riders to Kanuga (most for the first time) to enjoy our property and overnight accommodations. Ride Kanuga has seen hundreds of guests since opening in mid-July. For Labor Day, we created a “Ride & Stay” promotion; nearly 30% of all lodging guests that weekend were Ride Kanuga mountain bike families. Ride Kanuga has resulted in a significant boost in our lodging reservations and exposed Kanuga to an entirely new demographic.

A miraculous shift is now blessing us. Instead of seeing unknowing as a threat, we are beginning to see it as God’s blessing. This is our opportunity to change, to allow the Holy Spirit to guide us in the tradition of our founder Bishop Finlay, daring to adapt, grow, fail, learn, and reinvent. While every team member wishes we could go back, we recognize now that we cannot. Some people will return. Some will not. Our core values, mission, and vision haven’t changed. We remain focused on being a gathering place for all people to engender a world of good for all God’s people. The pandemic does not change that. Rather, we work diligently to adapt to the reality of God Creation, ever evolving, ever moving toward glimpses of the kingdom. As the one called to shepherd this team through the storm, I commit myself daily to letting God’s mission, not ours, define who we are and who we will become.

While in the grasp of the Depression in 1930, Bishop Finlay wrote this in his journal: “I lifted mine eyes up unto these hills, from whence cometh my help, not knowing what will come of this place we now call home.” Those words echo today, and with the anonymous author of *The Cloud of Unknowing*, I cling to these ancient words in my prayers: “When you first begin, you find only darkness, as it were, a cloud of unknowing. You don’t know what this means except that in your will you feel a simple steadfast intention reaching out towards God. Do what you will, and this darkness and this cloud remain between you and God... Reconcile yourself to wait in this darkness as long as is necessary, but still go on longing after Christ whom you love.” We are continually evaluating our financial outlook. After COVID, after an intense election, and during this time of racial unrest, people need places like Kanuga. Our staff is working nonstop to make sure Kanuga will be here to fulfill its mission—“to welcome all people to connect with each other, nature, and the Creator”—for another 100 years.

Kanuga is slowly gearing back up as North Carolina relaxes its response. With all health and safety policies remaining in place, we are seeing an uptick in lodging reservations for the fall and holiday seasons. We are getting calls about “micro-weddings” and other small groups who would like to be with us in the spring. We began taking reservations for Camp Kanuga reservations in October, and cannot wait to welcome our campers back. We have learned much. Old practices that made us inefficient have become all the more apparent, demanding innovation and adaptation. We must operate within our earned and contributed income to educe our reliance on

a line of credit. Our endowment is not large and operations must become more sustainable. We must pay a living wage. We must care for our property. That's expensive. But we must make it. We must survive. Our mission is too critical for the church and beyond.

When we emerge from this valley, we have the tremendous responsibility to make this institution stronger and bolder for the mission of the Church. That is our constant focus and our team is doing all it can to ensure that Kanuga is here for generations to come.

Respectfully submitted,
Michael R. Sullivan
President/CEO

LIFELONG CHRISTIAN FORMATION, YOUTH, COLLEGE CAMPUS AND YOUTH ADULT MINISTRIES

2020 has been quite a year in the life of Christian Formation Ministries in the Diocese of East Carolina. Through a global pandemic, racial unrest, and a harried political season, communities have continued to gather in new and different ways, still seeking to serve Christ in all persons.

Lifelong Christian Formation

Though not officially a department for the entire year, this area of ministry has been growing over time. In October of 2020 the current Program Officer for Youth, College Campus and Young Adult Ministries transition to be the Missioner for Lifelong Christian Formation.

Under the umbrella of Lifelong Christian Formation fall five ages groups for ministry: children, youth, young adults, adults, and older adults. As this ministry area grows there will be more resources and offerings available to all age groups but in particular for those in parishes who facilitate these ministries.

Beginning in early April as the pandemic began to settle in, Formation Leader Gatherings began to be hosted on Zoom. The typically monthly gatherings are available during an afternoon time slot and an evening time slot so as to meet ministry leaders at a time convenient to them. The Diocese has a number of parishes with paid Christian Formation Staff members as well as a number of parishes who rely on volunteer or vestry support for these ministries.

These gatherings will continue online throughout the pandemic, and as restrictions begin to ease, both online and in person options may be offered.

Space for Grace

Late October through early December a four part series focused on learning and pastoral support was offered by the department. Each series featured an expert presenter in a faith-based context on how to cope or manage relationships in the midst of an ongoing pandemic:

Session 1 - For Couples: Anne Erickson, LCMHC

Session 2 - For Parents of College Students/Young Adults: The Rev'd Kevin Matthews, College Chaplain

Session 3: For Older Adults and Those Who Care for them: Dorothy Linthicum, Author of Redeeming Dementia: Spirituality, Theology, Science (Church Publishing)

Session 4: For Single Adults: Missy Morian, Director for Program Ministries at the Parish of St. Matthew, Pacific Palisades, CA

Formation Resource Updates

Emails are sent every 4 to 6 weeks with resources and content for formation leaders, clergy, and any other who are on the email list. These resources include a wide variety of ideas and sources for parish and faith at home use. Anyone is welcome to sign up for these emails.

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 2020-2021

Members:

- David Brown - At Large (St. Mary's, Kinston)
- Tayleigh Carpenter - At Large (Christ Church, New Bern)
- Alison Ezzell - Trinity Deanery (Christ Church, New Bern)
- Anne Stuart Freemon - Trinity Deanery (St. Stephen's, Goldsboro)
- Emily Gowdy Canady – Program Officer
- Anna Haddad - At Large (St. Mary's, Kinston)
- Tracy Hanson – Adult Member (St. Andrew's on the Sound, Wilmington)
- Griffin Johnson - Pamlico Deanery (St. James, Belhaven)
- Pauline Lind - Trinity Deanery (St. Andrew's, Morehead City)
- Xena Markine-Morrison - Adult Member (St. Stephen's, Goldsboro)
- Bryson Perry - Albemarle Deanery (St. Paul's, Edenton)
- Daniel Sharp -At Large (St. Stephen's Goldsboro)
- Betsy Shepherd - Upper Cape Fear (St. John's, Fayetteville)
- Sarah Thomas - Lower Cape Fear (St. James, Wilmington)

The East Carolina Youth Council currently includes 11 young people and 3 adults at this time, representing 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.

This year the East Carolina Youth Council has had to pivot and shift, creating and offering new ways for young people to be in community online instead of in person.

Diocesan Offerings

Mental Wellness Series for Young People

October 11, November 1st, & November 15th

This 3 part series young people in grades 6 - 12 provided an open and safe space for conversation about concerns around mental health and wellness. Mental health and wellness was and is an important topic in the lives of young people, but COVID-19 has put a strain on many people who have not struggled with these issues in the past.

Session Facilitators:

Emily Gowdy Canady - Diocesan House

Tracy Hanson - St. Andrew's on the Sound, Wilmington

Meg Jones - Christ Church, New Bern

Xena Markine-Morrison - St. Stephen's, Goldsboro

Maureen Clayton, LMFT - Christ Church, New Bern served as Clinical Support

Youth Fall Break

November 7th

This online youth event was created by combining Sr. High Fall Break and Fall Conference for Middle Schoolers. The theme: Tied Together: Unity in Community, Ephesians 4:1-6, focused on even though we are not able to gather in person we can still create community. It also included a mission focused piece, but providing supplies and ideas for participants to engage in their local community in safe ways.

Event Coordinators:

Meg Jones - Christ Church, New Bern

Rebecca Brown - St. Mary's, Kinston

Happening Emerge

October 24th

COVID-19 and the guidelines and restrictions that have followed have the way Happening typically gathers. It was important that the Happening community have an opportunity to gather.

The event was described this way:

“As we emerge from COVID-19, we will all be different. We will be somewhat like a caterpillar that has been transformed into a butterfly. We hope you have found something about this time at a different pace transformative in your own life. Happening will emerge as well and we want you to be part of that process. Our hope is to have Happening in the spring of 2021. We want to take time this fall, in the same way a caterpillar spends inside a chrysalis, preparing to spread our wings and fly in the spring”

Happening Coordinator:

Cookie Cantwell, St. James, Wilmington

Technology Coordinator

Jonathan Graves, Holy Cross, Wilmington

Racial Healing Series for High Schoolers

This was an opportunity for High School young people (rising 9th through graduated 12th) to connect on a journey of understanding race, racism in our culture, and our call as Christians in this world to “do justice, love mercy, and walk humbly” (Micah 6:8).

This was a 3 part series grounded in the Baptismal Covenant from the Episcopal Church and in “Dismantling Racism: Youth Curriculum” from The Absalom Jones Center for Racial Healing

Facilitators for these sessions:

- Emily Gowdy Canady - Diocesan House
- Meg Jones - Christ Church, New Bern
- Ashley Simpson - Seminarian, The University of the South School of Theology
- Xena Markine-Morrison - St. Stephen's, Goldsboro
- The Rev'd Michelle Bullock - St. Peter's by the Sea, Swansboro will serve as the Chaplain for this series.
- The Rev'd Charles L. Howard, Ph.D. - University Chaplain and University Vice President for Social Equity & Community at the University of Pennsylvania joined as speaker and guest for Session 2.

New Beginnings (#55) Compline

Due to stay at home orders and limits on public gatherings we were unable to host New Beginnings #55 at Trinity Center. The leadership of this event was able to pivot and decided to host an online Compline service the Friday evening New Beginnings was scheduled to begin. Over 40 youth and adults who were registered to attend the event participated in Compline.

Youth Leadership Team for New Beginnings #55:

- Lizzy Rotchford, Shepherd - St. Andrew's by the Sea, Nags Head
- Abby Dell, Archdeacon - St. Andrews on the Sound, Wilmington
- Anne Stuart Freemon, Guide - St. Stephen's, Goldsboro
- John Kells, Holy Trinity, Fayetteville served as Co-Coordinator
- Xena Markine-Morrison, St. Stephen's Goldsboro served as Co-Coordinator
- The Rev'd Chris Hamby, St. James, Wilmington served as Spiritual Director
- The Rev'd Michelle Bullock, St. Peter's by the Sea, Swansboro served a Spiritual Director
- The Rev'd Melody Perdue, formerly of St. Anne's Jacksonville served as Musician

Happening #75

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 #75 was March 6-8 and Happening #74 was October 18-20

Youth Leadership Team for Happening #75

- Rector: Madeline Eckel
- Head Gopher: Vance Young
- Chaplain: Samantha Jarnagin

Happening Coordinator

Cookie Cantwell, St. James Wilmington

Spiritual Director

The Rev'd Tom Warren - St. Mary's, Kinston served as Spiritual Director

Youth@Convention

February 6th -8th

Young people are part of Annual Convention each year. They participate on the floor and in all Convention proceedings including serving on Bishop appointed committees and participating in drafting resolutions. Parishes are encouraged to send at least one young person as a Youth Representative to Annual Convention and are also encouraged to choose a young person to serve as an elected delegate to Annual Convention.

Pages:

Abby Dell - St. Andrew's on the Sound, Wilmington
Allie Earnhart - St. Andrew's on the Sound, Wilmington
Daniel Sharp - St. Stephen's, Goldsboro

Youth Representatives:

Anna Haddad - St. Mary's, Kinston
Mairead Benson - St. Andrew's on the Sound, Wilmington
Lizzy Rotchford - St. Andrew's by the Sea, Nags Head
Pauline Lind - St. Andrew's, Morehead City
Shannen Mullen - St. Peter's by the Sea, Swansboro
Anne Stuart Freemon - St. Stephen's, Goldsboro

Youth Guestz;

Nora Mullen - St. Peter's by the Sea, Swansboro

Elected Delegates (Youth)

Rebecca Brown - St. Mary's, Kinston
Brayden Williams - St. Philip's, Southport

University and Campus Ministry

Campus Ministry in the Diocese of East Carolina has met the challenges presented in 2020 due to COVID-19 with flexibility and pastoral support. Ministries in Greenville and Wilmington have been creative and committed to engaging students in faithful community in the midst of these unprecedented times.

In March the Campus Ministry Coordinators at Episcopal Lutheran Ministries at the University of North Carolina Pembroke met with the Program Officer to discuss the future of this ministry. It was decided at that meeting that ELM at UNCP would suspended until it seems there might be students interested in restarting this ministry.

In June Mrs. Alfreda Gee, Campus Minister in Wilmington, the Rev'd Donna Kraus, Campus Minister in Greenville, and Emily Gowdy Canady, Program Officer participated in Oasis, a fully online conference hosted by the Episcopal and Lutheran Church's offices for Campus and Young Adult Ministries. This was an opportunity to learn more about partnered campus and young adult ministries as well as to participate in workshops, networking, and worship.

Those involved in the leadership of Campus Ministries across the diocese met monthly this year to stay connected due to COVID-19.

The Well: Episcopal Lutheran Campus Ministry Annual Report

Submitted by The Rev'd Donna Kraus - Campus Minister

Although most of the year has been filled with the pandemic, the Well has enjoyed some very meaningful moments together. One of our safest ways to get together has been through Zoom. We have enjoyed calls with our friends at ECCO in Wilmington. Zoom calls have allowed us to pray together and encourage one another during this difficult time. Online learning has not been a favorite of many students so we have shared our frustrations and vowed to press on.

The outdoors has also allowed us to meet. We are grateful for the churches that support us who have allowed us to use their outdoor facilities. We had several meals outdoors at St. Paul's Episcopal Church and enjoyed listening to the evening hymn sing. Our Redeemer Lutheran Church has also allowed us to use their backyard. One of the most fun events was pumpkin carving around Halloween. It is so good to see each other, even though masked.

Although plans for the New Year have not been announced, we will find ways to connect and encourage one another in the faith.

Officers

Gabrielle Fontenot - President
Ashley Ramirez – Vice President
Jeb Thaxton – Secretary/Treasurer

ECCO (Episcopal Campus Christian Organization)

Submitted by Mrs. Alfreda Gee, Campus Minister

Advisory Council members are Larry Cahoon, Sarah Smith, Tracy Hanson, Ashlyn Park and welcomes Martha Whitesides this year.

ECCO met as usual until spring break in March when students went home to complete the year off campus. ECCO continued throughout the year, including summer via Zoom. In fall, when students returned to campus with online and hybrid classes, ECCO was able to meet on a limited basis at Church of the Servant. Alfreda Gee, campus minister, visited campus this fall every other week for lunch outside as opposed to twice weekly “before times”.

Zoom became a noun, verb, and adjective. ECCO used it for informal and formal meetings, including Advisory Council.

The impact of COVID-19 on the daily lives of everyone has been vast. For students, it meant giving up much of what it means to be a college student. Campus ministry adapted as much as possible, supporting students through individual texts, group emails and meetings on Zoom. Outreach to new students was minimal, despite efforts.

On the positive, new leadership emerged and maintained basic presence on campus. Our delegate to convention last February was able to participate before shutdown. Support from the diocese has been unfailing and we celebrated 2 graduates in December. All our students have remained healthy. ECCO looks forward to returning to some of the favorite activities and discussions that have made it so meaningful.

Young Adult Ministry

This ministry continues to be one of support and connection of young adults to broader opportunities offered through The Episcopal Church, including the Episcopal Service Corps and the Young Adult Service Corps. 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

LITURGICAL COMMISSION

This Commission was called into its current existence by Bishop Skirving in September 2020 to assist with the review and promulgation of Worship Guidelines that would meet and conform to the changing criteria of the N.C. Governor’s Task Force on COVID-19. We have met under the leadership of the Rev’d Canon Mollie Roberts and our members are as follows: The Rev’d Richard Elliott (Rector, St. Andrew’s On-the-Sound, Wilmington); The Rev’d Michelle Bullock (Rector, St. Peter’s By-the Sea, Swansboro); and The Rev’d Stephen Batten (Rector, Trinity, Chocowinity).

We have assisted in the planning of worship for the October 2020 Clergy Conference and the 138th Convention of the Diocese of East Carolina. We have begun the process of discussing and researching a customary for clergy ordinations (diaconal and presbyteral).

Respectfully submitted,
The Rev’d Canon Mollie Roberts
The Rev’d Richard Elliott
The Rev’d Michelle Bullock
The Rev’d Stephen Batten

RACIAL HEALING COMMISSION

The Racial Healing Commission of the Diocese of East Carolina reorganized during the summer of 2020. Previously, the diocesan Racial Reconciliation Commission was tasked with organizing and leading multicultural competency trainings by using the “Seeing the Face of God in Each Other” curriculum of the Episcopal Church.

The killings of Ahmaud Arbery, Breonna Taylor, George Floyd, and the unrest that unfolded across the nation during the summer of 2020 prompted many within the diocese to discern what God was calling the Episcopal Church in East Carolina to do in order to promote healing and justice. Under Bishop Skirving’s direction, a new team has been formed as of September 2020.

Since that time the Racial Healing Commission has been involved in an intentional process of discernment. Asking ourselves what it is God is calling us to do and be as the Church in East Carolina. This has included the sharing of our hopes for the general direction of this commission’s work, contributing stories and prayers to the Journey of East Carolina, and learning how other dioceses around the Episcopal Church have organized for this ministry of Racial Healing. As of this writing we remain committed to this process of discerning and organizing.

It is our hope that this body will become a source for diocesan wide formation opportunities around issues of race and racial injustice. And that we may assist in guiding the diocese as a whole in discerning how to become a body of healing and reconciliation. We ask that as we answer God’s call for us and finalize our organizational structures that you would keep us in your prayers.

Submitted by,
The Rev. Adam Pierce (Co-Chair) St. Paul’s, Wilmington
Rachael Williamson (Co-Chair) Church of the Servant, Wilmington
The Rev. Mary Reese – Non-parochial, Goldsboro
Cherry Beasley – Trinity, Lumberton

The Rev. Michelle Bullock – St. Peter’s By the Sea, Swansboro
 Tyrone Francis – St. Joseph’s, Fayetteville
 The Rev. Katherine Mitchell – St. Peter’s, Washington
 Rick Stovall – St. Andrew’s, Goldsboro
 The Rev. Kate Byrd – St. Francis, Goldboro
 Alicia Alford – St. Anne’s, Jacksonville
 The Rev. Fred Clarkson – La Sagrada Familia, Newton Grove
 Meg Jones – Christ Church, New Bern
 The Rev. Skip Walker – St. Paul’s, Greenville
 Florence Ellen Cowden – St. James, Wilmington
 The Rev. Richard Elliott – St. Andrew’s On the Sound, Wilmington
 Ginny Woodruff – St. James, Wilmington
 Lloyd Brinson – St. Luke’s, Currituck

SEWANEE
The University of the South

Report for the Diocese of East Carolina
As of October 2020

Located on the Cumberland Plateau in southern Tennessee, Sewanee is the Episcopal University. Coming to the Mountain can be like coming home. And we touch the lives of Episcopalians through a superb College of Arts and Sciences, a School of Theology with rigorous and innovative new programs and a commitment to supporting Episcopalians preparing for lay and ordained ministry, and a full slate of summer programs that enrich the lives (and faith journey) of youth. To learn more, to recommend a student, or to become a partner with us in this important work, visit episcopal.sewanee.edu

Finances

- Diocesan donations to Sewanee: \$2,000
- Donations from parishes in the Diocese: \$450
- Percentage of parishes making donations: 4.48%
- Financial aid to college students from the area: \$148,425
- Financial Aid Awarded to Episcopal students (college and seminary): \$107,828

On average, dioceses received \$38 for each dollar donated to Sewanee.

Diocesan Engagement Measures

- College Students from the area: 9
- Episcopal college students: 4
- Residential seminarians: 3
- Advanced Degree Students: 2

Diocesan Trustees

The Rt. Rev. Robert Skirving
 The Rev.. Malone Gilliam
 Tara Bartal
 J. Thomas Sutton

University of the South Almanac 2020-2021

College

- Enrollment in the College: 1733
- Class of 2024: 494
- Number of applicants for Fall 2020: 4992
- Percent of students who identify as Episcopalians: 22%
- Percentage of first-year college students receiving a scholarship or need-based aid: 98%

School of Theology

- Residential Enrollment in the Seminary: 74
- Summer advanced degree and non-degree enrollment: 74
- Percentage of full-time, residential seminarians receiving a scholarship or need based aid: 95%
- Average number of Education for Ministry (EfM)
- Groups per Diocese: 8

Sewanee touches the lives of many people throughout the country and beyond through superb educational programs for college students, seminarians, lay leaders, and lifelong learners.

Each summer high school youth ascend to the Mountain to participate in the SUMMA Student Theological Debate Society, learning formal debate and wrestling with important theological questions. The flagship program of the Beecken Center, Education for Ministry (EfM) has enriched the lives of thousands of Episcopalians, conferring a greater sense of ministry. The Invite Welcome Connect ministry energized congregations and leads them to greater thriving. Seminarians such as Malcolm McLaurin, T21, find Sewanee a welcoming place to prepare for a call to ministry. Seminarians such as Hannah Pommersheim, T19, and college students collaborate on such investigations as the Roberson Project, which is looking critically and carefully at the history of the University and the church through the lens of race relations.

To learn more, visit episcopal.sewanee.edu.

Respectfully submitted,

Bess Turner
Director of Church Relations
University of the South

STANDING COMMITTEE

The Standing Committee has met as required during the year 2020 to accomplish the work as designated by the Canons of the Diocese of East Carolina and The Episcopal Church. Internet communications have been used by the committee to accomplish certain business. The actions of the Standing Committee are recorded in its minutes, which are filed and archived at Diocesan House.

The 2020 Standing Committee met at Diocesan Convention to elect officers. The members of Standing Committee for 2020 were The Rev. Marcia McRae (2021), Mr. Bob Riche (2021), The Rev. Robert Alves (2022), Mr.

Earl Miller (2022), The Rev. Jeff Douglas (2023), Mr. Bill Webb (2023). Mr. Bob Riche was elected secretary of the committee. The Rev. Robert Alves was elected president.

During 2020 the Standing Committee took the following action regarding persons in the ordination process in the Diocese of East Carolina: to approve Ms. Melody Perdue for ordination to the diaconate; to approve Ms. Leslie Roraback for candidacy; to approve the Rev'd Deacon Melody Perdue for ordination to the priesthood. The Standing Committee gave consent to the following Episcopal elections: the election of Rev'd Poulsen C. Reed as Bishop of Oklahoma; the election of the Rev'd Craig Loya as Bishop Diocesan for Minnesota, and the election of the Rev'd Dr. Glenda S. Curry as Bishop Coadjutor for Alabama.

The Standing Committee also over-sees the purchase for sale of properties and issues that involve security of real property by loan. The following requests were approved: - the request for All Saints, Southern Shores to establish a \$200,000 line of credit; a request from St. Peter's by the Sea, Swansboro to sell their 5% ownership interest in 577 Broad Creek Loop Rd, Swansboro, NC; a request from St Paul's Greenville to purchase 411 E. 3rd St. Greenville, NC; a request from St Andrew's, Morehead City to demolish a residential structure at 2003 Arendell St. Morehead City, NC; a request by St Philip's, Southport to increase the debt associated with the construction of a new Parish Hall, Administrative and Educations Offices; and a request to refinance the mortgage of Holy Trinity, Fayetteville, NC.

In addition to the above actions the Standing Committee: approved the appointments of Rev'd Ray Hanna and Rev'd Deacon Katherine Mitchell to the Disciplinary Board; concurred with the opinion of the Chancellor that Standing Committee approval was not required for parishes to apply for PPE loans authorized by the CARES Act; and consented to the appointment of Ms. Jane Gordon as Church Attorney.

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

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

**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA
2020 FUND REPORT**

<u>OTHER BENEFICIARY FUNDS</u>	<u>12/31/2020 Balance</u>
<u>FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:</u>	
St. Thomas Episcopal Church, Windsor	\$ 89,030
St. Thomas Episcopal Church (Memorial), Windsor	73,382
St. Thomas Episcopal Church, Windsor	22,018
St. Francis By-The-Sea (R Seale Match), Salter Path	151,463
St. Francis By-The-Sea (N Seale Match), Salter Path	60,249
St. Francis By-The-Sea Episcopal Church, Salter Path	129,542
Grace Episcopal Church, Plymouth	186,562
St. Thomas Episcopal Church, Ahoskie	413,641
Trinity Episcopal Church (Endowment), Lumberton	188,282
Trinity Episcopal Church, Lumberton	222,162
St. Thomas Episcopal Church, Bath	330,146
St. Paul's Episcopal Church, Greenville	940,889
St. Paul's Episcopal Church (Huber Fund), Greenville	268,725
St. James The Fisherman, Shallotte	176,653
Church of the Servant, Wilmington	259,663
St. Luke's/St. Anne's Episcopal Church, Roper	53,280
Holy Trinity Episcopal Church (Endowment), Fayetteville	825,280
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	14,114
Holy Trinity Episcopal Church (Melissa Gardner Fund), Fayetteville	32,055
Holy Trinity Episcopal Church (White Bequest Fund), Fayetteville	16,737
Holy Trinity Episcopal Church, Hertford	701,336
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	185,658
John Wood Foreman (Trustee Fund)	578,786
Trustees of Diocese of East Carolina	782,206
Holy Trinity Episcopal Church, Hampstead	54,677
Trinity Center Endowment Fund, Trinity Center	69
Trinity Center Bishop's Chapel, Trinity Center	37,513
St. Georges, Engelhard	123,520
St. Christopher's, Havelock	182,270
St. Paul's Beaufort	451,461
St. Andrew's. Morehead	304,363
	<u>7,855,732</u>
<u>FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:</u>	
Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	50,660
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	311,707
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	33,403
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	88,343
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	23,517
Edward Forbes Fund-annual income to Christ Church, New Bern and Diocese	235,679
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	481,722
	<u>1,225,031</u>
TOTAL OTHER BENEFICIARY FUNDS	<u>\$ 9,080,763</u>

**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA
2020 FUND REPORT**

<u>OTHER BENEFICIARY FUNDS</u>	<u>12/31/2020 Balance</u>
<u>FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:</u>	
St. Thomas Episcopal Church, Windsor	\$ 89,030
St. Thomas Episcopal Church (Memorial), Windsor	73,382
St. Thomas Episcopal Church, Windsor	22,018
St. Francis By-The-Sea (R Seale Match), Salter Path	151,463
St. Francis By-The-Sea (N Seale Match), Salter Path	60,249
St. Francis By-The-Sea Episcopal Church, Salter Path	129,542
Grace Episcopal Church, Plymouth	186,562
St. Thomas Episcopal Church, Ahoskie	413,641
Trinity Episcopal Church (Endowment), Lumberton	188,282
Trinity Episcopal Church, Lumberton	222,162
St. Thomas Episcopal Church, Bath	330,146
St. Paul's Episcopal Church, Greenville	940,889
St. Paul's Episcopal Church (Huber Fund), Greenville	268,725
St. James The Fisherman, Shallotte	176,653
Church of the Servant, Wilmington	259,663
St. Luke's/St. Anne's Episcopal Church, Roper	53,280
Holy Trinity Episcopal Church (Endowment), Fayetteville	825,280
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	14,114
Holy Trinity Episcopal Church (Melissa Gardner Fund), Fayetteville	32,055
Holy Trinity Episcopal Church (White Bequest Fund), Fayetteville	16,737
Holy Trinity Episcopal Church, Hertford	701,336
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	185,658
John Wood Foreman (Trustee Fund)	578,786
Trustees of Diocese of East Carolina	782,206
Holy Trinity Episcopal Church, Hampstead	54,677
Trinity Center Endowment Fund, Trinity Center	69
Trinity Center Bishop's Chapel, Trinity Center	37,513
St. Georges, Engelhard	123,520
St. Christopher's, Havelock	182,270
St. Paul's Beaufort	451,461
St. Andrew's. Morehead	304,363
	<u>7,855,732</u>
<u>FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:</u>	
Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	50,660
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	311,707
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	33,403
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	88,343
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	23,517
Edward Forbes Fund-annual income to Christ Church, New Bern and Diocese	235,679
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	481,722
	<u>1,225,031</u>
TOTAL OTHER BENEFICIARY FUNDS	<u>\$ 9,080,763</u>

EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA
2020 FUND REPORT

UNDESIGNATED FUND

12/31/2020
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 Augsburg 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

\$ 1,650,442

EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA
2020

<u>DESIGNATED FUND</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2021 BUDGET</u>
George Jeffreys Memorial Fund	17,079	17,079	15,283
Bishop Wright Fund	550	550	505
Price N Poe Memorial Fund	16,782	16,782	15,013
RA Williams Fund	2,561	2,561	2,297
Mary Smith Fund	1,287	1,287	1,178
Bishop Strange Fund	436	436	392
Graham Building Fund	7,752	7,752	6,939
Priest Education Fund	2,983	2,983	2,678
Louis Alston Fund	123,298	113,696	109,728
Therapeutic Support Fund	3,846	3,846	3,522
S Williams Family Fund	5,163	5,163	4,623
Clergy Travel Fund	5,473	5,473	5,009
Smithson Fund	16,343	16,343	14,629
Youth/Young Adult	1,342	1,342	1,228
Willie Grimes	1,837	1,837	1,677
Seale Trinity Center Permanent Maintenance Endowment	10,091	10,091	10,822
Trinity and Beyond Capital Campaign Endowment	5,884	5,884	5,652
	<u>222,707</u>	<u>213,105</u>	<u>201,175</u>

Date : 04/14/2021
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**Episcopal Diocese of East Carolina
Revenues & Expenses - Summary
General Fund
January to December 2020**

Page : 1

Note: The Report Option to include Open Transactions is selected.

Accounts	MTD Actual	YTD Actual	Annual Budget	% of Annual Budget Used
Revenues				
Pledges				
Current Year Annual Pledges	\$144,165.97	\$1,364,555.74	\$1,385,060.00	98.52 %
Prior Year Pledges	\$0.00	\$14,207.26	\$5,000.00	284.15 %
Total Pledges	<u>\$144,165.97</u>	<u>\$1,378,763.00</u>	<u>\$1,390,060.00</u>	<u>99.19 %</u>
Other Income	\$157,693.60	\$175,862.27	\$39,000.00	450.93 %
Earnings on Investments	\$5,912.45	\$6,151.38	\$6,000.00	102.52 %
Foundation Support	\$3,912.15	\$152,553.00	\$162,152.00	94.08 %
Total Revenues	<u>\$311,684.17</u>	<u>\$1,713,329.65</u>	<u>\$1,597,212.00</u>	<u>107.27 %</u>
Expenses				
The Episcopate				
Episcopate Personnel Expenses	\$25,403.38	\$293,680.84	\$289,985.00	101.27 %
Episcopate Operational Expense	\$3,207.16	\$18,118.05	\$38,812.00	46.68 %
Total The Episcopate	<u>\$28,610.54</u>	<u>\$311,798.89</u>	<u>\$328,797.00</u>	<u>94.83 %</u>
Diocesan Administration				
Admin Personnel Expenses	\$15,102.70	\$149,862.16	\$150,483.00	99.59 %
Admin Operational Expenses	\$6,240.51	\$112,346.89	\$143,565.00	78.26 %
Total Diocesan Administration	<u>\$21,343.21</u>	<u>\$262,209.05</u>	<u>\$294,048.00</u>	<u>89.17 %</u>
Office of the Canon to the Ord				
Personnel Expenses	\$12,996.00	\$126,609.24	\$135,735.00	93.28 %
Operational Expense	\$13,638.15	\$19,336.70	\$14,200.00	136.17 %
Total Office of the Canon to the Ord	<u>\$26,634.15</u>	<u>\$145,945.94</u>	<u>\$149,935.00</u>	<u>97.34 %</u>
Office of Spanish Ministry				
Personnel	\$9,603.19	\$108,261.53	\$193,263.00	56.02 %
Sp. Min. Operational Expenses	(\$50,762.20)	(\$49,769.84)	(\$139,719.26)	0.00 %
Total Office of Spanish Ministry	<u>(\$41,159.01)</u>	<u>\$58,491.69</u>	<u>\$53,543.74</u>	<u>109.24 %</u>
Office of Diocesan Life				
Personnel	\$11,437.17	\$124,140.61	\$125,899.00	98.60 %
Diocesan Life Operational Exp.	\$0.00	\$4,444.36	\$8,770.00	50.68 %
Total Office of Diocesan Life	<u>\$11,437.17</u>	<u>\$128,584.97</u>	<u>\$134,669.00</u>	<u>95.48 %</u>
Diocesan Programs	<u>(\$951.53)</u>	<u>\$33,137.44</u>	<u>\$84,140.00</u>	<u>39.38 %</u>
Youth and Young Adult Ministry				
Youth & Young Adult Personnel	\$5,390.98	\$56,645.42	\$56,052.00	101.06 %
Youth Operational Expenses	\$65.30	\$3,705.31	\$6,862.00	54.00 %
Youth & Young Adult Programs	\$5,659.17	\$46,538.10	\$95,666.00	48.65 %
Total Youth and Young Adult Ministry	<u>\$11,115.45</u>	<u>\$106,888.83</u>	<u>\$158,580.00</u>	<u>67.40 %</u>
Canon Required Commissions	\$2,425.75	\$25,172.20	\$34,726.00	72.49 %
Other Diocesan Ministries				
Total Other Diocesan Ministries	<u>\$156,865.67</u>	<u>\$427,408.04</u>	<u>\$466,641.00</u>	<u>91.59 %</u>
Total Expenses	<u>\$216,321.40</u>	<u>\$1,499,637.05</u>	<u>\$1,705,079.74</u>	<u>87.95 %</u>
Net Total	<u>\$95,362.77</u>	<u>\$213,692.60</u>	<u>(\$107,867.74)</u>	<u>0.00 %</u>
Fndation Specific Allocations				
Total Fndation Specific Allocations	<u>\$1,837.00</u>	<u>\$51,236.00</u>	<u>\$60,555.00</u>	<u>84.61 %</u>
Other Expenses				
Fndation Specific Disbursement	<u>\$0.00</u>	<u>\$51,236.00</u>	<u>\$60,555.00</u>	<u>84.61 %</u>
Total Other Expenses	<u>\$0.00</u>	<u>\$51,236.00</u>	<u>\$60,555.00</u>	<u>84.61 %</u>
Net Operating Total	<u>\$97,199.77</u>	<u>\$213,692.60</u>	<u>(\$107,867.74)</u>	<u>0.00 %</u>

The Diocesan Finance Committee presents the 2021 Proposed Budget to Executive Council for approval to submit to Diocesan Convention on February 13, 2021.

Summary of 2020 Budget

- The 2020 budget was balanced without any funds from operating reserves. Pledge income was at 98.5% and expenses were 87.25 % to 2020 budget. *COVID had impact with decreased spending in 2020.*
- With the onset of COVID last spring and the uncertainty of the financial effect, the Diocese applied for and received a PPP (SBA Payroll Protection Loan) for Diocesan House, Trinity Center and Farmworkers Ministry. The loan was forgiven in November 2020. The amount of the loan allocated for the Diocesan House portion was \$124,678.52. The \$124,678.52 is now reflected as income on the 2020 statement.
- The 2020 allocation from the Foundation was 5% in fund spendable calculations.
- We received \$25,000 as budgeted in 2020 from the Foreman Fund.
- The diocesan vehicle was sold in 2020 and proceeds are in "Other Operating Income "
- Expenses are less than budgeted in 2020 as COVID has impacted events and programs unable to proceed.
- Stating the above we have a surplus in 2020. Executive Council has allocated \$127,500 of this surplus for Trinity Center to assist them though the continuing COVID crisis in 2021. Executive Council will be working on other needs/ministries in our diocese. We are not sure what the future may bring from COVID impact in 2021/2022.

2021 Budget

- The recommended 2021 budget does not include any use of operating reserves to balance the budget. Pledge revenue is projected at 9% of 2019 operating income (15,248,206 times 9% = \$1,372,326). The asking amount from our parishes is 10%, however, we are continuing to see pledges at 9% and have budgeted 9%.
- The 2021 budget reflects a COLA increase of 1.3% for all staff that did not receive an increase in salary in 2020 from the salary study done in 2020.
- Revenue from the Foundation for 2021 will be 4.5% in fund spendable calculations.
- Expenses budgeted in several areas will be greater than the 2020 actuals due to COVID cancelations etc.
- 1-5512-00 – Christian Formation has increased demographic focus and budgeted additional funds
- 1-5506-00 - The General Convention has been moved to 2022. This allocation will go towards to 2022 General Convention expense.
- 1-5801-00 - The budget funds Trinity Center full \$60,000 request.
- 1-5802-00 - The budget funds Episcopal Farmworkers Ministry full \$42,000 request.

Foundation Specific Allocations

1-5901-00 Trinity Center fully funded @ \$49399.00

1-5904-00 Thompson Child & Family Focus fully funded @ \$1,837.00

2021 Proposed Budget - Convention Copy					
	2019	2019	2020	2020	2021
	Approved Budget	Actuals	Approved by EX.Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed
REVENUES					
Pledge and Other Operating Income					
1-4010-00 - Annual Parish Pledges	1,356,345	1,360,516	1,385,060	1,364,556	1,372,326
1-4013-00 - Prior Year Pledges	14,912	14,912	5,000	14,207	5,000
1-4119-00 - Other Operating Income	2,000	347	14,000	25,184	2,000
1-4210-00 - Interest Income	1,000	5,583	6,000	249	1,000
1-4014-00 - Individual Operating Gifts	-	-	-	1,000	12,000
1-4110-00 - Royalty Income	-	-	-	-	-
1-4119-01 - Foreman Gift	-	-	25,000	25,000	25,000
1-4119-02 - PPP Proceeds	-	-	-	124,679	-
Total Pledge and Other Operating Income	1,374,257	1,381,358	1,435,060	1,554,874	1,417,326
1-4300-00 - Foundation Support	159,139	159,139	162,152	152,553	144,580
TOTAL REVENUES	1,533,396	1,540,497	1,597,212	1,707,427	1,561,906
EXPENSES:					
OFFICE OF THE BISHOP					
Episcopate Personnel Expenses					
1-5003-00 - Bishop & Staff Salaries, Housing, SECA	228,706	221,545	219,058	221,383	221,415
1-5003-01 - Bishop Health/Life	17,264	14,723	18,559	15,877	16,700
1-5003-02 - Bishop Pension	32,120	29,970	32,634	36,563	33,058
1-5003-07 - Episcopate Staff Health	15,813	12,793	13,447	13,462	14,075
1-5003-08 - Episcopate Staff Pension	4,524	3,815	3,398	3,485	3,398
1-5004-00 - Episcopate Staff Payroll Taxes	3,845	2,690	2,889	2,911	2,889
Total Episcopate Personnel Expenses	302,272	285,536	289,985	293,681	291,535
Episcopate Operational Expense					
1-5010-00 - Bishop Automobile	4,500	6,123	8,700	3,885	8,820
1-5011-00 - Bishop Business & Travel Exp.	15,120	8,824	8,523	4,489	11,300
1-5011-02 - Bishop Continuing Education	3,000	594	3,000	427	3,000
1-5011-03 - Episcopate Staff Travel	500	99	500	-	500

2021 Proposed Budget - Convention Copy	2019	2019	2020	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed	
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000	2,000	2,000	2,000	2,000	
1-5012-02 - Episcopate Staff Continuing Education	400	1,924	299	-	300	
1-5012-04 - Best Conference	-	-	2,255	-	2,000	
1-5013-00 - Bishop Supplies	1,500	749	2,100	4,824	4,300	
1-5120-01 - Episcopate Dues and Publications	-	-	370	60	250	
1-5013-02 - Episcopate Staff Supplies	405	167	405	83	439	
1-5120-02 - Episcopate Staff Dues and Publications	-	-	270	-	270	
1-5014-00 - Bishop Cell Phone	1,140	1,904	2,340	1,794	2,100	
1-5014-01 - Bishop Assisting Cell Phone						
1-5060-00 - Chancellor Expenses	6,650	2,653	8,050	556	7,850	
Total Episcopate Operational Expense	35,215	25,037	38,812	18,118	43,129	
Total Episcopate	337,487	310,573	328,797	311,799	334,664	
Canon Personnel Expenses						
1-5203-00 - Canon Salary/Housing/SECA & Benefits	145,877	146,049	100,000	97,902	132,472	
1-5203-03 - Canon Staff Health/Life	13,447	12,878	-	-	-	
1-5203-05 - Canon Staff Retirement	2,925	3,254	-	-	-	
1-5204-00 - Canon Payroll Taxes	2,487	2,676	-	-	-	
Total Canon Personnel Expenses	206,152	198,570	135,735	126,609	132,472	
Canon Operational Expense						
1-5210-00 - Canon Automobile	6,500	3,620	5,000	1,391	5,000	
1-5210-01 - Canon Transition Expense				13,555		
1-5211-00 - Canon Travel	1,900	1,279	1,100	395	620	
1-5212-00 - Canon Continuing Education	1,580	-	3,260	102	2,860	
1-5213-00 - Canon Supplies	3,335	1,952	2,740	3,190	600	
1-5214-00 - Canon Cell Phone	1,000	674	1,000	703	1,000	
1-5212-02 - Canon Admin Asst. Con Ed	500	-	-	-	-	
1-5120-03 - Canon Dues and Publications	-	-	1,100	-	850	
1-5211-02 - Canon Admin Asst Travel	200	-	-	-	-	
1-5213-02 - Canon Admin Asst Supplies	-	-	-	-	-	
Total Canon Operational Expense	15,015	7,525	14,200	19,336	10,930	

2021 Proposed Budget - Convention Copy	2019	2019	2020	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed	
Total Canon	221,167	206,095	149,935	145,946	143,402	
Other Ministries and Commissions						
1-5220-00 - Transition Ministry	4,000	2,068	4,600	2,801	4,600	
1-5224-00 - School for Ministry	19,257	5,232	10,000	2,736	7,350	
1-5225-00 - Seminarians Education/Support	38,300	29,112	45,500	38,336	57,450	
1-5225-02 - Seminarians Trustee Funding	(20,000)	(17,194)	(20,000)	(25,206)	(20,000)	
1-5235-00 - Clergy Conference	10,000	14,360	6,700	3,353	11,600	
1-5237-01 - Retired Clergy Conference	500	-	500	-	1,000	
1-5240-00 - Diocesan Sponsored Ministry Dev & Train.	4,400	517	4,400	88	1,000	
1-5501-00 - Executive Council	2,300	2,415	2,500	1,893	2,500	
1-5502-00 - Standing Committee	300	102	300	-	300	
1-5503-00 - Commission on Ministry	5,135	2,119	5,000	982	5,000	
1-5504-00 - Archives/Historian	1,000	-	1,000	405	1,000	
1-5505-00 - Diocesan Convention	65,525	70,697	62,326	49,534	20,000	
1-5505-01 - Diocesan Convention Participant Fees	(40,000)	(46,097)	(64,600)	(49,701)	(20,000)	
1-5506-00 - General Convention	15,000	15,000	15,000	15,000	15,000	
1-5506-01 - General Convention Fund Transfer	-	-	-	-	-	
1-5506-02 - ECW Triennial Transfer	-	-	-	-	4,000	
1-5507-00 - Synod Meeting	-	-	-	-	-	
1-5513-00 - Disciplinary Board	1,400	-	1,400	-	1,600	
1-5804-00 - Companion Diocese Program	5,400	-	5,400	-	2,500	
Total Other Ministries and Commissions	112,517	78,331	80,026	40,220	94,900	
TOTAL OFFICE OF THE BISHOP	671,171	594,999	558,758	497,965	572,966	
RESOURCES:						
Administration Personnel Expenses						
1-5120-00 - Administrative Personnel Salaries	94,810	102,699	112,000	115,148	112,156	
1-5120-03 - Sexton	6,500	6,600	6,500	4,400	6,500	
1-5103-02 - Administrative Staff-Health	29,314	24,385	15,000	14,920	15,701	

2021 Proposed Budget - Convention Copy		2019	2019	2020	2020	2021
		Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed
1-5103-03 - Administrative Staff-Retirement		7,551	5,368	9,000	5,065	9,000
1-5104-00 - Administrative Staff Payroll Taxes		7,254	7,635	7,983	8,679	8,913
Total Administration Personnel Expenses		145,429	146,687	150,483	148,212	152,270
Administration Operational Expenses						
1-5110-00 - Administrative Travel		350	100	705	-	218
1-5111-00 - Administrative Continuing Education		1,025	1,425	847	-	1,482
1-5111-01 Admin Conferences			-	1,700	-	1,975
1-5112-00 - Audit		12,000	14,800	18,000	13,950	18,000
1-5113-00 - Insurance		18,000	18,615	18,000	18,503	18,000
1-5114-02 Administrator Computer /supplies		-	-	2,400	1,398	550
1-5114-00 - Office Supplies		6,750	4,233	4,000	3,122	5,000
1-5114-01 - Hospitality Supplies		1,000	1,025	1,250	1,542	2,450
1-5116-00 - Journal Production and Mailing		300	-	300	98	-
1-5117-00 - Postage and Shipping		5,100	3,822	5,100	4,839	4,280
1-5118-00 - Office Equipment - Leases		16,500	18,451	16,500	18,068	18,639
1-5119-00 - Computer Expenses		12,000	10,030	12,000	12,759	10,300
1-5120-00 - Dues & Publications		2,584	512	700	459	600
1-5121-00 - Telephone/Internet		6,000	6,709	6,000	5,585	6,200
1-5122-00 - Utilities		12,600	12,879	12,600	11,206	13,800
1-5123-00 - Building Maintenance		12,000	10,696	8,200	12,300	10,460
1-5124-00 - Yard Maintenance		6,000	5,230	6,000	5,130	6,000
1-5125-00 - Contract Services		2,000	80	500	4,118	750
1-5125-01 - Volunteer Treasurer Travel		300	300	300	-	300
1-5126-00 - Bank Charges & Fees		600	366	400	735	600
1-5140-00 - Staff Planning Retreat		1,000	256	1,500	176	1,000
1-5155-00 - Frozen pipes damage/Ins claim 1/8		-	-	-	-	-
1-5155-01 - Repairs-Hurricane Florence		-	1,000	-	-	-
1-5199-00 - Contingency Expenses		-	-	-	-	-
Total Administration Operational Expenses		116,109	110,529	117,002	113,988	120,604
TOTAL RESOURCES		261,538	257,216	267,485	262,200	272,874

2021 Proposed Budget - Convention Copy	2019	2019	2020	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed	
DIOCESAN LIFE						
Canon for Diocesan Life Personnel Expenses						
15217-00 Dio Life Salaries	108,539	109,835	81,897	83,428	82,561	
1-5217-01 - Canon for Diocesan Life Health/Life	13,953	13,802	-	-	-	
1-5217-03 - Canon for Diocesan Life Retirement Benefits	14,333	14,450	-	-	-	
1-5218-01 - Dio Life Admin Asst. Health/Life	13,604	12,645	13,604	13,093	13,700	13,700
1-5218-03 - Diocesan Life Admin Asst. Retirement	2,602	2,764	2,775	2,828	2,775	2,775
1-5218-10 - Diocesan Life Admin Asst. Payroll taxes	2,212	2,261	2,358	2,366	2,358	2,358
1-5219-01 - Ministry coordinator Health/Life	-	-	16,762	14,468	14,700	14,700
1-5219-02 - Ministry coordinator Retirement	-	-	4,596	4,628	4,656	4,656
1-5219-03 - Ministry coordinator Payroll Taxes	-	-	3,907	3,330	3,957	3,957
Total Canon for Diocesan Life Personnel Expenses	155,243	155,757	125,899	124,141	124,707	
Diocesan Life Operational Expenses						
1-5217-04 - Automobile	4,000	3,139	-	-	-	-
1-5217-05 - Travel	1,500	9	-	-	-	-
1-5217-06 - Continuing Education	500	-	-	-	-	-
CODE						
1-5217-07 - Office Supplies	500	150	-	-	-	-
1-5217-08 - Cell Phone	1,000	1,005	-	-	-	-
1-5218-04 Dio Life Admin Asst Travel	300	44	300	-	200	200
1-5218-05 - Dio Life Admin Asst Con Ed	500	51	1,350	75	100	100
1-5218-07 - Communicators conference	-	-	1,650	626	350	350
1-5218-06 - Dio Life Admin Asst Supplies	3,000	682	155	137	300	300
1-5120-04 - Dues and Publications	-	-	2,125	1,250	723	723
1-5219-04 - Ministry coordinator Continuing Education	-	-	299	-	99	99
1-5219-05 - Ministry coordinator Travel	-	-	500	30	250	250
1-5219-06 - Ministry coordinator supplies	-	-	2,391	2,326	2,022	2,022
Total for Diocesan Life Operational Expenses	11,300	5,080	8,770	4,444	2,022	
Total Canon for Diocesan Life	166,543	160,837	134,669	128,584	126,729	

2021 Proposed Budget - Convention Copy	2019	2019	2020	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed	
Spanish Language Ministry Personnel Expenses						
1-5215-00 - Sp. Min. Coordinatr Salary/Housing/SECA	77,871	78,534	79,117	79,766	109,366	
1-5216-00 - Priest for LaSagrada- Salary/Housing/SECA	39,466	31,866	63,200	-	-	
Priest for LaSagrada-Pension	-	-	11,376	-	-	
1-5216-01 - Priest for LaSagrada- Insurance	11,016	9,180	12,735	-	-	
Total Spanish Language Ministry Personnel Expenses	155,768	147,467	193,263	108,262	109,366	
Spanish Language Ministry Operational Expenses						
1-5215-03 - Sp. Min. Program Expenses	15,800	2,058	7,500	11,714	7,300	
1-5215-04 - Sp. Min. Automobile	5,000	6,232	8,200	1,412	8,200	
1-5215-05 - Sp. Min. Coord. Business & Travel exp.	2,500	917	1,000	-	-	
1-5215-06 - Sp. Min. Coord. Con Ed	2,330	2,107	-	-	-	
1-5215-07 - Sp. Min. Coord. Supplies	240	88	500	17	700	
1-5215-08 - Sp. Min. Coord. Cell Phone	1,000	892	1,000	1,000	1,000	
1-5216-02 - Missioner Travel	2,000	703	2,000	-	2,000	
1-5215-99 - LEHTO Grant	-	(19,632)	-	(7,035)	(12,597)	
1-5216-97 Support for Spanish Min Coord(Mission Develp/Bishop Vision Fund)			(52,976)	(52,976)	(54,683)	
1-5216-99 - Spanish Ministry support from other sources	(57,000)	(4,290)	(87,311)	(3,902)	-	
Other grants as available	-	-	-	-	-	
Total Spanish Language Ministry Operational Expenses	(40,430)	(10,925)	(120,087)	(49,770)	(48,080)	
Total Spanish Language Ministry	115,338	136,542	73,176	58,492	61,286	
Other Clergy Pensions						
Other Ministries and Commissions						
1-5221-00 - Communications Ministry	12,000	8,144	10,840	12,697	4,300	
1-5223-00 - Education for Ministry	3,600	800	4,000	3,302	4,000	
1-5226-00 - Clergy Domestic Education	2,400	1,525	2,400	150	2,400	
1-5228-00 - Retired Clergy Liaison	200	200	200	-	200	
1-5229-00 - Hatteras Ministry	25,000	-	25,000	-	-	
1-5229-02 - Hatteras Ministry Trustee Funding	(25,000)	-	(25,000)	-	-	

2021 Proposed Budget - Convention Copy					
	2019	2019	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed
1-5230-00 - Stewardship Committee	2,000	-	2,000	-	2,000
1-5239-01 - Diocesan Life Conferences	10,000	6,377	12,000	1,980	
1-5242-00 - Diocesan Committee Hospitality	1,000	771	1,000	-	1,000
1-5509-00 - Racial Reconciliation	7,250	1,401	4,000	216	2,400
1-5510-00 - Ecumenical Relations	6,300	6,300	6,300	4,707	6,800
1-5511-00 - Liturgical: Music Conference	25,500	29,287	35,000	-	35,000
1-5511-01 - Liturgical: Music Conf. Participant Fees	(25,500)	(29,287)	(35,000)	-	(35,000)
1-5511-03 - Liturgical Commission	2,000	1,319	1,500	147	975
1-5801-00 - Trinity Center	60,000	60,000	60,000	60,000	60,000
1-5802-00 - Christian Social Ministries - EFWM	42,000	42,000	42,000	42,000	42,000
1-5802-01 - Christian Social Ministries-IRM	5,000	5,000	5,000	5,000	5,000
1-5803-00 - Global Development Goals (previously MDG)	8,500	8,500	8,500	-	8,500
1-5806-00 - Camp Trinity	22,000	22,000	22,000	-	22,000
1-5810-00 - General Church Program	180,000	182,577	180,908	180,908	181,000
1-5811-00 - Province IV Assessment	4,000	2,473	2,473	-	2,473
1-5812-00 - Anglican Comm/Lambeth Fund Transfer	2,000	2,000	2,000	2,000	2,000
1-5815-00 - Special Insurance Assistance	15,000	15,000	15,000	15,000	15,000
1-5815-01 - Special Ins Assist Nat Trust Funding	(10,000)	(10,000)	(10,000)	(10,000)	(10,000)
1-5816-00 - ERD Training	500	724	860	-	580
1-5852-00 - Sewanee Support	2,000	2,000	2,000	2,000	2,000
1-5859-00 - Compass Rose Society	3,000	3,000	3,000	3,000	3,000
Total Other Ministries and Commissions	380,750	362,111	377,981	323,107	357,628
Youth and Young Adult Ministry					
Youth & Young Adult Personnel					
1-5301-00 - Youth Director Salary & Benefits	46,231	46,880	46,971	47,621	52,986
1-5304-00 - Youth Staff Payroll Taxes	3,537	3,586	3,593	3,643	3,640
Total Youth & Young Adult Personnel	55,101	56,091	56,052	56,645	56,626
Youth Operational Expenses					
1-5310-00 - Youth Staff Travel	3,000	1,930	3,000	407	2,500
1-5311-00 - Youth Staff Continuing Education	1,545	1,269	1,847	1,357	1,200

2021 Proposed Budget - Convention Copy	2019	2019	2020	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed	
1-5312-00 - Youth Staff Supplies	536	2,728	686	313	2,586	
1-5312-01 - Youth Staff Dues and Publications		-	129	104	129	
1-5313-00 - Youth Staff Cell Phone	1,200	1,207	1,200	1,779	1,755	
Total Youth Operational Expenses	6,281	7,134	6,862	3,960	8,170	
Youth & Young Adult Programs						
1-5350-00 - Youth Program Funds	86,250	47,382	86,250	15,875	77,175	
1-5350-03 - Youth Participant Fees	(55,495)	(35,930)	(56,235)	(9,706)	(48,578)	
1-5350-04 - Youth Scholarships	5,000	1,136	2,000	134	2,500	
1-5351-00 - Campus Ministry Program Funds	-	(487)	-	(67)	-	
1-5351-01 - Campus Ministry Program Fds-ECU, PCC	10,000	6,810	10,500	577	9,565	
1-5351-02- Campus Ministry Program Funds-UNCW	9,675	6,647	8,975	2,467	9,625	
1-5351-03 - Campus Ministry Prog. - Pembroke	9,125	2,049	7,675	287		
1-5351-04 - Campus Ministry Program Funds - Fayetteville	3,000	491	1,400	-		
1-5352-00 - Campus Ministry Salary - ECU, PCC	16,993	16,728	17,265	16,187	17,489	
1-5352-00 - Campus Ministry Salary - UNCW	16,017	16,134	16,273	16,435	16,485	
1-5353-00 - Campus Ministry Payroll Taxes	2,525	2,462	2,938	2,485	2,938	
1-5357-00 - Diocesan College/Young Adult Prog	1,240	302	650	330	2,976	
1-5359-04 - LEHTO Grant	(10,000)	(1,903)	(1,775)	-	-	
1-5359-06 - Lutheran Synod Support for Campus Min	(1,000)	(2,125)	(1,000)	-	(1,000)	
1-5512-00 - Christian Formation Education	1,550	25	750	513	3,500	
Total Youth & Young Adult Programs	94,880	59,721	95,666	45,518	92,675	
Total Youth and Young Adult Ministry	156,262	122,946	158,580	106,123	157,471	
TOTAL DIOCESAN LIFE	818,893	782,436	744,406	616,307	703,114	
1-5199-00 - Contingency Expenses		-	26,563		12,952	
Total Expenses	1,751,602	1,634,651	1,597,212	1,376,471	1,561,906	
Operating Budget Revenues Over (Under) Expenses						
Additional COVID Support Trinity Center (early 2021)	(218,206)	(94,154)	-	330,956	0	
				(127,500)		

2021 Proposed Budget - Convention Copy	2019	2019	2020	2020	2020	2021
	Approved Budget	Actuals	Approved by EX. Coun. 6/12/2020 Budget	Projected YTD 12/31/2020	Proposed	
Net Operating Budget Revenues Over (Under) Expenses				203,456		
1-4199-00 - Carry Forward from Surplus	218,206					-
1-4211-00 FOUNDATION SPECIFIC ALLOCATIONS	56,172	50,276	60,555	51,236		56,594
FOUNDATION SPECIFIC DISBURSEMENTS						
1-5902-00 - Clergy Foreign Travel	5,208	3,000	5,473	-		5,009
1-5903-00 - Bishop's Relief Fund	3,688	-	3,846	-		3,522
1-5901-00 - Trinity Center	45,525	45,525	49,399	49,399		46,386
1-5904-00 - Thompson Child/Family Focus	1,751	1,751	1,837	1,837		1,677
Total	56,172	50,276	60,555	51,236		56,594
FOUNDATION SPECIFIC NET ALLOCATIONS OVER (UNDER)	-	-	-	-		-

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2020

21.00 2,020.00

City	Congregation	en	REVENUE		EXPENSE		
			Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Total Expense
Ahoskie	Church of St Thomas		172,539	212,408	204,575	20,597	216,975
Bath	St Thomas Episcopal Church		176,927	178,103	106,461	21,679	106,461
Beaufort	St Pauls Episcopal Church (2019)		476,554	590,356	504,978	48,939	603,151
Belhaven	St James Episcopal Church		34,514	80,942	34,777	1,200	42,657
Burgaw	St Marys Episcopal Church		58,947	60,961	52,806	5,800	53,728
Chocowinity	Trinity Episcopal Church (2019)		149,465	149,665	154,960	12,000	154,960
Clinton	St Pauls Episcopal Church		171,322	171,322	159,325	15,600	159,325
Columbia	St Andrews Episcopal Church		21,468	22,410	17,591	1,287	17,591
Creswell	Christ Episcopal Church		5,725	5,725	6,629	500	6,629
Creswell	Galilee Mission / Lake Phelps		6,680	6,680	4,115	950	4,315
Currituck	St Lukes Episcopal Mission (2018)		32,727	32,727	32,093	4,604	35,929
Edenton	St Pauls Episcopal Church		506,479	542,007	446,708	53,373	479,884
Elizabeth City	Christ Episcopal Church		397,057	531,079	32,400	32,400	90,849
Elizabethtown	St Christophers Episcopal Church		17,400	17,400	16,070	0	16,070
Engelhard	St Georges Episcopal Church		33,531	38,631	30,199	4,460	30,199
Farmville	Emmanuel Episcopal Church		36,485	37,673	41,077	2,520	41,077
Fayetteville	Church of the Good Shepherd		18,680	18,680	19,371	1,860	19,371
Fayetteville	Holy Trinity Episcopal Church		501,148	591,172	411,203	53,121	616,010
Fayetteville	St Johns Episcopal Church (2019)		574,642	878,239	574,642	62,125	943,717
Fayetteville	St Josephs Episcopal Church		88,661	88,661	106,647	8,800	112,447
Fayetteville	St Pauls in the Pines Epis Ch		80,055	80,450	65,392	1,233	65,892
Gatesville	St Marys Episcopal Church		16,355	16,355	16,352	2,700	16,352
Goldsboro	St Andrews Episcopal Church (2019)		62,619	72,044	66,249	4,467	73,047
Goldsboro	St Francis Episcopal Church		99,565	149,565	101,084	3,000	101,084
Goldsboro	St Stephens Church (2019)		0	0	0	0	0
Greenville	St Pauls Episcopal Church (2019)		738,504	822,918	823,123	64,170	858,690
Greenville	St Timothy's Episcopal Church		326,763	395,224	253,684	29,817	321,314
Grifton	St John Episcopal Church		10,982	10,982	17,917	2,199	18,017
Hampstead	Holy Trinity Episcopal Church		129,700	131,335	141,715	12,000	141,865

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2020

21.00		2,020.00		REVENUE			EXPENSE		
City	Congregation	en	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Havelock	St Christophers Episcopal Church		33,492	33,492	33,492	40,709	4,192	7,739	48,306
Hertford	Holy Trinity Episcopal Church		147,106	149,606	149,606	192,109	16,610	11,210	200,319
Holly Ridge	St Philips Episcopal Church		24,175	24,175	35,793	29,502	5,019	2,205	31,953
Jacksonville	St Annes Episcopal Church		191,045	216,866	242,754	216,866	10,000	9,342	229,408
Kinston	St Augustines Episcopal Church (2019)		24,803	28,096	30,837	25,607	2,000	3,516	29,123
Kinston	St Marys Episcopal Church		482,255	529,578	988,975	488,599	50,212	165,030	665,372
Leland	All Souls Episcopal Church		23,281	24,471	24,541	23,158	1,926	2,624	23,228
Lewiston Woodville	Grace Episcopal Church		3,700	3,700	3,700	5,174	1,200	1,000	5,174
Lumberton	Trinity Episcopal Church		166,371	185,930	186,362	155,409	17,500	35,195	190,604
Morehead City	St Andrews Church (2019)		249,598	274,586	360,438	332,354	27,467	153,582	517,540
Nags Head	Church of St Andrews by the Sea		366,997	372,074	380,591	320,332	37,496	5,842	324,540
New Bern	Christ Episcopal Church		986,396	986,396	1,449,428	962,733	78,000	471,703	1,410,514
New Bern	St Cyprians Episcopal Church (2019)		11,210	11,210	16,210	8,718	100	8,618	8,718
Newton Grove	La Iglesia de la Sagrada Familia		1,760	1,760	1,760	5,516	100	20,265	25,781
Oriental	St Thomas Church		171,507	171,507	171,507	157,321	17,378	8,500	157,321
Plymouth	Grace Episcopal Church		75,530	80,480	80,480	170,561	8,883	81,291	251,852
Roper	St Lukes & St Annes Epis Church		11,323	11,323	13,823	9,258	800	0	9,258
Salter Path	St Francis by the Sea		199,254	230,552	242,420	179,514	20,803	13,016	201,183
Seven Springs	Church of the Holy Innocents		50,392	50,392	51,212	24,540	7,175	13,516	37,521
Shallotte	St James the Fisherman Church		206,249	229,627	260,899	203,061	16,740	4,796	208,312
Southern Shores	All Saints Episcopal Church		257,527	312,166	372,956	320,588	30,128	143,377	437,105
Southport	St Philips Episcopal Church		576,282	633,515	1,045,050	669,489	58,152	205,312	897,911
Sunbury	St Peters Episcopal Church (Sunbury) (2019)		6,385	11,575	11,575	11,323	2,100	0	12,038
Swansboro	St Peters by the Sea Church		207,835	242,008	252,176	246,055	23,157	13,847	251,902
Trenton	Grace Episcopal Church (2017)		2,115	2,115	2,115	5,905	0	0	5,905
Washington	St Peters Episcopal Church		428,148	445,619	577,933	360,508	45,000	112,166	486,789
Washington	Zion Episcopal Church		65,123	116,387	129,137	105,645	6,895	10,970	121,798
Whiteville	Grace Episcopal Church		58,810	59,209	76,739	64,402	9,257	19,419	80,047

Diocese of East Carolina

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2020

21.00		2,020.00	REVENUE			EXPENSE			
City	Congregation	en	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Williamston	Church of the Advent (2019)		98,040	136,761	140,613	141,474	10,000	12,060	154,000
Wilmington	Church of the Good Shepherd		56,886	60,582	135,268	51,947	7,200	16,121	68,068
Wilmington	Church of the Servant		344,066	346,434	375,294	347,253	36,924	36,277	385,239
Wilmington	Holy Cross Episcopal Church		215,003	238,838	264,363	234,966	15,000	51,583	260,491
Wilmington	St Andrews on-the-Sound Church		599,757	603,554	707,987	638,053	69,102	125,362	756,115
Wilmington	St James Episcopal Church		1,407,589	1,524,189	1,713,170	1,342,946	124,500	133,764	1,458,176
Wilmington	St John Episcopal Church		563,403	563,403	622,574	594,684	50,939	41,693	634,888
Wilmington	St Mark Episcopal Church (2019)		79,340	120,689	143,938	95,380	12,000	23,413	118,356
Wilmington	St Pauls Church		463,919	540,073	635,974	572,073	35,000	108,306	665,021
Windsor	St Thomas Episcopal Church		129,949	153,060	214,339	160,858	12,869	19,909	181,070
Total			13,512,224	14,671,492	18,079,743	13,956,733	1,343,225	2,965,561	16,938,710

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2020

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Furcharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Ashokle	Church of St Thomas	69	69	8	37	14	0	0	0
Bath	St Thomas Episcopal Church	127	127	44	67	16	0	0	0
Beaufort	St Pauls Episcopal Church (2019)	639	399	22	71	101	0	3	0
Belhaven	St James Episcopal Church	55	48	0	27	27	0	1	9
Burgaw	St Marys Episcopal Church	56	47	9	28	284	0	0	0
Chocowinity	Trinity Episcopal Church (2019)	115	115	5	45	74	0	1	1
Clinton	St Pauls Episcopal Church	128	128	5	55	53	0	1	0
Columbia	St Andrews Episcopal Church	17	17	1	9	22	0	0	0
Creswell	Christ Episcopal Church	10	0	0	5	0	0	0	0
Creswell	Galilee Mission / Lake Phelps	3	0	0	5	1	0	0	0
Currituck	St Lukes Episcopal Mission (2018)	64	62	0	26	0	0	0	0
Edenton	St Pauls Episcopal Church	486	361	0	145	34	0	0	18
Elizabeth City	Christ Episcopal Church	245	235	25	104	41	2	1	0
Elizabethtown	St Christophers Episcopal Church	30	30	0	15	0	0	0	0
Engelhard	St Georges Episcopal Church	64	46	0	11	11	0	0	0
Farmville	Emmanuel Episcopal Church	21	21	0	17	6	0	0	0
Fayetteville	Church of the Good Shepherd	13	13	2	9	8	0	0	0
Fayetteville	Holy Trinity Episcopal Church	519	426	17	85	55	0	4	0
Fayetteville	St Johns Episcopal Church (2019)	819	819	50	142	107	0	4	5
Fayetteville	St Josephs Episcopal Church	38	38	0	28	32	0	4	0
Fayetteville	St Pauls in the Pines Epis Ch	144	130	5	40	41	0	1	0
Gatesville	St Marys Episcopal Church	25	25	0	8	4	0	0	0
Goldsboro	St Andrews Episcopal Church (2019)	25	25	1	21	35	0	0	6
Goldsboro	St Francis Episcopal Church	100	63	22	36	12	0	0	0
Goldsboro	St Stephens Church (2019)	332	292	30	93	102	0	2	0
Greenville	St Pauls Episcopal Church (2019)	1,056	508	314	288	104	2	3	14
Greenville	St Timothy's Episcopal Church	220	219	97	152	28	0	1	0
Grifton	St John Episcopal Church	20	14	0	12	5	0	0	0
Hampstead	Holy Trinity Episcopal Church	80	80	13	51	43	0	0	0
Havelock	St Christophers Episcopal Church	34	34	0	26	39	0	1	0
Hertford	Holy Trinity Episcopal Church	110	110	0	69	50	0	0	0
Holly Ridge	St Philips Episcopal Church	35	35	3	24	20	0	0	0
Jacksonville	St Annes Episcopal Church	258	174	73	98	19	1	3	0
Kinston	St Augustines Episcopal Church (2019)	22	22	0	15	15	0	0	0

Diocese of East Carolina

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2020

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Furcharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Kinston	St Marys Episcopal Church	341	289	43	234	59	1	4	24
Leland	All Souls Episcopal Church	35	24	0	20	10	0	0	0
Lewiston	Grace Episcopal Church	14	14	0	0	0	0	0	0
Lumberton	Trinity Episcopal Church	369	277	15	93	960	0	0	1
Morehead City	St Andrews Church (2019)	261	258	143	137	103	1	1	0
Nags Head	Church of St Andrews by the Sea	299	299	42	122	21	1	7	8
New Bern	Christ Episcopal Church	1,034	1,034	65	316	89	2	6	0
New Bern	St Cyprians Episcopal Church (2019)	26	23	0	10	10	0	0	0
Newton Grove	La Iglesia de la Sagrada Familia	524	524	0	150	10	0	0	0
Oriental	St Thomas Church	93	93	0	54	76	0	0	5
Plymouth	Grace Episcopal Church	36	0	0	22	0	0	0	0
Roper	St Lukes & St Annes Epis Church	26	0	0	7	0	0	0	0
Salter Path	St Francis by the Sea	207	207	76	121	16	3	2	0
Seven Springs	Church of the Holy Innocents	85	56	1	20	7	0	1	0
Shallotte	St James the Fisherman Church	316	316	0	139	35	0	0	3
Southern Shores	All Saints Episcopal Church	239	233	3	57	56	0	0	9
Southport	St Philips Episcopal Church	573	391	97	233	57	0	1	0
Sunbury	St Peters Episcopal Church (Sunbury) (2019)	26	0	0	6	12	0	0	1
Swansboro	St Peters by the Sea Church	213	204	16	135	16	0	4	0
Trenton	Grace Episcopal Church (2017)	9	9	0	9	1	0	0	0
Washington	St Peters Episcopal Church	562	445	18	154	21	0	2	0
Washington	Zion Episcopal Church	49	45	8	26	26	0	1	0
Whiteville	Grace Episcopal Church	52	33	6	23	9	0	0	0
Williamston	Church of the Advent (2019)	98	96	0	32	41	0	0	0
Wilmington	Church of the Good Shepherd	62	62	12	37	16	0	1	0
Wilmington	Church of the Servant	561	367	0	149	43	0	0	0
Wilmington	Holy Cross Episcopal Church	175	174	27	86	10	0	0	5
Wilmington	St Andrews on-the-Sound Church	849	730	87	264	160	0	3	16
Wilmington	St James Episcopal Church	1,114	1,031	0	345	12	1	6	0
Wilmington	St John Episcopal Church	431	371	163	201	10	0	2	0
Wilmington	St Mark Episcopal Church (2019)	71	71	4	46	63	0	2	6
Wilmington	St Pauls Church	366	314	35	174	72	0	0	0
Windsor	St Thomas Episcopal Church	122	102	5	38	10	0	1	0
Total		15,217	12,824	1,612	5,324	3,434	14	74	131

Constitution

ARTICLE I Territorial Limits

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

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

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

ARTICLE III Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Executive Council.

Section 2. But the time and place of such meeting may be changed or Special Conventions may be called by the Bishop and Executive Council, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the convention at least twenty days before the meeting of such Special Convention to each member of the clergy entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds of both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions, but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention - subject to the provisions of Article IV, Sections 3 and 4 of this Constitution - shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders - Clerical and Lay. The Bishop of the Diocese, or in the Bishop's absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the conventions. The Bishop Coadjutor and the Bishop-Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. (a) Every member of the Clergy of the Church Canonically resident in the Diocese shall be entitled to a seat and vote in the Convention (b) The Convention may grant seat and voice in the Convention to: (i) Clergy not canonically resident, but serving churches within the diocese for an extended period; (ii) Military chaplains serving within the diocese; (iii) Clergy who are guests of the convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31 preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church. (b) When the Ecclesiastical Authority has recognized an Episcopal College or University Campus Ministry as a community of faith, the Campus Ministry shall be entitled to elect a student lay delegate as its representative to the Annual Convention. The student lay delegate shall be an adult confirmed communicant in good standing in this Church elected by the Campus Ministry from its membership.

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

Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension. (b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall

be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

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

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

ARTICLE V

Powers of Convention

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

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

ARTICLE VI

Quorum

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

ARTICLE VII
Voting by Convention

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

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

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

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

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

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

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

ARTICLE VIII
Officers of Convention

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

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

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

ARTICLE IX

Standing Committee

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

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

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

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

ARTICLE X
Organization of Missionary Congregations

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

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

ARTICLE XI
Authority of Rectors

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

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

ARTICLE XII
Canons for Trial of Clergymen

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

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

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the Clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All Clergy who have been retired on account of age or disability and all non-parochial Clergy are entitled

to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV
Qualifications for Voting in
Parochial and Mission Elections:
Definitions

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

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

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

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

ARTICLE XV
Method of Amending Canons

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

ARTICLE XVI
Method of Amending the Constitution

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

ARTICLE XVII
When Amendments Become Effective

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

Canons of the Diocese of East Carolina

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

CANON 1 Members of Convention

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

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

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

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

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

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

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

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

31 32 CANON 2 33 34 Worship at Convention

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

1 CANON 3
2 Rules of Order
3

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

8
9 CANON 4
10 Secretary
11

12
13 Section 1. The Secretary shall issue notices of all meetings of the Convention under direction
14 of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Dele-
15 gates entitled to seats therein; in the absence of both the Bishop and the President of the Stand-
16 ing Committee, shall call the Convention to order for the purpose of organization; shall keep a
17 record of its proceedings, under its direction, in a suitable form to be kept for that purpose; and
18 shall be admitted to a seat in the Convention and to participation in its deliberations, without
19 the right of voting, unless otherwise entitled to vote in the Convention.
20

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

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

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

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

CANON 5

Treasurer

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

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

CANON 6

Chancellor

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

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 Diocese

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

Section 2. The two (2) lay members and two (2) clergy canonically resident in this Diocese of the Board of Trustees shall serve a term of two (2) years and may not serve more than two consecutive terms. The terms of these two (2) lay persons and two (2) clergy canonically resident in this Diocese shall be staggered so that two (2) trustees, one lay and one clergy, will be elected at each Annual Convention. In 2004, one clergy person shall be elected to serve a one year term and one clergy person shall be elected to serve a two year term, as designated by the Bishop upon placing the names in nomination. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected. Persons eligible for election shall be eighteen (18) years of age or older, confirmed communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of the Diocese of East Carolina, Incorporated, to be held, managed and invested for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and of The Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Founda-

tion of The Diocese of East Carolina, Incorporated, to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section 3.

Section 4. (a) Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the use and benefit of the Parish, the Trustees shall have the power to convey the property upon the written request of the Vestry of such Parish, subject to the written consent of the Bishop and the Standing Committee, if in the opinion of Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention. (b) Whenever title to real property is vested in the Trustees for the use and benefit of any Mission or organization of the Diocese other than a Parish, the Trustees shall have the power to convey the property upon written request and written approval of the Bishop and the Standing Committee, and shall have the power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization. (c) The title to all real estate belonging to the Diocese in its own right is declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are authorized to convey the property, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese, and subject to the written consent of the Bishop and the Standing Committee.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 12

Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight Priests canonically resident in the Diocese, two Vocational Deacons, and four lay persons, communicants of of this Church and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon shall be elected every two years. Two Priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election or appointment to fill a vacancy until one year after the expiration of the member's previous term of office. The Executive Council shall elect a person of the appropriate order, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between annual meetings of the Convention. The Bishop shall designate a Priest from the members of the Commission to serve as chair.

Section 2. The Commission shall perform the duties and functions prescribed in Canon III.2 of the Canons of General Convention, shall conduct and evaluate the examination of persons for Holy Order; support the development, training, utilization and affirmation of the ministry of the laity in the world; and perform such other duties as may be assigned to it by the Bishop.

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

CANON 1 Deaneries

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

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

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

Section 3. Membership. Each Deanery shall include:

- (a) The members of the parishes or missions within the deanery.
- (b) The clergy within the Deanery who are canonically resident or licensed to serve in the Diocese.

Section 4. Deanery Council.

- (a) The Vestry of each parish or mission within the Deanery may select two lay deanery representatives who shall be adult confirmed communicants in good standing for a term decided upon by the Vestry to serve with the clergy within the Deanery as the Deanery Council.
- (b) The Deanery Council shall meet regularly to give leadership to the life and ministry of the Deanery.
- (c) The Deanery Council shall conduct an annual meeting of the Deanery no later than 60 days prior to the Annual Convention at which: (i) one clergy person and one lay person who is an adult confirmed communicant in good standing shall be elected to represent the Deanery for a one year term on the Annual Convention's Nominations Committee and may subsequently be elected for a total of three consecutive terms; and (ii) when necessary to fill vacancies, one

clergy person and one lay person who is an adult confirmed communicant in good standing shall be nominated to represent the Deanery on The Executive Council for a three year term upon election by the Annual Convention, as set forth in Title I. Canon 8; (iii) other business of the Deanery Council may be conducted.

(d) The Deanery Council shall conduct an annual pre-convention meeting of the Deanery at which the delegates to the Annual Convention and other members of the Deanery congregations shall be given an opportunity to review items on the proposed Convention agenda.

Section 5. Officers.

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

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

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

CANON 2

Congregations of the Diocese

Section 1. Types of Congregations. There shall be two types of congregations recognized in the Diocese: parishes and missions. There shall be no distinction between parishes and missions of the Diocese with regard to representation and voting rights in conventions of the diocese, which rights shall be determined in conformity with Article IV of the Constitution of the Diocese, or representation and voting rights in the Deaneries of the Diocese, which rights shall be determined in conformity with Title II, Canon 1, of the Canons of the Diocese.

Section 2. Boundaries of Congregations. Congregational boundaries shall coincide with the fixed civil political boundaries, as fixed by the laws of the state of North Carolina, of towns, cities, or counties. The boundaries of any parish or mission of the Diocese shall be the largest such political subdivision of the State of North Carolina in which there exists only one congregation of the Diocese. In the event that more than one congregation is located within the corporate boundaries of a town or city, the boundaries of each of the congregations so located shall be the corporate limits of such town or city, and the parochial cures of each such congregation shall be the same.

Section 3. Missions. An organized mission of the Diocese is a congregation of ten or more confirmed communicants in good standing of the Episcopal Church, 16 years of age or older,

1 together with such other persons who desire to be members thereof, which has not been admit-
2 ted into union with convention as a parish, and which has been recognized and accepted as a
3 mission of the Diocese in accordance with this Canon. A mission may be formed by any of the
4 following methods:

5 (a) by voluntary association of confirmed communicants of the Episcopal Church in accor-
6 dance with Section 4 of this Canon;

7 (b) by extension of any existing parish into a mission congregation with the consent of the
8 Bishop and under the supervision of the Department of Mission and Development; or

9 (c) by establishment of a mission by the Bishop with the advice and consent of the Executive
10 Council of the Diocese under plans formulated by the Department of Mission and Develop-
11 ment.

12

13 Section 4. Admission of Organized Missions. A congregation as described in Section 2 of this
14 Canon shall be admitted into union with convention and recognized as an organized mission
15 of the Diocese upon vote of convention after certification by the Department of Mission and
16 Development, in consultation with the Deanery Council of the relevant Deanery of the Dio-
17 cese, that the following requirements and conditions have been met:

18 (a) Consent of the Bishop to the organization of the congregation;

19 (b) Consent of the Rector or other clergy in charge of any congregation within the boundaries
20 of which the petitioning congregation intends to locate its primary place of worship;

21 (c) Adoption, with the consent of the Bishop, of a name by which the congregation shall be
22 known;

23 (d) Election of a Vestry in accordance with the Canons of the Diocese;

24 (e) Provision, both financial and otherwise, of a schedule and place of at least weekly worship,
25 with provision for the celebration of Holy Eucharist at least one Sunday of each month;

26 (f) Adoption of a plan of development and mission which has been approved by the Depart-
27 ment of Mission and Development under such guidelines as the Department may adopt from
28 time to time, with provision for adequate congregational financial support and a commitment
29 to the mission, program and financial support of the Diocese;

30 (g) Adoption of the following statement by at least ten confirmed communicants in good
31 standing, sixteen years of age or older, who are members of the proposed mission, signi-
32 fied by their signatures upon a copy of said statement, submitted to the Bishop prior to the
33 consideration of convention of the request for admission: "We, the undersigned, being con-
34 firmed communicants of the Episcopal Church, and being at least sixteen years of age, having
35 formed ourselves into a congregation known as _____, at

36 _____, North Carolina, do hereby certify that all requirements
37 and conditions for admission to union with the Convention of the Diocese of East Carolina as
38 contained in the Constitution and Canons of the Diocese have been met. We further certify that
39 we hereby consent to be governed by the Constitution and Canons of the Episcopal Church, as
40 established by its General Convention, and by the Constitution and Canons of the Diocese of
41 East Carolina, and we recognize the Bishop of East Carolina as the Ecclesiastical Authority of

the Diocese, and as chief pastor and spiritual and ecclesiastical authority of the congregations of the Diocese. We hereby request recognition as an organized mission of the Diocese and admission into union with the convention thereof In witness whereof, we have hereunto signed our names, this the ____ day of _____, 20__.”

(h) Establishment of a relationship with a priest selected by the Bishop with the consent of the Vestry, with provision for worship services and pastoral care for the congregation under terms and conditions approved by the Bishop. Upon an affirmative vote of convention to any such petition, the mission thus admitted shall immediately be seated in the convention of the diocese, with full voice and vote, in accordance with the Constitution and Canons of the Diocese, and shall thereafter comply fully with all the requirements of said Constitution and Canons, and of the Constitution and Canons of the General Convention of the Episcopal Church and be known as an organized mission of the Diocese of East Carolina.

Section 5. Parishes. A recognized congregation of the Diocese of East Carolina with at least twenty-five confirmed communicants in good standing, 16 years of age or older, and in the case of a new parish, which has existed as an organized mission of the diocese for at least one year, and which has been admitted to union with the Convention of the Diocese as such, shall be recognized as a parish. A mission of the Diocese shall be admitted to status as a parish by vote of convention after certification by the Department of Mission and Development that the following requirements and conditions have been met:

- (a) Existence as an organized mission of the Diocese for a period of at least one year;
- (b) Maintenance of a regular place of worship;
- (c) Establishment of a relationship with a Rector under the Canons of the Diocese who is compensated in accordance with guidelines established by the Clergy Salary Study Commission of the Department of Administration;
- (d) Full participation in the life of the Deanery in which it is located and in the life, mission and ministry of the Diocese of East Carolina.

CANON 3

Parish Meetings

Section 1. Annual Meeting. The Vestry shall call for an annual meeting of the communicants of the parish. The annual meeting shall occur on the first Sunday of Advent unless the Vestry designates another date. The annual meeting shall conduct Vestry elections, hear reports from the Rector, the Wardens and each parish committee and organization, and discuss other matters of interest to the congregation. Motions, resolutions, elections and all other matters presented to a parish meeting for vote shall be decided by vote of the qualified members present and voting.

Section 2. Other Parish Meetings. Upon the call of the Vestry, a meeting of the communicants of the parish may be held at any stated time, upon notice of not less than one week to the Rector and the communicants.

Section 3. Persons Qualified to Vote in Parish Meetings. A person who meets the qualifications set forth in Article XIV of the Constitution of this Diocese may vote when present at any meeting of the parish.

Section 4. Bylaws. (a) A parish meeting may adopt bylaws

(1) for the orderly conduct of parish meetings;

(2) for the adoption of a rotating Vestry system as authorized by Canon 4, Section 3;

(3) for the election of members of the Vestry and, if so authorized by the Vestry, delegates to the Annual Convention; and

(4) for the orderly conduct of Vestry meetings and other business of the parish.

(b) Bylaws shall be consistent with the Constitution and Canons of this Church and this Diocese.

(c) The Rector and the Senior Warden shall file a copy of the parish bylaws and any amendment thereto, certified by the Clerk of the Vestry, within thirty days after their adoption with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, upon the advice of the Chancellor, disapprove any bylaw which is inconsistent with the Constitution or Canons of the General Convention of the Protestant Episcopal Church in the United States of America, or with the Constitution or Canons of this Diocese. Any bylaw rejected by the Ecclesiastical Authority shall be severable from the remainder and shall not alter the effectiveness of the remainder of the parish bylaws.

CANON 4

Vestries

Section 1. Vestry Declaration and Promise. Every person chosen as a member of a Vestry of a parish or mission of this Diocese shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do consent to be governed by the doctrine, discipline and worship of the Protestant Episcopal Church in the United States of America; and I promise that I will faithfully execute the office of member of the Vestry of _____ Parish or Mission in _____ (City or County), according to the best of my ability."

Section 2. Size and Composition. A Vestry shall have not fewer than three (3) or more than (12) members, confirmed adult communicants in good standing of the Episcopal Church as defined in Article XIV of the Constitution of this Diocese.

Section 3. Terms of Office. (a) The annual parish meeting shall elect a Vestry in accordance with one of the following alternative plans:

- 1 (1) Vestry Plan One. At each annual parish meeting all the members of the Vestry shall be
2 elected to serve until the next annual parish meeting or until their successors are elected.
- 3 (2) Vestry Plan Two. The annual parish meeting may select, by vote of the annual parish
4 meeting or bylaw, a rotating Vestry system with three-year terms. At the first election fol-
5 lowing the adoption of this plan, one-third of the members shall be elected to serve one year,
6 one-third for two years and one-third for three years. Thereafter, at the annual parish meeting,
7 one-third of the Vestry shall be elected. Members of the Vestry shall serve until their succes-
8 sors are elected.
9
- 10 (3) Vestry Plan Three. The annual parish meeting may select, by vote of the annual parish
11 meeting or bylaw, a rotating Vestry system with two-year terms. At the first election following
12 the adoption of this plan, one-half of the Vestry shall be elected for one year and one-half shall
13 be elected for two years. Thereafter, at each annual parish meeting, one-half of the Vestry
14 shall be elected. Members of the Vestry shall serve until their successors are elected.
- 15 (b) A parish may provide that a retiring member of the Vestry shall not be eligible for re-
16 election until a period of one year has elapsed between terms. No member shall serve for a
17 period greater than three consecutive years on any Vestry until a period of at least one year has
18 elapsed between terms, except as provided in Section 10(b) of this Canon.
19
20
- 21 Section 4. Wardens. (a) The Vestry shall elect annually a Senior Warden and a Junior Warden
22 from among their own number. The Rector shall nominate the Senior Warden. If there is no
23 Rector, the election of the Senior Warden shall proceed without such nomination.
- 24 (b) The Wardens shall: (1) provide the Elements for the Eucharist; (2) keep and disburse the
25 alms when there is no Rector or Priest-in-Charge; (3) provide for the celebration of public
26 worship and instruction of the congregation by clergy or a lay person licensed by the Eccle-
27 siastical Authority; and (4) when there is no Rector or Priest-in-Charge, the Senior Warden
28 shall preside at all meetings of the Vestry, Parish or Mission.
29
- 30 Section 5. Clerk of the Vestry. (a) The Vestry shall annually elect a Clerk, who is not required
31 to be a member of the Vestry. (b) The Clerk of the Vestry shall: (1) take and record the min-
32 utes of all meetings of the Vestry; (2) attest to or certify the public acts of the Vestry; (3)
33 preserve all records and papers of the Parish or Mission; (4) perform all other duties legally
34 assigned to the Clerk of the Vestry; and (5) faithfully and promptly deliver all books, records,
35 files and documents, including electronic files and storage devices, of the Parish or Mission to
36 the succeeding Clerk.
37
- 38 Section 6. Treasurer. (a) The Vestry shall elect a Treasurer, who is not required to be a member
39 of the Vestry. (b) The Treasurer shall: (1) receive and disburse all monies collected under the
40 direction of the Vestry or parish bylaw; (2) keep an accurate account of all monies received
41 and report to the Vestry at least semi-annually or as directed (3) faithfully and promptly deliv-

er all books, records of account and financial documents, including electronic files and storage devices, of the Parish or Mission to the succeeding Treasurer.

Section 7. Duties of the Vestry. (a) The Vestry shall act as the Trustees of the Parish or Mission, and shall take charge of the property of the Parish or Mission. (b) The Vestry shall regulate the temporal concerns of the Parish or Mission. (c) The Vestry shall elect and call a Rector for the Parish and provide for the Rector's maintenance. (d) The Vestry shall keep order in the Parish or Mission. (e) The Vestry shall act as helpers to the Rector or Priest-in-Charge in whatever is appropriate to the laity for the furtherance of the Gospel.

Section 8. Powers of the Rector. (a) The Rector or Priest-in-Charge of the Parish or Mission, or a member of the Vestry designated by the Rector, shall preside in all meetings of the Vestry. Where there is no Rector or Priest-in-Charge, the Senior Warden shall preside at Vestry meetings as provided in Title II, Canon 4, Section 4 (b) (4). No Interim Rector shall preside at Vestry meetings unless so appointed by the Bishop.

(b) The Rector or Priest-in-Charge is entitled to vote only in case of a tie on any question except those in which he or she may be personally concerned.

(c) The Rector or Priest-in-Charge shall have the power to call special meetings of the Vestry at any time, giving reasonable notice and specifying the business for which the meeting is called.

Section 9. Vestry Meetings. (a) Regular meetings of the Vestry shall be held as the Vestry and Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the Vestry each year. (b) Upon request of three members of the Vestry, the Rector or Priest-in-Charge shall call a meeting of the Vestry. (c) Should the Rector or Priest-in-Charge refuse to call a meeting of the Vestry when required, the Wardens or any three Vestry members may call a meeting, provided they give reasonable notice to the Rector. (d) When the Rector or Priest-in-Charge is absent or the office is vacant, the Senior Warden or any two members of the Vestry may call special Vestry meetings, upon giving reasonable notice.

Section 10. Vacancies on Vestry. (a) A vacancy on the Vestry may occur by death, resignation or removal. A parish bylaw may authorize the remaining Vestry members to fill the vacancy by appointment to serve the remainder of the unexpired term or to serve until the next annual parish meeting when the meeting shall elect a person to serve the remainder of the unexpired term. (b) A parish bylaw may provide that a person who serves one year or less of an unexpired term may be eligible immediately for election to a full term.

Section 11. All Vestries of the Diocese of East Carolina shall be required to pay the insurances associated with the operation of their parish in accordance with Diocesan policy. These insurances shall include, but are not limited to the following: (a) adequate property, liability and casualty insurance, (b) workers compensation, (c) Officer and Director's Liability, (d) clergy and lay pension premiums, (e) clergy and lay medical and dental insurance.

CANON 5

Duties of the Members of the Church

Section 1. The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship. Section 2. It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism, and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

CANON 6

Dissolution and Suspension of Parishes and Missions

Section 1. When, in the judgment of the Bishop of the Diocese, a parish does not give promise of such sufficient strength as will enable it to maintain its organization, whether from lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which shall thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may require an audit of the assets and liabilities of Parish or Mission, to be paid for out of the assets of the Parish or Mission. The Trustees may dispose of the personal property, and shall retain the proceeds in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Mission and Development and to the Executive Council. If the Department and the Executive Council determine together that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered and disposed of by the Trustees as property of the Diocese in its own right as provided by Canon I.12. Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish or Mission, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 7

Archdeacons

Section 1. The Bishop shall have the power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters or Deacons canonically resident in the Diocese, and who shall, if practicable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him or her in writing by the Bishop. The Archdeacon shall be amenable to the Bishop in all acts and appointments, and shall make such reports as the Bishop may require.

TITLE III. Bishops, Priests and Deacons.

CANON 1

The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. The Secretary shall call the roll of the Clergy, and as the name of each member of the Clergy is called the member's ballot shall be deposited with the Tellers. The roll of the parishes and missions shall then be called by the Secretary, and as each is called it shall deposit its ballots with the Tellers. The Tellers shall count the vote of each Order separately and report the results to the Chair who shall announce the same. If the same person shall receive the necessary votes of both Orders on the same ballot, that person shall be declared duly elected. If no person is elected, the delegates may continue to vote as above ordered until an election is made.

Section 3. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, after which the balloting shall be resumed in accordance with the provisions of Section 2 of this Canon.

CANON 2

Salary of the Bishop

The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget as adopted by the Annual Convention.

CANON 3

Call of a Minister; Clergy Assistants

Section 1. (a) When there is no Rector in a Parish of the Diocese, the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer a salary and allowances not less than the then existing minimums for members of the clergy recommended by the Clergy Salary Study Commission of the Department of Administration and adopted by the Diocesan Convention.

(b) When a vacancy occurs in a Mission of the Diocese, the Bishop may, in his or her discretion, appoint a priest-in-charge for a period of not more than two years, under such terms and conditions as the Bishop deems appropriate, after consultation with the Vestry of the Mission. In the event of such appointment, the priest-in-charge may be reappointed for successive terms. In the event that the Bishop determines that the Vestry should call a priest-in-charge, the Vestry shall make such call in accordance with these Canons.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services of a priest during the vacancy, it shall be the duty of the Bishop to take such measures as are expedient for the temporary maintenance of Divine Services therein.

Section 3. No Parish may elect a Rector until the names of the proposed nominees have been made known to the Ecclesiastical Authority, and sufficient time, not exceeding sixty days, has been given to the Ecclesiastical Authority to communicate with the Vestry, nor until the Vestry has considered any such communication at a meeting duly called and held for that purpose. If a church is receiving financial assistance from the Diocese, the Ecclesiastical Authority's written approval of the Vestry's choice shall be essential to the election of the Priest in Charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified minister who has accepted the office, the notice shall be sent

1 to the Secretary of Convention, who shall record it. Such record shall be sufficient evidence of
2 the relation between the Minister and the Parish.

3
4 Section 5. A Rector is settled, for all purposes here and elsewhere mentioned in these Canons,
5 who has been engaged permanently by any parish, according to the rules of the Diocese, or for
6 any term of not less than one year.

7
8 Section 6. The Rector or Priest-in-Charge of a parish or mission shall have the authority to
9 select and call an assistant, by whatever title called, with the consent of the Vestry of the par-
10 ish or mission. Any assistant clergy shall serve under the authority and direction of the Rector
11 or Priest-in-Charge. Before beginning the process of selection, the Rector or Priest-in-Charge
12 shall discuss with the Bishop and the Vestry the Parish or Mission's readiness to call an assis-
13 tant and present a draft job description. The Rector or Priest-in-Charge shall discuss a list of
14 candidates and job description of the assistant with the Bishop before the final selection is
15 made. Before issuing a call of any assistant the name of the Member of the Clergy proposed
16 for selection shall be made known to the Bishop, and the Bishop shall have sufficient time,
17 not exceeding sixty days to communicate with the Rector or Priest-in-Charge and the Vestry
18 on the selection. Any assistant selected shall serve at the discretion of the Rector or Priest-
19 in-Charge but may not serve beyond the period of service of the Rector or Priest-in-Charge
20 except that, pending the call of a Rector, Priest-in-Charge, or full-time Interim Priest, the as-
21 sistant may continue in the service of the Parish or Mission if requested to do so by the Vestry,
22 and under such terms and conditions as the Bishop shall determine in consultation with the
23 Vestry. No assistant may succeed directly to the position of Rector, Priest-in-Charge, or Inter-
24 im Priest in any parish in which the assistant is currently serving in the event of the removal,
25 resignation or death of the Rector or Priest-in-Charge.

26
27 Section 7. When a parish is vacant, or when a mission is vacant and the Bishop has authorized
28 the Vestry to call a priest-in-charge, a priest may be called as Interim Rector with the consent
29 of the Bishop with all rights and responsibilities attaching to that office except tenure. The
30 Interim Rector shall serve in accordance with the terms and conditions of a written letter of
31 agreement mutually agreeable to the priest, the Vestry and the Bishop. An Interim Rector may
32 or may not be eligible to become the settled Rector or Priest-in-Charge of the congregation,
33 and such eligibility shall be determined in accordance with the wishes of the Bishop prior to
34 entering into an agreement with the proposed Interim Rector and shall be set forth in the letter
35 of agreement adopted by the parties.

CANON 4

Registration, Reports, etc.

Section 1. Private and Parish Registers. Each member of the Clergy of this Diocese shall keep a register of all baptisms, confirmations, marriages and funerals performed within his or her parish or cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite was performed, which register shall be transcribed at least once each month into a book provided for the purpose by the Vestry of the Parish or Mission.

Section 2. List of Communicants, etc. It shall also be the duty of each member of the Clergy to keep a list of the communicants within the Parish or Mission, and, so far as practicable, of the families and adult persons within the same, to remain for the use of the Parish and any successor called by the Parish.

Section 3. Parochial Reports.

(a) It shall be the joint duty of the Rector or Priest in Charge and the lay leadership to report annually to the Bishop, through the Secretary of Convention, not later than March 1st preceding the Annual Convention, all official acts performed since the last such report to and including December 31st of the preceding year, and all information concerning the state of the Parish, Mission or other Cure, according to the form prescribed by the Executive Council of the General Convention. Each such report shall also include all official acts performed by the Rector or Priest in Charge outside the Parish, Mission or Cure. The Vestry's approval is required before filing the Parochial Report. (b) In the case of a Parish without a Rector, Priest in Charge or Interim Rector, it shall be the duty of the Vestry to make the required Parochial Report. (c) In making the Parochial Report, all communicants shall be included, except those who have been repelled by the proper authority under Canon I.17 of the Canons of the General Convention.

Section 4. Annual Audit Report. The Vestry of each Parish or Mission shall provide for an Annual Audit of all accounts. Such audit shall conform to the requirements of Canon I.7 of the Canons of the General Convention. The Vestry shall review the Audit Report and recommendations and file them together with an action plan to correct any deficiencies with the Bishop or Ecclesiastical Authority not later than September 1 following the close of the Parish or Mission's fiscal year.

Section 5. Penalties. Failure to keep records or to file the reports required by this Canon or by the Canons of General Convention shall result in the imposition of those penalties set forth in Article IV, Section 5(b) of the Constitution of the Diocese.

Section 6. Transfer of Communicants. It shall be the duty of the Rector or Minister in Charge of every Parish or Mission, learning of the removal of any communicant of the minister's Parish or Mission to another cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer the communicant to the new Cure.

Section 7. Disclosure of Parish Register. It shall be the duty of the Rector or Minister in Charge of a Parish or Mission to submit for the Bishop's examination at the time of the Bishop's annual visitation the Parish Register. The Bishop shall determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 5

Clergy Liable to Missionary Duty

All members of the Clergy of the diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 6

Dissolution of the Relationship between Congregation and Priest

Section 1. Except under mandatory resignation by reason of age, a Rector may not resign as Rector of a congregation without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a congregation be removed therefrom by the Vestry against the Rector's will, except as provided in this Canon.

Section 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relationship between the priest and the congregation, and the parties cannot agree, either the priest or the Vestry, but no other person or group, may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of Bishop under this Canon.

Section 3. Within sixty days of receipt of the written notice the Bishop as chief pastor of the Diocese shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper, including the appointment of a consultant to confer in the matter, and may appoint a committee of at least one priest and one lay person, none of whom may be members of the congregation involved, to make a report to the Bishop.

- 1 Section 4. If differences between the parties are not resolved after completion of the mediation,
2 the Bishop shall proceed as follows:
- 3 (a) The Bishop shall give written notice to the Rector and the Vestry that a godly judgment will
4 be rendered in the matter after consultation with the Standing Committee and that either party
5 has the right within ten days to request in writing an opportunity to confer with the Standing
6 Committee before it consults with the Bishop.
- 7 (b) If a timely request is made, the President of the Standing Committee shall set a date for a
8 conference, which will be held within thirty days.
- 9 (c) At the conference, each party shall be entitled to representation and to present its position
10 fully.
- 11 (d) Within thirty days after the conference or after the Bishop's notice if no conference is re-
12 quested, the Bishop shall confer with and receive the counsel of the Standing Committee, which
13 shall not be binding upon the Bishop and which the Bishop shall consider along with such other
14 information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall
15 render a godly judgment.
- 16 (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the
17 explanation is in writing, copies shall be delivered to both parties.
- 18 (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on
19 definitions of responsibility and accountability for the Rector and the Vestry.
- 20 (g) If the relation is to be dissolved:
- 21 (1) The Bishop shall direct the Secretary of Convention to record the dissolution.
- 22 (2) The judgment shall include such terms and conditions including financial settlements
23 as shall seem to the Bishop just and compassionate.
- 24
- 25 Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and
26 the congregation.
- 27
- 28 Section 6. In the event of the failure or refusal of either party to comply with the terms of the
29 judgment, the Bishop may impose such penalties as are consonant with the Constitution and
30 Canons of the General Convention of the Episcopal Church, and of the Diocese of East Caro-
31 lina, including the following: (a) In the case of a priest, suspend the priest from the exercise of
32 the priestly office until the priest shall comply with the judgment. (b) In the case of the Vestry,
33 invoke any available sanctions including those set forth in Article IV of the Constitution of the
34 Diocese until it has complied with the judgment.
- 35
- 36 Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided
37 that all be done to expedite these proceedings. All parties shall be notified in writing of the
38 length of any extension.
- 39
- 40 Section 8. (a) Statements made during the course of proceedings under this Canon are not
41 discoverable nor admissible in any proceedings under Title IV of the Canons of the Episcopal

1 Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does not
2 require the exclusion of evidence in any proceeding under the Canons which is otherwise dis-
3 coverable or admissible.

4 (b) In the course of proceedings under this Canon, if a charge is made by the Vestry against
5 the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the
6 Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall
7 be suspended until the charge has been resolved or withdrawn.

10 CANON 7

11 Ecclesiastical Discipline

13 Section 1. Purpose. Those provisions of Title IV of the Canons of The Episcopal Church
14 which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent,
15 if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions
16 of Title IV of the Canons of The Episcopal Church, the provisions of Title IV of the Canons of
17 The Episcopal Church shall govern. Any terms not defined herein are defined in Title IV of the
18 Canons of The Episcopal Church.

19 Section 2. Multi Diocese Agreement. The Diocese may enter into an Agreement to develop
20 and share a Disciplinary Board and/or other resources necessary to implement Title IV of the
21 Canons of The Episcopal Church with one or more other dioceses as authorized by Canon
22 IV.5.3(i) of the Canons of The Episcopal Church (an "Agreement"). An Agreement and any
23 amendment to it must be signed by the Bishop and ratified by Convention in like manner as for
24 an amendment to the Diocese's Canons before becoming effective. During the effectiveness of
25 an Agreement, the provisions of this Title below shall apply except as modified by the Agree-
26 ment.

28 Section 3. Discipline Structure.

29 (a) Disciplinary Board. The Board shall consist of eleven persons, six of whom are
30 members of the Clergy and five of whom are Laity.

32 (b) Clergy Members. The Clergy members of the Board shall be in good standing, and
33 canonically and geographically resident in the Diocese.

35 (c) Lay Members. The lay members of the Board shall be confirmed Adult Communi-
36 cants in Good Standing, and geographically resident in the Diocese.

38 (d) Election. The members of the Board shall be elected by the annual Diocesan Con-
39 vention. Each member shall be elected for a three (3) year term; except, if a member is elected
40 to fill a vacancy, the term of such member shall be the unexpired term of the member being
41

1 replaced. The terms of the members shall commence on the day immediately after the conclu-
2 sion of the Diocesan Convention in which they are elected. The terms of office of the Board
3 shall be staggered and arranged into three classes.

4
5 (e) Election of First Disciplinary Board. The Bishop, with the advice and consent of the
6 Standing Committee, shall appoint the initial members of the Disciplinary Board. The term of
7 the initial members of the Disciplinary Board shall be from July 1, 2011 until the conclusion
8 of the 2012 Diocesan Convention. At the 2012 Diocesan Convention, the Convention shall
9 elect all eleven members of the Disciplinary Board. Of the six clergy members, two shall serve
10 a one year term, two shall serve a two year term, and two shall serve a three year term. Of the
11 five lay members of the Disciplinary Board, one shall serve a one year term, two shall serve a
12 two year term, and two shall serve a three year term. Beginning at the 2013 Diocesan Conven-
13 tion and each Diocesan Convention thereafter all persons elected to the Disciplinary Board
14 shall be elected to a three year term in accordance with the terms of Section 3(d) above.

15
16 (f) Vacancies. Vacancies on the Board shall be filled as follows:

17 (i) If a vacancy is created for any reason other than pursuant to a challenge as
18 provided below, the term of any person selected as a replacement Board member shall be until
19 the next Diocesan Convention. If a vacancy results from a challenge, the replacement Board
20 member shall serve only for the proceedings for which the elected Board member is not serv-
21 ing as a result of the challenge.

22 (ii) The Standing Committee shall appoint replacement Board members.

23 (iii) Persons appointed to fill vacancies on the Board shall meet the same eligibil-
24 ity requirements as elected Board members.

25 (iv) When a vacancy exists, the President of the Board shall notify the President
26 of the Standing Committee and the Bishop of the vacancy and request appointment of a re-
27 placement member of the same order as the member to be replaced.

28
29 (g) Preserving Impartiality. In any proceeding under this Title, if any member of any
30 panel of the Board at any stage of the process shall become aware of a personal conflict of
31 interest or undue bias, that member shall immediately notify the President of the Board and
32 request a replacement member of the Panel. Respondent's Counsel and the Church Attor-
33 ney shall have the right to challenge any member of a Panel for conflict of interest or undue
34 bias by motion to the Panel for disqualification of the challenged member. The members of
35 the Panel not the subject of the challenge shall promptly consider the motion and determine
36 whether the challenged Panel member shall be disqualified from participating in that proceed-
37 ing.

38
39 (h) President. Within sixty (60) days following the Diocesan Convention, the Board
40 shall convene to elect a President to serve one annual term beginning upon the day of selection
41 until the date the following year that the next President is selected.

(i) Intake Officer. After consultation with the Board, the Bishop shall appoint one or more Intake Officers. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

(j) Investigator. After consultation with the President of the Board, the Bishop shall appoint one or more Investigator(s). The Investigator may, but need not, be a Member of the Church.

(k) Church Attorney. Within sixty (60) days following each Diocesan Convention, the Bishop, with the advice and consent of the Standing Committee, shall appoint an attorney to serve as Church Attorney for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

(l) Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the Canons of General Convention. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

(m) Advisors. In each proceeding under this Title, the Bishop shall make available an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include the Chancellor or any Vice Chancellor of this Diocese or any person likely to be called as a witness in the proceeding. No Respondent or Complainant shall be required to accept the services of any Advisor made available by the Bishop. Any Respondent or Complainant may use the services of any Advisor of his or her choice after designating that person as Advisor in writing to the Intake Officer.

(n) Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Section 4. Costs and Expenses.

(a) Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints.

(b) Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of an Accord approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be reimbursed by the Diocese, subject to budgetary constraints.

1 Section 5. Records.

2 (a) Records of Proceedings. Records of active proceedings before the Board, includ-
3 ing the period of any pending appeal, shall be preserved and maintained in the custody of the
4 Clerk, if there be one, otherwise by the Diocesan offices.

5 (b) Permanent Records. The Bishop shall make provision for the permanent storage of
6 records of all proceedings under this Title at the Diocese and the Archives of The Episcopal
7 Church, as prescribed in Title IV of the Canons of The Episcopal Church.

8

9

10 **TITLE IV. Church Institutions.**

11

12 **CANON 1**

13 **The Episcopal Foundation of The**
14 **Diocese of East Carolina, Incorporated**
15

16

17 Section 1. The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein
18 called the Foundation, is a diocesan corporation created under the laws of the State of North
19 Carolina for the purpose of holding, managing and investing property of the Diocese of East

20

21 Carolina, either temporarily, for a specified or indefinite period of time, or permanently, and
22 for the purpose of providing (1) funds, the income from which is to be used for the promotion
23 of new work in the Diocese of East Carolina and for the development of the religious, educa-
24 tional and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina,

25

26 (2) funds to be used for making loans to parishes, missions, diocesan institutions and church
27 organizations for capital improvements, and (3) funds for capital grants to parishes, missions,
28 diocesan institutions and church organizations for capital improvements.

29 Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and
30 personal property from individuals, contributions or donations from churches, corporations
31 and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I,
32 Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon
33 12, Section 3. Money or property given by donors to the Foundation without restrictions on
34 disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an
35 unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be
36 accepted subject to restrictions by donors that only income from gifts may be spent, that the
37 principal may be used only for revolving loans or for capital grants, or that the gifts or the
38 income therefrom may be used only for designated purposes in or for the benefit of the Dio-
39 cese of East Carolina; provided, however, that the Foundation may decline to accept any gift,
40 bequest or devise the purpose of which does not conform to the purposes set out in Section 1
41 of this Canon and the charter of the Foundation, or which would be burdensome or impractical
to administer.

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

6
7 Section 4. The Board of Directors of the Foundation shall annually make a report to the Dioc-
8 esan Convention showing the names of the several funds, trusts or endowments held by it, the
9 sources, dates and amounts thereof, the terms governing the use of principal and income, the
10 manner in which the funds are invested, the disbursements or payments made during the year
11 and the purposes for which said disbursements have been made. The Board of Directors of the
12 Foundation shall make a similar report to the Executive Council as often as required by the
13 Executive Council and not less frequently than each six months.

14 15 16 CANON 2 17 18 The Church Pension Fund

19
20 Section 1. In conformity with the legislation adopted by the General Convention of 1913, pur-
21 suant to which The Church Pension Fund was duly incorporated, and in conformity with the
22 Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended
23 and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowl-
24 edges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914
25 of the State of New York as subsequently amended, as the authorized and approved pension
26 system for the clergy of the Protestant Episcopal Church in the United States of America and
27 for their dependents, and declares its intention of supporting said Fund in accordance with its
28 Rules.

29
30 Section 2. The Bishop of this Diocese shall appoint annually during the opening of Conven-
31 tion a Church Pension Fund Committee to consist of three presbyters and two lay persons, for
32 a term of one year and until their successors shall have been appointed or qualified, and the
33 Bishop may from time to time fill by appointment any vacancies in said Committee caused by
34 resignation, death or inability to act.

35
36 Section 3. The duties of said Committee shall be as follows:

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

(b) To receive reports from The Church Pension Fund from time to time on the status of the

1 pension assessments payable to said Fund, under its Rules and as required by Canon Law, by
2 this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Dio-
3 cese.

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

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

9
10 Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other eccle-
11 siastical organizations therein, each through its Treasurer and other proper official, to inform
12 the Church Pension Fund of salaries and other compensation paid to members of the Clergy by
13 said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered,
14 currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such
15 salaries and other compensation as they occur; and to pay promptly to The Church Pension
16 Fund the pension assessments required thereon under the Canons of the General Convention
17 and in accordance with the Rules of said Fund.

18
19 Section 5. It shall be the duty of every member of the Clergy canonically resident in or serv-
20 ing in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth,
21 ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as
22 may be necessary for its proper administration and to cooperate with said Fund in such other
23 ways as may be necessary in order that said Fund may discharge its obligations in accordance
24 with the intention of the General Convention in respect thereto.

25
26 Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other
27 ecclesiastical institutions and organizations therein, to participate in all medical care, hospi-
28 talization, health, accident and life insurance plans for clergy which are made mandatory on a
29 nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or
30 under its authority, and to pay promptly to The Church Pension Fund the premiums or assess-
31 ments required to maintain such coverage in accordance with the Rules of the Fund. The Dioc-
32 esan Convention, or when it is not sitting the Executive Council, shall make all decisions and
33 take all action to carry out the provisions of this Canon.

34
35 Section 7. Lay Pension Plans.

36 (a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the author-
37 ity of this Diocese, and any other societies, organizations, or bodies in the Church which under
38 the regulations of The Church Pension Fund have elected or shall elect to come into the pen-
39 sion system, shall provide all lay employees who work a minimum of 1,000 hours annually,
40 retirement benefits through participation in the Episcopal Church Lay Employees Retirement
41 Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of

1 ECLERP. Such participation shall commence no later than January 1, 1993. At its commence-
2 ment, if the plan is a defined benefit plan, the employer contribution shall be not less than 9
3 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall
4 contribute not less than 5 percent and agree to "match" employee contributions of up to an-
5 other 4 percent.
6 (b) The employer may impose a minimum age of 21 years and a minimum employment period
7 not to exceed one year of continuous employment before an employee would be eligible to
8 participate.
9 (c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the
10 contribution percentages as required for the lay pension plan.
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14 CANON 3

15 Trinity Center

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17 Section 1. There shall be a Board of Managers of Trinity Center consisting of twelve persons,
18 clergy and lay, elected by the Convention on the nomination of the Bishop, for three year
19 terms, provided that the terms of the initial members elected by Convention on nomination
20 of the Bishop shall be four members elected for a one year term, four members elected for a
21 two year term, and four members elected for a three year term. The Bishop shall be ex officio
22 Chair of the Board of Managers.
23

24 Section 2. The function of the Board of Managers is to oversee the operation and management
25 of Trinity Center, including, but not limited to, the employment of a Director, formulating and
26 administering an annual budget, performing an annual audit, establishing rules and regulations
27 for sound and efficient management and performing such other duties as may be attendant
28 thereto or directed by Convention.
29

30 Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until
31 the next Convention when a new member shall be elected upon nomination by the Bishop for
32 the completion of the unexpired term.
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34 Section 4. The Board of Managers shall make an annual report to Convention.
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37 CANON 4

38 Commission on Planning, Design and Construction

39 Reserved for future use.
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CANON 5

Trustees of the University of the South

Section 1. The Convention in the Diocese of East Carolina shall elect one presbyter and two lay communicants to serve for a term of three (3) years as Trustees of the University of the South, which terms shall be staggered.

Section 2. Trustees so elected shall meet the following criteria:

(a) Trustees shall be personally committed to the aims and purposes of the University as set forth in its Mission Statement and Constitution, Ordinances and other governing documents.

(b) Each Trustee shall demonstrate his or her personal commitment to the University by, among other things, attending the Board of Trustees annual May meeting, such other special

meetings as may be called, and one orientation session for new Trustees, which sessions are held immediately prior to each annual meeting. Trustees shall also familiarize themselves with the Trustee Handbook and the University's governing documents, including its charter, as amended, Constitution and Ordinances.

(c) Trustees shall serve as direct communicators between the University and the Diocese from with the Trustee was elected, and shall timely inform the Diocese of the actions of the Boards of Trustees and Regents and the University administration.

(d) Trustees shall provide a meaningful level of annual financial support to the University as a symbol of their commitment to its mission and financial well-being.

Section 3. In the event a Trustee becomes unwilling or unable to serve, the Bishop of this Diocese shall nominate a qualified communicant to complete the remainder of the term.

TITLE V. Amendment; Effective Date; Repealer.

CANON 1

Amendment of Canons

Section 1. Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

Section 2. The Chair of the Committee on Constitution and Canons, together with the Chancellor and the Secretary of Convention, or the designees of each of them, shall review all changes made to the Constitution and Canons within 120 days after the Convention adjourns. This subcommittee shall be known as the Editing Subcommittee and shall have the power to correct references made in any Canon to another, to renumber and determine the proper

arrangement of the Constitution and Canons, and make minor grammatical or editorial corrections that do not alter or change the substantive meaning or purpose of the enacted amendment, which changes shall then be certified by Executive Council. The Secretary of Convention shall publish the certified changes.

Section 3. (a) If a Canon, a Section of a Canon or Clause of a Section of a Canon is to be amended or added, the enactment shall be in substantially one of the following forms:

(i) “Canon (cited as provided in Title V, Canon 4) is hereby amended by adding a Section (or Clause) reading as follows: (here insert the text of the amendment or addition);”
or

(ii) Canon (cited as provided in Title V, Canon 4) is hereby amended by adding Section (or Clause) reading as follows: (here insert the text of the new Section or Clause).”

(b) If amendments are to be made at one meeting of the Annual Convention to more than one-half of the Canons in a single Title of the Canons, the enactment may be in the following form: “Title (number) of the Canons is hereby amended to read as follows: (here insert the new wording of all Canons in the Title whether or not the individual Canon is amended).”

(c) In the event of insertion of a new Canon, or a new Section or Clause in a Canon, or of the repeal of an existing Canon, or of a Section or Clause, the numbering of the Canons, or of a division of a Canon, which follows shall be changed accordingly without the necessity of enacting an amendment or amendments to that effect.

CANON 2

Effective Date of Canons

These canons shall become effective upon ratification by the Convention of the Diocese of East Carolina, and all subsequent canons and amendments ratified by the Convention of the Diocese shall take effect immediately upon adjournment unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

CANON 3

Official Copies of Constitution and Canons

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by the Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese, and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary to each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

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CANON 4
Citation of Canons

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All references to the Canons of the Diocese of East Carolina shall refer to Title, Canon and Section and Clause number, if any, in the following form: the Title, the Canon, the Section and the Clause, in each case separated by a period.

CANON 5
Repealer of Prior Canons

All former canons of the Diocese of East Carolina, not specifically incorporated in these revised canons, are hereby repealed. Ratified in Convention and effective, February 13, 1993.

Rules of Order

RULES OF ORDER FOR CONVENTION

I. On the first day of the Convention, the Holy Eucharist shall be celebrated.

II. At the time appointed, the delegates shall assemble for the organization of the Convention and the transaction of business. The Presiding Officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall elect a Secretary and shall then proceed with the transaction of the business of Convention as set out in the Canons and these Rules of Order.

III. Convention shall elect officers as provided in the Constitution and Canons.

IV. The Bishop shall appoint all Committees unless otherwise provided by Constitution or Canon.

V. The Presiding Officer of Convention shall be determined in accordance with Article IV of the Constitution of the Diocese.

VI. The order of business proposed by the Presiding Officer and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as provided in Rule XXI or by majority vote of the Convention.

VII. After the Presiding Officer has taken the chair, no member shall continue standing, except to address the chair.

VIII. Speakers shall address the chair, and shall confine themselves to the point in debate.

(1) No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports that are given on the second legislative day, memorials and resolutions of appreciation, shall be introduced on the first legislative day of the Annual Convention and voted on the second legislative day. Those resolutions presented in conjunction with Department, Committee and Commission reports that are given on the second legislative day shall be voted on by the Convention on the second legislative day. All resolutions regardless of type shall be made in writing.

(2) Any delegate may submit a resolution on or before December 31 prior to the Annual Convention by submitting it in writing to the Secretary of Convention. Resolutions received by December 31 will be published prior to the Annual Convention.

(3) Resolutions submitted after December 31 must be signed by ten delegates from three different parishes, and submitted to the Secretary of Convention no later than 10:00 AM on the first legislative day of Convention for introduction.

IX. When the Presiding Officer is putting any question to a vote, the members shall continue in their seats, and shall not hold any private conversation.

X. When a question is under consideration, no other motion shall be in order, except a motion to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All motions to amend shall be made in writing and, after being read to the Convention, shall be immediately submitted to the Secretary of Convention. All motions to amend shall be considered in the order in which they are made.

XIII. When a proposed motion to amend is under consideration, a substitute to the whole matter may be received. Any motion to substitute shall be made in writing and, after being read to the Convention, shall be immediately submitted to the Secretary of the Convention.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken. Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention, provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. The Presiding Officer shall decide all questions of order without debate, but any member may appeal the decision. On such appeal no member shall speak more than once without leave.

- 1 XVII. No member shall be absent from the session of the Convention without leave of the Pre-
2 siding Officer. When the Convention is about to rise, every member shall keep his or her seat
3 until the Presiding Officer leaves the chair.
4
- 5 XVIII. On motion duly put and carried, the Convention may resolve itself into a Committee of
6 the Whole, with or without closed doors, for the purpose of discussing such subjects as may be
7 approved by the Convention.
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.
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- 13 XX. The rules of order or any one of them may be suspended by a majority vote of the Conven-
14 tion whenever the Presiding Officer decides that an urgent matter should come before that Con-
15 vention for prompt action.
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- 17 XXI. The Presiding Officer may in his or her discretion, to expedite the business of the Con-
18 vention, transpose the regular order of business.
19
- 20 XXII. Where a question arises which is not controlled by any of the existing rules of order, the
21 Diocesan Convention shall follow the rules of the General Church pertaining to said question,
22 and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the
23 current edition of Roberts Rules of Order.
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**The Charter of
The Episcopal Foundation of the
Diocese of East Carolina Incorporated**
(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvement.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise; to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefore has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purpose of the Corpo-

1 ration or disposed of as hereinafter provided. The Corporation is not organized and shall not
2 operate for profit, and not part of its net earnings shall inure or may lawfully inure to the ben-
3 efit of any private shareholder, incorporator, director, officer or individual. The above provi-
4 sions, however, shall not prevent the payment of reasonable compensation to any person, orga-
5 nization, firm or corporation for services rendered to this Corporation. No substantial part of
6 the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempt-
7 ing to influence legislation. The Corporation shall not participate in, or intervene in (including
8 the publishing or distributing of statements) any political campaign on behalf of any candidate
9 for public office. The Corporation shall not lend any part of its assets, property or income to
10 any political campaign on behalf of any candidate for public office. The Corporation shall
11 not lend any part of its assests, property or income to any incorporator, director or officer of,
12 or any substantial contributor to, the Corporation, to any member of the family of any such
13 person, or to any corporation controlled by any such person; nor shall the Corporation pay any
14 compensation in excess of a reasonable allowance for salaries or other compensation for per-
15 sonal service actually rendered, to any such persons or corporations; nor shall the Corporation
16 make any part of its services available on a preferential basis to any such persons or corpora-
17 tions; nor shall the Corporation make any substantial purchase of its securities or other prop-
18 erty to any such persons or corporations for other than an adequate consideration in money or
19 money's worth; nor shall the Corporation engage in any other transaction which results in a
20 substantial diversion of its assests, property or income to any such persons or corporations.
21 The Corporation shall not (i) accumulate its income if any such accumulations are unrea-
22 sonable in amount or duration in order to carry out the religious, educational and charitable
23 purpose for which it is organized or (ii) use any such accumulated income for purposes or
24 functions other than the religious, educational and charitable purpose for which it is organized
25 or (iii) invest any such accumulated income in such a manner to jeopardize the carrying out
26 of the religious, educational and charitable purposes for which it is organized. The Corpora-
27 tion shall distribute its income for each taxable year at such time and in such manner as not
28 to become subject to the tax on undistributed income imposed by Section 4942 of the Internal
29 Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The
30 Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the In-
31 ternal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
32 The Corporation shall not retain any excess business holdings as defined in Section 4943 of
33 the Internal Revenue code of 1954, or corresponding provisions of any subsequent federal
34 tax laws. The Corporation shall not make any investments in such manner as to subject it to
35 tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of
36 any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as
37 defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision
38 of any subsequent federal laws. It is intended that the Corporation shall qualify as an organi-
39 zation (I) which is exempt from income taxes under the United States Internal Revenue Code
40 of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable
41 laws of the State of North Carolina from time to time in effect and (II) contributions to which

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

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

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

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

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

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

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

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

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

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

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

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

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.

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

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

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.

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

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

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