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# Journal of Convention



The Episcopal Diocese of  
East Carolina

2023

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JOURNAL OF THE  
ONE HUNDRED AND FORTIETH  
ANNUAL CONVENTION  
OF THE  
PROTESTANT EPISCOPAL CHURCH  
IN THE  
DIOCESE OF EAST CAROLINA  
IN  
GREENVILLE, NORTH CAROLINA  
FEBRUARY 11, 2023

Including the Constitution,  
Canons and Rules of Order

Charter and By-laws  
of the Episcopal Foundation

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## Mission Priorities

*We are the Diocese of East Carolina, children of God, called to follow Jesus and to continue in the ways of The Episcopal Church. God blesses us in the beauty and bounty of the land where we live and through the diversity of the people with whom we share life. As Church, we are called to be good stewards of all of God's gifts, and to use them to restore all people to unity with God and each other in Christ.*

We have discerned that God's Holy Spirit is calling us to:

**LEAD** by supporting each of our worshiping communities and diocesan ministries to identify and equip lay and clergy leadership who will engage them in more fully living into the promises of our Baptismal Covenant

**LEARN** by developing and hosting collaborative opportunities for life-long formation for the ministry of all the baptized, to be offered in person and online across the diocese

**SERVE** by encouraging every congregation to strengthen or build local networks with ecumenical, interfaith, and other community partners for the purpose of serving the needs of the most vulnerable in their midst

**HEAL** by advocating for justice and peace for all of God's children, working together to remove obstacles that prevent equitable access to resources, while building bridges of reconciliation for the divisions between us



**2023 CANONICALLY REQUIRED ELECTED OFFICES  
OF THE DIOCESE OF EAST CAROLINA**

**NOMINATED AND ELECTED BY CONVENTION**

**DISCIPLINARY BOARD**

The Rev'd Farrell Graves to 2024  
David Tousignant to 2025  
David DuBussion to 2025  
Vera Guarino to 2026

The Rev'd Eric Mills to 2025  
Deacon Lisa Kirby to 2025  
The Rev'd Anne Abdy to 2026  
The Rev'd Whit Stroud to 2026

**EXECUTIVE COUNCIL**

The Rt. Rev'd Robert S. Skirving, Chair  
Diocesan President of Episcopal Church Women: Lucia Peele to 2024

**At-Large Members**

To 2025:

The Rev'd Lisa Erdeljon  
The Rev'd Stephen Batten  
Stephen Clayton

To 2026:

Robert Adams  
Barbara Crumbacker  
The Rev'd Tammy Lee

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

**Pamlico Deanery:**

To 2024:

The Rev'd Katherine Mitchell

To 2026:

Ginger Powell

**Upper Cape Fear Deanery:**

To 2024:

The Rev'd Eric Grubb

To 2026:

John Rozier

**Albemarle Deanery:**

To 2024:

Bob Riche

To 2026:

The Rev'd Nathan Finnin

**Trinity Deanery:**

To 2024:

Deacon Lisa Kirby

To 2026:

Terah Archie

**Lower Cape Fear Deanery:**

To 2024:

Steve Thomas

To 2026:

The Rev'd Cheryl Brainard

**Ex-Officio:**

Joan Geiszler-Ludlum, Chancellor

Tess Judge, Treasurer

Jordy Whichard, President, Foundation

Rob Richardson, President, Standing Committee  
Shurley Ray Weddle, Secretary of Convention  
The Rev'd Robert Alves, Dean, Upper Cape Fear Deanery  
The Rev'd Nan Cekuta, Dean, Upper Cape Fear Deanery  
Patsy Cabrera, Dean, Upper Cape Fear Deanery  
Jo Parrott, Dean, Trinity Deanery  
The Rev'd Tammy Lee, Dean, Trinity Deanery  
The Rev'd Daniel Cenci, Dean, Albemarle Deanery  
Cynthia Harding, Dean, Albemarle Deanery  
Lisa Richey, Dean, Lower Cape Fear Deanery  
The Rev'd Jody Greenwood, Dean, Lower Cape Fear Deanery  
The Rev'd John Porter-Acee, Dean, Pamlico Deanery  
Ginger Powell, Dean, Pamlico Deanery

### **GENERAL CONVENTION DEPUTIES**

#### Clergy Deputies:

The Rev'd Paul Canady  
The Rev'd Canon Mollie Roberts  
The Rev'd Tammy Lee  
The Rev'd Robert M Alves

#### Clergy Alternates:

The Rev'd Caleb Lee  
The Rev'd Richard Elliott  
The Rev'd Anne Abdy

#### Lay Deputies:

Tess Judge  
Hannah Hutchens  
Joan Geiszler-Ludlum  
Tom Tully

#### Lay Alternates:

Barbara Crumbacker  
Karen Phillips Smith

### **SECRETARY OF CONVENTION**

Shurley Ray Weddle to 2024

### **STANDING COMMITTEE**

Robert Richardson, President to 2024  
The Rev'd Thomas Warren to 2024  
Farrell Graves to 2025  
Thomas Warren to 2025  
The Rev'd Caleb Lee to 2026  
Vera Guarino to 2026

### **TREASURER**

Tess Judge to 2024

### **TRUSTEES - UNIVERSITY OF THE SOUTH**

The Rt. Rev'd Robert Skirving  
Tara Bartal to 2024  
Mary Holdeman to 2025  
The Rev'd Ashley Simpson to 2026

**NOMINATED BY THE BISHOP AND ELECTED BY CONVENTION**

**BOARD OF TRINITY CENTER**

To January 31, 2024:

Fred Klinck

Barbara Whitesides

Royster Hedgepeth

The Rev'd John Porter-Acee

To January 31, 2025:

The Rev'd Phillip Craig, Jr.

Michelle Eitner

Lee Stroud

The Rev'd David Wyly

To January 31, 2026:

Kathleen Rice

Judy Whichard

Terry Smith

Adrian Wood

Ex-Officio:

John Koch, Executive Director

Mary Beth Bradberry, Assistant Director and Camp Trinity Director

**BOARD OF DIRECTORS OF THE EPISCOPAL FOUNDATION**

The Rt. Rev'd Robert Skirving, Chairman

Jordy Whichard, President

Joan Geiszler-Ludlum, Chancellor

Tess Judge, Treasurer

The Rev'd Robert Alves, Trustee

Mary Duane Hale, Trustee

The Rev'd Dr. John Pollock, Trustee

Karen Wahab, Trustee

To 2024:

Doug Chesson

Phil Stine

Jane Horrocks

To 2025:

David Brownlow

Thomas Warren

The Rev'd Canon Jim Hanisan

To 2026:

Merry Ann Wright

David Hall

The Rev'd Chris Adams

Jim Hayes

To 2027:

Tyrone Francis

Dencie Lambdin

**CHANCELLOR**

Joan Geiszler-Ludlum to 2024

### **COMMISSION ON MINISTRY**

To 2024:

The Rev'd Daniel Cenci  
Alex Russell

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

To 2025:

The Rev'd Ralph Clark  
Florence Cowden

The Rev'd Nathan Finnin

To 2026:

The Rev'd Caleb Lee  
Carla Richardson

The Rev'd Jody Greenwood

To 2027:

The Rev'd Anne Abdy  
Deacon Mary Mac Shields

The Rev'd Copeland Johnston  
Hannah Hutchens

### **CONVENTION COMMITTEE**

The Rev'd Eric Moulton to 2024  
The Rev'd Leslie Roraback to 2024  
The Rev'd Whit Stroud to 2024  
Meg Jones to 2024  
Jo Parrott to 2024  
Kimber Roche to 2024  
Judy Whichard to 2024

### **FINANCE COMMITTEE**

The Rt. Rev'd Robert Skirving

Clergy:

The Rev'd Robert Beauchamp to 2024  
The Rev'd Bruce Cheney to 2024  
The Rev'd Tammy Lee to 2024  
The Rev'd Alan Neal to 2024  
The Rev'd Gray Hodsdon to 2024

Lay:

Vikki Gehring Clark to 2024  
Brian Jowers to 2024  
Tommy Sutton to 2024  
Steve Thomas to 2024  
Judy Whichard to 2024  
Bill Webb to 2024

### **TRUSTEES OF THE DIOCESE**

The Rt. Rev'd Robert Skirving  
The Rev'd Robert Alves to 2024  
Mary Duane Hale to 2024  
The Rev'd John Pollock to 2025  
Karen Wahab to 2025

Ex-Officio: Joan Geiszler-Ludum to 2024

## **NOMINATED BY THE BISHOP AND CONFIRMED BY CONVENTION**

### **CONSTITUTION AND CANONS COMMITTEE**

The Rev'd Stephen Batten to 2024  
The Rev'd Andrew Cannan to 2024  
The Rev'd Canon Mollie Roberts to 2024  
Keith Calder to 2024  
Mary Duane Hale to 2024  
Fred Klinck to 2024

Ex-Officio:

Joan Geiszler-Ludlum, Chancellor  
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

### **COMMISSION ON RACIAL RECONCILIATION**

Lloyd Brinson, Co-Chair, to 2023  
Ginny Woodruff, Co-Chair to 2023  
The Rev'd Fred Clarkson to 2023  
The Rev'd Richard Elliott to 2023  
Tyrone Francis to 2023  
Meg Jones to 2023  
The Rev'd Ashley Simpson to 2023  
Rick Stovall to 2023  
The Rev'd Skip Walker to 2023  
Deacon Bobby Weatherly to 2023  
The Rev'd Mary Reese, Emeritus Member

### **CURSILLO**

The Rev'd Jeremiah Day to 2023 - Bishop's Representative

### **DEANS OF THE DIOCESE**

#### **Albemarle Deanery:**

The Rev'd Daniel Cenci  
Cynthia Harding

#### **Pamlico Deanery:**

The Rev'd John Porter-Acee  
Ginger Powell

**Trinity Deanery:**

The Rev'd Tammy Lee  
Jo Parrott

**Upper Cape Fear Deanery:**

The Rev'd Robert Alves  
The Rev'd Nan Cekuta  
Patsy Cabrera

**Lower Cape Fear Deanery:**

The Rev'd Jody Greenwood  
Lisa Richey

**ECUMENICAL & INTERRELIGIOUS OFFICER**

The Rev'd Richard Elliott

**EDUCATION FOR MINISTRY (EFM)**

Lisa Richey

**EMPLOYEE COMPENSATION & BENEFITS COMMITTEE**

The Rev'd Richard Elliott, Chair  
Tess Judge  
The Rev'd Dr. John Pollock  
Jessica Cenci  
Janet Heath  
LaTonya Smith

**EPISCOPAL RELIEF & DEVELOPMENT REPRESENTATIVE**

Thomas Warren

**FARMWORKER'S MINISTRY BOARD**

The Rev'd Nancee Cekuta to 2023  
Denise Varela to 2023  
The Rev'd Michelle Bullock to 2023  
The Rev'd Eric Grubb to 2024

**DIOCESAN HOUSE STAFF**  
(as of February 2023)

**Bishop**

The Rt. Rev'd Robert Skirving

**Director of Finance and Administration**

LaTonya Smith

**Canon for Diocesan Life and Leadership**

The Rev'd Canon Mollie Roberts

**Missioner for Lifelong Christian Formation**

Emily Gowdy Canady

**Spanish Language Ministry Coordinator**

The Rev'd Frederick Clarkson

**Ministry Coordinator for Diocesan Life**

Jimi Paderick

**Diocesan Coordinator of Communications**

Sara Tavela

**Administrative Assistant to the Bishop and Canon for Diocesan Life and Leadership**

Hannah Jarman

**Bookkeeper and Administrative Assistant to the Director of Finance and Administration**

Litisha Dawson

**Receptionist and Office Assistant**

Rita J. Payton

## Directory of Churches

(as of February 2023)

### Ahoskie

St. Thomas Episcopal Church  
424 West Church Street  
[www.saintthomasahoskie.com](http://www.saintthomasahoskie.com)

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

### Bath

St. Thomas Episcopal Church  
101 Craven Street  
[www.stthomasparishnc.org](http://www.stthomasparishnc.org)

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

*The Rev'd Copeland Johnston, Rector*

### Beaufort

St. Paul's Episcopal Church  
215 Ann Street  
[www.stpaulsbeaufort.com](http://www.stpaulsbeaufort.com)

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

*The Rev'd Tambria Lee, Rector*

*The Rev'd Ashley Simpson, Associate for Parish Ministry*

### 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.stmarysburgaw.org](http://www.stmarysburgaw.org)

(910) 259-5541 Phone

### Chocowinity

Trinity Episcopal Church  
182 NC Highway 33 West  
[www.trinitychocowinity.org](http://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](http://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

(252)-796-4571 Phone

## **Creswell**

Christ Episcopal Church  
100 6th Street

Galilee Mission  
2323 Lake Shore Road

(252)-797-4965 Phone

## **Currituck**

St. Luke's Episcopal Mission  
2864 Caratoke Highway  
[www.stlukescurrituck.com](http://www.stlukescurrituck.com)

(252) 435-0530 Phone

## **Edenton**

St. Paul's Episcopal Church  
101 West Gale Street  
[www.stpauls-edenton.org](http://www.stpauls-edenton.org)

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

## **Elizabeth City**

Christ Episcopal Church  
200 South McMorris Street  
[www.christchurchcity.org](http://www.christchurchcity.org)

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

*The Rev'd Daniel Cenci, Rector*  
*The Rev'd Anne Dale, Associate Rector*

## **Elizabethtown**

St. Christopher's Episcopal Church  
2602 West Broad Street

(910) 879-2777 Phone

## **Engelhard (Lake Landing)**

St. George's Episcopal Church  
31681 US Highway 264

### **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

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*  
*Deacon Lucas Crossland, Curate*

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

*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

*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 Whit Stroud, 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 David Wyly, Rector*

### **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*

### **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 Paul Andersen, Priest in Charge*  
*Deacon Linda Murdock*

### **Hertford**

Holy Trinity Episcopal Church  
207 South Church Street  
[www.holytrinityhertford.ecdio.org](http://www.holytrinityhertford.ecdio.org)

(252) 426-5542 Phone

### **Holly Ridge**

St. Phillip's Episcopal Church  
661 Tar Landing Road  
[www.stphilipsepiscopal.com](http://www.stphilipsepiscopal.com)

(910) 329-1514 Phone

*The Rev'd Timothy Dols, Supply Priest*

### **Jacksonville**

St. Anne's Episcopal Church  
711 Henderson Drive  
[www.stannesjacksonville.ecdio.org](http://www.stannesjacksonville.ecdio.org)

(910) 347-3774 Phone

(910) 347-5051 Fax

### **Kinston**

Holy Innocents Episcopal Church  
6861 Highway 55 West

(252) 569-3011 Phone

(252) 566-9233 Fax

*The Rev'd Whit Stroud, Priest in Charge*

St. Augustine's Episcopal Church  
707 East Lenoir Avenue

(252) 523-4032 Phone

(252) 523-4032 Fax

St. Mary's Episcopal Church  
800 Rountree Street  
[www.stmaryskinston.com](http://www.stmaryskinston.com)

(252) 523-6146 Phone

(252) 523-5134 Fax

*The Rev'd Thomas Warren, Rector*  
*The Rev'd Greg Smith, Assisting Clergy*

### **Lumberton**

Trinity Episcopal Church  
1202 North Chestnut Street  
[www.trinitylumberton.net](http://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](http://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  
4212 South Virginia Dare Trail  
www.saintandrewsobx.com

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

*The Rev'd Nathan Finnin, Rector*

### **New Bern**

Christ Episcopal Church  
320 Pollock Street  
www.christchurchnewbern.com

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

*The Rev'd Paul Canady, Rector*

*The Rev'd Suzanne Hood, Associate Rector*

*Deacon Lisa Kirby*

St. Cyprian's Episcopal Church  
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

### **Oriental**

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

(252) 249-0256 Phone

*The Rev'd Bruce Cheney, Rector*

### **Plymouth**

Grace Episcopal Church  
106 Madison Street

(252) 793-3295 Phone

### **Roper**

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

### **Salter Path**

St. Francis by-the-Sea Episcopal Church  
920 Salter Path Road  
[www.stfrancisbythesea.org](http://www.stfrancisbythesea.org)

(252) 240-2388 Phone  
(252) 726-0813 Fax

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

### **Shallotte**

St. James the Fisherman Episcopal Church  
4941 Main Street  
[www.stjamesthefisherman.net](http://www.stjamesthefisherman.net)

(910) 754-9313 Phone  
(910) 755-6263 Fax

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

### **Southern Shores**

All Saints Episcopal Church  
40 Pintail Trail  
[www.allsaintsobx.org](http://www.allsaintsobx.org)

(252) 261-6674 Phone  
(252) 261-1754 Fax

*The Rev'd Cynthia Simpson, Rector*

### **Southport**

St. Philip's Episcopal Church  
205 E. Moore Street  
[www.stphilipchurch.org](http://www.stphilipchurch.org)

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

*The Rev'd Eric Mills, Rector*  
*The Rev'd Lisa Erdejon, Assistant to the Rector*  
*Deacon Pamela Hayes*

### **Sunbury**

St. Peter's Episcopal Church  
61 Highway 32 North

(252) 338-1565 Phone

### **Swansboro**

St. Peter's by the Sea Episcopal Church  
503 West Broad Street  
[www.saintpetersbythesea.org](http://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](http://www.saintpetersnc.org)

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

*The Rev'd Christopher Adams, Rector*  
*The Rev'd Katherine Mitchell, Assisting Priest*  
*The Ven. Janet Rodman, Deacon*

Zion Episcopal Church  
7322 US Highway 264 East  
[www.zionepiscopal.com](http://www.zionepiscopal.com)

(252) 927-9466 Phone

*The Rev'd Alan Neale, Priest in Charge*

## **Whiteville**

Grace Episcopal Church  
105 South Madison Street  
[www.gracechrist.com](http://www.gracechrist.com)

(910) 642-4784

## **Williamston**

Church of the Advent Episcopal Church  
124 West Church Street  
[www.williamstonepiscopalchurch.com](http://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](http://www.goodshepherdchurchwilmington.com)

(910) 763-6080 Phone

Church of the Servant Episcopal Church  
4925 Oriole Drive  
[www.cosepiscopal.com](http://www.cosepiscopal.com)

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

*The Rev'd Jody Greenwood, Rector*

Holy Cross Episcopal Church  
5820 Myrtle Grove Road  
[www.hcew.org](http://www.hcew.org)

(910) 799-6347 Phone

*The Rev'd Anne Abdy, Priest in Charge*

St. Andrew's on the Sound Episcopal Church

101 Airlie Road

[www.standrewsonthesound.com](http://www.standrewsonthesound.com)

(910) 256-3034 Phone

(910) 256-2101 Fax

*The Rev'd Richard Elliott, III, Rector*

St. James Episcopal Church

25 South Third Street

[www.stjamesp.org](http://www.stjamesp.org)

(910) 763-1628 Phone

(910) 762-5115 Fax

*The Rev'd Phillip Craig, Sr., Rector*

*The Rev'd Gray Hodsdon, Associate Rector*

*The Rev'd Cheryl Brainard, Assistant to the Rector*

St. John's Episcopal Church

1219 Forest Hills Drive

[www.stjohnsepiscopalchurch.org](http://www.stjohnsepiscopalchurch.org)

(910) 762-5273 Phone

(910) 762-1559 Fax

*The Rev'd Eric Moulton, Rector*

St. Mark's Episcopal Church

600 Grace Street

[www.stmarksepiscopalwilmington.org](http://www.stmarksepiscopalwilmington.org)

(910) 763-3292 Phone

St. Paul's Episcopal Church

16 North 16th Street

[www.spechurch.com](http://www.spechurch.com)

(910) 762-4578 Phone

(910) 762-4579 Fax

*The Rev'd Caleb Lee, Rector*

*The Rev'd Catherine Powell, Associate Priest*

*The Rev'd Michael Singer, Associate for Pastoral Care*

**Windsor**

St. Thomas Episcopal Church

302 South Queen Street

[www.stthomaswindsor.org](http://www.stthomaswindsor.org)

(252) 794-3420 Phone

**Woodville (Lewiston)**

Grace Episcopal Church

349 NC Highway 11 South



**Canonical Listing of Clergy for  
139th Annual Convention  
as of February 2023  
(\*indicates they attended 140th Convention)**

\*The Rev'd Anne Abdy, Priest in Charge

Holy Cross Episcopal Church, Wilmington

\*The Rev'd Ronald G. Abrams, Priest in Charge, Retired

Holy Trinity Episcopal Church, Hampstead

\*The Rev'd Christopher Adams, Rector

St. Peter's Episcopal Church, Washington

\*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

\*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

\*The Rev'd Bruce Cheney, Rector

St. Thomas Episcopal Church, Oriental

\*The Rev'd Ralph Clark, Priest in Charge

St. Joseph's, Fayetteville

\*The Rev'd Frederick Clarkson, Priest in Charge

La Iglesia de la Sagrada Familia 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 Phillip Craig, Jr.

St. James Episcopal Church, Wilmington

The Rev'd C. Phillip Craig, Sr. Retired

The Rev'd Courtney Dale, Non-Parochial

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, Retired

\*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 Lisa Erdeljon, Associate Priest

St. Phillip's Episcopal Church, Southport

\*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 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, Retired

Deacon Pamela Hayes, Vocational Deacon

St. Philip's Episcopal Church, Southport

The Rev'd Robert B. Hobgood, Retired

The Rev'd Gray Hodsdon, Associate Rector

St. James Parish, Wilmington

The Rev'd Suzanne Hood, Associate Rector

Christ Church, New Bern

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 Copeland Johnston, Rector

St. Thomas Episcopal Church, Bath

The Rev'd Roger Kappel, Retired

\*Deacon Lisa Kirby, Vocational Deacon

Christ Episcopal Church, New Bern

Deacon Sally Learned, Vocational Deacon

\*The Rev'd Tambria "Tammy" Lee

St. Paul's Episcopal Church, Beaufort

\*The Rev'd Caleb Lee

St. Paul's Episcopal Church, Wilmington

\*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

\*The Rev'd Katherine Mitchell, Assistant to the Rector

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 Paul Andersen, Priest in Charge

St. Christopher's Episcopal Church, Havelock

The Rev'd Thomas Hayes Perdue, Military Chaplain

The Rev'd Lynn Peterman, Non-Parochial

The Rev'd Dr. John Pollock, Rector

St. Andrew's Episcopal Church, Morehead City

\*The Rev'd John Porter-Acee, Rector

St. Timothy's Episcopal Church, Greenville

\*The Rev'd Catherine Powell

St. Paul's Episcopal Church, Wilmington

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 Leslie Roraback, Curate

St. Andrew's On the Sound, Wilmington

The Rev'd Joseph Running, Retired

\*Deacon Mary Mac Shields, Vocational Deacon

St. Joseph's Episcopal Church, Fayetteville

The Rev'd Jay Sidebotham, Non-Parochial

\*The Rev'd Ashley Simpson, Associate Rector

St. Paul's Episcopal Church, Beaufort

\*The Rev'd Cindy Simpson, Rector

All Saints Episcopal Church, Southern Shores

The Rev'd Michael Singer

St. Paul's Episcopal Church, Wilmington

The Rev'd Bonnie Smith, Retired

\*The Rev'd Greg Smith, Assisting Clergy

St. Mary's Episcopal Church, Kinston

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

The Rev'd Raymond Souza, Retired

The Rev'd Renfro Sproul, Retired

The Rev'd Pamela Stringer, Retired

\*The Rev'd Whit Stroud, Priest in Charge

Holy Innocents Episcopal Church, Seven Springs  
St. Francis Episcopal Church, Goldsboro

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

\*Deacon Rhonda Thomas

Church of the Servant, Wilmington

\*The Rev'd Dr. William Carl Thomas, Retired

The Rev'd Michael Thompson, Non-Parochial

The Rev'd William Trimble, Retired

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 Hilary West, Non-Parochial

\*Deacon Bobby Weatherly

St. Paul's Episcopal Church, Greenville



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

\*The Rev'd David Wyly, Rector

St. Stephen's Episcopal Church, Goldsboro

**Necrology**  
**(Canonically Resident Priests who have died since the 2022 Convention)**

*No canonically resident priests have died since the 139th Convention (2022).*

**One Hundred and Fortieth Diocesan Convention**  
**Lay Delegation**  
 (\* indicates they attended Convention)  
 (~indicates no delegates were in attendance)

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

\*Martie Tayloe  
 \*Sarah Davis

\*John Davis

**St. Thomas, Bath**

\*Ernest Conner  
 \*Robert Sutter

\*Sarah Schroko

**St. Paul's, Beaufort**

\*Jane Gordon  
 \*Mary Duane Hale  
 \*Charles Phillips  
 \*Helen Meelheim

\*Tricia Phillips

**St. James, Belhaven**

\*Mary Ellen Wahab  
     *\*Piper Johnson, Youth Representative*

**St. Mary's, Burgaw**

\*James Hayes

\*Karl Hammers

**Trinity, Chocowinity**

\*Debbie Pollock  
 \*Donna Poole  
 \*Virginia Powell

**St. Paul's, Clinton**

\*Brandie Grubb  
 \*Kenly Steward

**St. Andrew's Columbia**

\*Martha Blount Simpson

**Christ Church, Creswell**

\*Ann Woodley

**~Galilee Mission, Creswell**

**Lay Delegates**

**Lay Alternates**

**~St. Luke's, Currituck**

**St. Paul's, Edenton**

\*Robert Adams  
\*Judy Adams  
\*Paul Hicks  
\*Vonna O'Neill

*\*Bryson Perry, Youth Representative*

**Christ Church, Elizabeth City**

\*Jeremiah Magnuson  
\*Cynthia Mastro  
\*William Setliff

**~St. Christopher's, Elizabethtown**

**~St. George's, Engelhard**

**Emmanuel, Farmville**

\*Janet Heath

**~Good Shepherd, Fayetteville**

**Holy Trinity, Fayetteville**

Beth Early  
\*Jane Horrocks  
\*John Kells  
\*Carla Richardson  
\*Rob Richardson

**St. John's, Fayetteville**

\*Angela Packer  
\*Richard Alligood  
\*Benjamin Shepherd  
\*Fred Klinck  
\*Richard Evans

Margaret Ann Alligood

**St. Joseph's, Fayetteville**

\*Tyrone Francis

\*Bernice Motley

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

\*Vera Guarino

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

\*William Cowper

**St. Andrew's, Goldsboro**

\*Dionne Johnson

**St. Francis, Goldsboro**

\*Barbara Pedersen

\*Liz Meador

**St. Stephen's, Goldsboro**

Katherine MacDonald

\*Paul Rutter

\*Daniel Sharp

**St. Paul's, Greenville**

\*Vivian Mott

\*Judy Whichard

\*Patty Adams

\*Kay Crawford

\*Phil Hartenstein

**St. Timothy's, Greenville**

\*Ray Franks

\*Chip Williams

\*Susan Holmes

Marie Cooper

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

\*David Mahoney

\*Roger Kersey

**St. Christopher's, Havelock**

\*Ginger Jacocks

**Holy Trinity, Hertford**

\*Carole Medford

\*John Skinner

\*Frank Jaklic

**St. Philip's, Holly Ridge**

\*\*Sharon Seago

**St. Anne's, Jacksonville**

\*Stephen Hart

\*Richard Meadows

Ken Reddick

**Lay Delegates**

**Lay Alternates**

**St. Augustine's, Kinston**

\*Charles Hanibal

**St. Mary's, Kinston**

\*Richard Crumbacker

\*Barbara Crumbacker

\*Jo Parrott

\*Terah Archie

\*Morgan Wade

*\*Madi Hengst, Youth Representative*

**~Grace, Lewiston-Woodville**

**All Souls, Leland**

\*Robin Hamilton

**Trinity, Lumberton**

\*Sam Currin

\*Rosemary Gibson

\*Dencie Lambdin

**St. Andrew's, Morehead City**

\*Lori Beth Sanborn

\*Geraldine Hegeman

*\*Laura Bennett Sanborn, Youth Representative*

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

\*Teresa Osborne

\*Debbie Luke

\*Cola Vaughan

**Christ Church, New Bern**

\*Tayleigh Carpenter

\*Debi Miller

\*Sims Wayt

\*Edward Opphile

\*Mary Holly Craighead

*Lauren Simmons, Youth Representative*

**~ St. Cyprian's, New Bern**

**La Iglesia de la Sagrada Familia, Newton Grove**

Lilia Granados

Felipe Orozco

\*Lourdes Martinez

Marisol Ortiz

Alisson Herrarte

Spiros Mavropoulos

**Lay Delegates**

**Lay Alternates**

**St. Thomas, Oriental**

Lori Smith  
\*Richard Preble

**Grace Church, Plymouth**

\*Amy Barsanti

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

**St. Francis By the Sea, Salter Path**

\*Elizabeth Sheeks  
\*Frances Jenkins  
\*Kelly Sheeks

**Holy Innocents, Seven Springs**

\*Curtis Smith  
\*Kim Smith

**St. James the Fisherman, Shallotte**

\*Ruth Campbell  
\*Karen Prescott  
\*Vera Redin

**All Saints, Southern Shores**

\*Robert Riche  
\*Charles Coppage  
\*Lloyd Brinson

**St. Philip's, Southport**

\*Fallon Pearce  
\*Linda Humphreys  
\*Deborah Jordan  
\*Rick Pearce

**~St. Peter's, Sunbury**

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

\*Marc Assad  
\*Shonda Assad  
\*Sandra Loucks

**~Grace, Trenton**

**Lay Delegates**

**Lay Alternates**

**St. Peter's, Washington**

Ed Hodges  
\*Laura Bliley  
Joffre Fisher  
\*Lynn Harrington

**Zion, Washington**

\*Elaine Grubb

\*Tom Grubb

**Grace Church, Whiteville**

\*Mazie Smith

**Church of the Advent, Williamston**

Lucia Peel  
\*Bill Webb

**Church of the Good Shepherd, Wilmington**

\*Elise Rocks  
\*Aimee Parker

**Church of the Servant, Wilmington**

\*David Smith  
\*Mary Beth Koehler  
\*Natasha Clay

**Holy Cross, Wilmington**

\*Heather White  
\*Jim Scott  
\*Carl Beckett

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

\*Frances Goodman  
Katherine Dodd  
\*Scott Dodd  
\*Mark Matheny

*\*Lillian McLamb, Youth Representative*

**St. James, Wilmington**

\*Randy Inge  
\*Caroline Cone  
\*David Joyner  
\*Barbara Whitesides  
\*Tom Tully



**Lay Delegates**

**Lay Alternates**

**St. John's, Wilmington**

\*Michael Roberts  
\*Robin Smithson  
\*Alice Brooks  
\*Jerrod Patterson

*\*Elizabeth Shepherd, Youth Representative*

**St. Mark's, Wilmington**

\*Kenneth Chestnut  
\*Emma Jackson

**St. Paul's, Wilmington**

\*Brian Buss  
\*Matthew Langley  
\*Karen Smith  
\*Bill Anlyan

**~St. Thomas, Windsor**

**Student Lay Delegates**

**Episcopal Campus Christian Organization, Wilmington**

\*Elijah Dalton

**The Well: Episcopal Lutheran Campus Ministries, Greenville**

Thomas Abe Willis

**JOURNAL OF PROCEEDINGS  
ONE HUNDRED AND FORTIETH ANNUAL CONVENTION  
OF THE DIOCESE OF EAST CAROLINA  
February 11, 2023**

On Saturday, February 11, 2023 at 9:00 AM, The Right Rev'd Robert Skirving called the 140th Annual Convention of the Diocese of East Carolina to order.

Bishop Skirving introduced Officers of the 140th Annual Convention: Joan Geiszler-Ludlum, Chancellor (Church of the Servant, Wilmington) and Shurley Ray Weddle, Secretary of Convention (St. Paul's, Clinton). Morning devotions were then led by The Rev'd Copeland Johnston (St. Thomas, Bath).

Bishop Skirving called upon Shurley Ray Weddle, Secretary of Convention, to establish the presence of a quorum. Mrs. Weddle reported that there were 59 clerical delegates present who were canonically resident; the number of canonically resident parochial clergy who were registered and present was 54. In addition, there were 111 registered lay delegates present, and there was also one student lay delegate. She then certified the presence of a quorum for the 140th Annual Convention of the Diocese of East Carolina.

Shurley Ray Weddle, Secretary of Convention, made a motion that clergy who were not canonically resident but that were currently licensed to serve in the diocese, military chaplains serving within the diocese, and youth representatives be granted seat and voice for the 140th Annual Convention. The motion was seconded; the motion carried.

Mrs. Weddle welcomed clergy and laity and gave thanks to all the committees of the diocese for their annual reports and all those who submitted resolutions. These can be found on the diocesan website. Mrs. Weddle moved on behalf of the Convention Committee that the 140th Annual Convention Agenda be adopted. No second was needed; the motion carried.

Bishop Skirving called upon The Rev'd Stephen Batten of Trinity, Chocowinity, Chair of the Committee on Constitution and Canons, to introduce a resolution: a Special Order of Business. Mr. Batten introduced the 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 was needed. Chancellor Joan Geiszler-Ludlum gave a summary of the resolution, explaining that these changes were needed to do the business of convention in one day. The motion carried.

Bishop Skirving announced and welcomed clergy who had been appointed to ministries in the diocese since our last convention: The Rev'd Anne Abdy (Priest in Charge, Holy Cross, Wilmington); The Rev'd Anne Dale (Associate Rector, Christ Church, Elizabeth City); The Rev'd Gray Hodsdon (Assistant Rector, St. James, Wilmington); The Rev'd Greg Smith (Assisting Clergy, St. Mary's, Kinston); The Rev'd Ashley Simpson (Associate Rector, St. Paul's, Beaufort); and The Rev'd Whit Stroud (Priest in Charge, St. Francis, Goldsboro & Holy Innocents, Seven Springs).

He then introduced Postulants and Candidates for the Diaconate: Chris Flemming, Postulant; Charles Pringle, Postulant; Cheryl Wagoner, Postulant; and Robin Smith, Candidate. Postulants and Candidates for the Priesthood were then introduced: Victoria Brown, Postulant; Hugh Davis, Postulant; Gary Fetter, Postulant; James Green, Postulant; Matthew Overturf, Postulant; Jon Sargeant, Postulant; Steve Thomas, Postulant; Tara Bartal, Candidate; Lucas Crossland, Candidate; and Tommy Drake, Candidate.

Bishop Skirving announced that the four candidates had been given full certification by the Standing Committee for ordination, which is to take place at St. Paul's, Greenville on Saturday, April 15, 2023. He then invited Mary Duane Hale of the Episcopal Church Women (ECW), to the dais. She shared that the Church Periodical Club was pleased to grant scholarships to active seminarians and to those active in the diaconate.

Bishop Skirving initiated a transition to presentations that he termed "New Wine Presentations" that share good work happening around the diocese, the videos and summaries of which are provided on the diocesan website. Tommy Drake was invited to the stage to speak on the Small Church Leadership Project. Emily Gowdy Canady, Missioner for Lifelong Christian Formation, delivered an update on the Diocesan-Supported Confirmation for Young People that launched in September of 2022. A group of leaders from Trinity Center, including staff and board members, came forth to offer an expression of thanks to Ed Hodges, former Chair of the Trinity Center Board of Managers, for his incredible service to Trinity Center for so many years. The Rev'd Canon Mollie Roberts offered an update on the School for Ministry. The final presentation came from The Ven. Janet Sueiro Rodman regarding an update on and recognition of our deacons.

Bishop Skirving shared announcements on the Racial Healing Commission's September event on race and jazz in Wilmington, NC and that the Absalom Jones Service would be hosted this year at St. Andrew's, Goldsboro. He then called upon Mrs. Weddle to announce three amendments to the Constitution of The Episcopal Church.

After a brief break, The Rev'd Paul Canady (Christ Church, New Bern) was invited to introduce a video of the President of the House of Deputies, Julia Ayala Harris, giving her sermon from the 80th General Convention. After viewing the video, table talk and discussion took place to consider new wine and new wineskins here in East Carolina. Bishop Skirving called upon Secretary of Convention, Shurley Ray Weddle. Mrs. Weddle stated that the convention would adjourn for lunch, and all delegates should be back promptly at 1:10 PM.

Following lunch, Bishop Skirving gave his Address to the 140th Annual Convention of the Diocese of East Carolina. His Address concluded with an announcement of Presiding Bishop Michael Curry's visit to our diocese in October 2023 that includes a diocesan revival event on October 21, 2023. Bishop Skirving also announced his thanks to the Standing Committee for their approval and support that he finish his interrupted sabbatical from 2020.

Bishop Skirving called upon Treasurer Tess Judge (All Saints, Southern Shores) to present the 2022 Treasurer's Report and direct convention to the website for the summary, itemized report, and budget. She highlighted that the 2022 budget was balanced without any funds from the operating reserves. The 2022 allocation from the Foundation was 5% in spendable calculations. We received \$25,000, as budgeted from the Foreman Fund, and we received additional income of \$37,760.59 from the Employee Retention Credit available from the Federal Government from COVID. We had a surplus in 2021 and 2022 which will cover the shortfall in the 2023 budget. The Executive Council will continue work on the Mission Priorities adopted in 2022 for the Diocese of East Carolina.

Ms. Judge continued her report, turning to the 2023 proposed budget. The recommended 2023 budget includes \$110,655 from surplus reserves to balance the budget. We had requested 10% in pledge support for the 2023 budget (\$1,532,129). To date the 2023 pledge support is 9 % with the shortfall to be funded from the surplus from 2021 and 2022. We allocated prior year pledge income for 2023 at \$37,200. We draw from the Foreman Fund Income \$25,000. Foundation support for 2023 will be 4.5%. The 2023 budget includes adjustments to salaries in response to inflation. There are also increased costs in health insurance in 2023. Funding is allocated to reduce the Convention Registration Fee to encourage more participation throughout the Diocese. An increase

is given for the School for Ministry. We fully fund Trinity Center's \$60,000 request, Camp Trinity's \$22,000 request, and Farmworkers Ministry's \$42,000 request. The Executive Council has discussed and feels strongly about the tangible support of our Mission Priorities that were adopted at the 139th Convention of The Diocese of East Carolina in Wilmington, NC. The 2023 budget provides funding for a "Missioner with People of African Descent". Additionally, the Diocese is providing support for small parishes through the hiring of an individual to assist in various ways in their ministry. This work has been separately funded through grants the Diocese has secured. Ms. Judge moved for the acceptance of the 2022 Treasurer's Report. As the motion was from the committee, no second was needed. There was brief discussion, and the motion carried.

Bishop Skirving called upon The Rev'd Daniel Cenci (Christ Church, Elizabeth City), Chair of the Elections Committee to lead through elections and balloting. Mr. Cenci reviewed voting procedures and asked that only delegates vote. He explained that there are two basic approaches to our elections: plurality or majority. When an election is decided by plurality, the first candidate to receive the largest number of votes in their favor are elected in order of the highest votes receive; when an election is decided by majority, those elected must receive at least one more than half of the total ballots cast. On behalf of the Elections Committee, Mr. Cenci moved that the convention conduct all balloted elections by plurality with the person receiving the highest number of votes in each order to be elected. The motion was seconded and carried.

He directed convention to the Legislative Hub on the diocesan website to complete electronic votes requiring a ballot. Mr. Cenci introduced the nominees for each election.

In the election of the Standing Committee, in the clergy order, one person was to be elected to a three-year term. The nominees were: The Rev'd Bruce Cheney (St. Thomas, Oriental) and The Rev'd Caleb Lee (St. Paul's, Wilmington).

In the election of Trustees to the University of the South in the clergy order, one person was to be elected to a three-year term, and our nominees were: The Rev'd Gray Hodsdon (St. James, Wilmington) and The Rev'd Ashley Simpson (St. Paul's, Beaufort).

In the election of Executive Council, in the lay order, two people were to be elected to a three-year term with one to be elected to a two-year term, and our nominees were: Robert Adams (St. Paul's, Edenton), Stephen Clayton (Christ Church, New Bern), and Barbara Crumbacker (St. Mary's, Kinston).

In the election of Deputies to General Convention, four delegates in the clergy order and four delegates in the lay order were to be elected to serve as delegates at the 81st General Convention in 2024, with those not in the top four serving as alternates. Our clergy nominees were: The Rev'd Anne Abdy (Holy Cross, Wilmington), The Rev'd Robert M Alves (St. John's, Fayetteville), The Rev'd Paul Canady (Christ Church, New Bern), The Rev'd Richard G Elliott (St. Andrew's On the Sound, Wilmington), The Rev'd Caleb Lee (St. Paul's, Wilmington), The Rev'd Tammy Lee (St. Paul's, Beaufort), and The Rev'd Canon Mollie Roberts (Canon for Diocesan Life & Leadership). Our lay nominees were: Barbara Crumbacker (St. Mary's, Kinston), Joan Geiszler-Ludlum (Church of the Servant, Wilmington), Hannah Hutchens (St. Paul's, Greenville), Tess Judge (All Saints, Southern Shores), Karen Phillips Smith (St. Paul's, Wilmington), and Tom Tully (St. James, Wilmington).

Following the electronic ballots, Bishop Skirving commended voting delegates' patience and success with a new voting system. Mr. Cenci then turned to uncontested elections and the nominees for each position.

In the election of Officers of the 141st Convention, Tess Judge (All Saints, Southern Shores) was nominated for

Treasurer, Shurley Ray Weddle (St. Paul's, Clinton) was nominated for Secretary of Convention, and no nominations were received for Historiographer.

In the election of the Standing Committee, in the lay order, Vera Guarino (St. Paul's in-the-Pines, Fayetteville) was nominated for a three-year term.

In the election of the Executive Council At-Large position, in the clergy order, The Rev'd Tammy Lee (St. Paul's, Beaufort) was nominated for a three-year term.

In the election of the Disciplinary Board, members were to be elected in the clergy and lay orders for varying term lengths. For a three-year term in the clergy order, The Rev'd Anne Abdy (Holy Cross, Wilmington) and The Rev'd Whit Stroud (St. Francis, Goldsboro & Holy Innocents, Seven Springs) were nominated. For a two-year term in the clergy order, Deacon Lisa Kirby (Christ Church, New Bern) was nominated. For a three-year term in the lay order, Vera Guarino (St. Paul's in-the-Pines, Fayetteville) was nominated. There were no one-year clergy or lay nominees.

Mr. Cenci moved that these nominations be elected by acclamation, as the number of candidates for each position equaled or was less than the number of available seats. The motion carried.

Mr. Cenci introduced the next elections on nomination of the Deanery councils or Bishop to be elected by convention.

In the election of the Executive Council, in the clergy order, our nominees were: The Rev'd Nathan Finin (St. Andrew's By the Sea, Nags Head) and The Rev'd Cheryl Brainard (St. James, Wilmington). In the lay order, our nominees were: Ginger Powell (Trinity, Chocowinity), Terah Archie (St. Mary's, Kinston), and John Rozier (Trinity, Lumberton).

In the election of Chancellor, our nominee was Joan Geiszler-Ludlum (Church of the Servant, Wilmington).

In the election of Trustees of the Diocese for a two-year term, our nominee in the clergy order was The Rev'd John Pollock (St. Andrew's, Morehead City), and our nominee in the lay order was Karen Wahab (St. James, Belhaven).

In the election for the Commission on Ministry for a four-year term, our nominees were: The Rev'd Anne Abdy (Holy Cross, Wilmington) and The Rev'd Copeland Johnston (St. Thomas, Bath) in the clergy order, Hannah Hutchens (St. Paul's, Greenville) in the lay order, and Deacon Mary Mac Shields (St. Joseph's, Fayetteville) in the order of deacon.

In the election for the Foundation of the Diocese of East Carolina, in the lay order, for a four-year term our nominees were: Tyrone Francis (St. Joseph's, Fayetteville) and Dencie Lambdin (Trinity, Lumberton).

In the election of the Trinity Center Board of Managers, our nominees for a three-year term were: Kathleen Rice (Christ Church, New Bern), Terry Smith (St. Francis by the Sea, Pine Knoll Shores), Judy Whichard (St. Paul's, Greenville), and Adrian Wood (St. Paul's, Edenton).

Mr. Cenci moved that these nominations be elected by acclamation, as the number of candidates for each position equaled or was less than the number of available seats. The motion carried.

For confirmation by convention, Mr. Cenci shared the nominations by the Deanery councils for the Nominations Committee for one-year terms. Our nominees in the clergy order were: The Rev'd Daniel Cenci (Albemarle; Christ Church, Elizabeth City) and The Rev'd Rhonda Thomas (Lower Cape Fear; Church of the Servant, Wilmington). Our nominees in the lay order were: Sara Davis (Albemarle; St. Thomas, Ahoskie), Rachel Pace (Lower Cape Fear; St. James, Wilmington), and Connie Widney (Pamlico; St. Timothy's, Greenville).

Mr. Cenci introduced, on nomination by Bishop Skirving, nominees for elections to be confirmed by convention for the Annual Committees of Convention.

In the election of the Committee on Constitution and Canons for one-year terms, our nominees in the clergy order were: The Rev'd Stephen Batten (Trinity, Chocowinity), The Rev'd Andrew Cannan (St. Paul's, Greenville), and The Rev'd Canon Mollie Roberts (Canon for Diocesan Life & Leadership). In the lay order, our nominees were: Keith Calder (St. Paul's, Wilmington), Mary Duane Hale (St. Paul's, Beaufort), and Fred Klinck (St. John's, Fayetteville).

In the election of the Diocesan Convention Committee for one-year terms, our nominees in the clergy order were: The Rev'd Eric Moulton (St. John's Wilmington), The Rev'd Leslie Roraback (St. Andrew's on the Sound, Wilmington), and The Rev'd Whit Stroud (St. Francis, Goldsboro & Holy Innocents, Seven Springs). In the lay order, our nominees were: Meg Jones (Christ Church, New Bern), Jo Parrott (St. Mary's, Kinston), Kimber Roche (St. Paul's, Greenville), and Judy Whichard (St. Paul's, Greenville).

In the election of the Finance Committee for one-year terms, our nominees in the clergy order were: The Rev'd Robert Beauchamp (Holy Trinity, Hertford), The Rev'd Bruce Cheney (St. Thomas, Oriental), The Rev'd Tammy Lee (St. Paul's, Beaufort), The Rev'd Alan Neal (Zion, Washington), and The Rev'd Gray Hodsdon (St. James, Wilmington). In the lay order, our nominees were: Vikki Gehring Clark (St. Joseph's, Fayetteville), Brian Jowers (St. Paul's, Greenville), Tommy Sutton (St. Andrew's, Morehead City), Steve Thomas (St. James, Wilmington), Judy Whichard (St. Paul's, Greenville), and Bill Webb (Church of the Advent, Williamston).

Mr. Cenci moved that these nominations be concurred by acclamation, as the number of candidates for each position equaled or was less than the number of available seats. The motion carried. In the event of open positions, the Executive Council has the responsibility to fill any open positions.

Bishop Skirving presented the following appointments for Deans of the diocese. For Albemarle, The Rev'd Daniel Cenci (Christ Church, Elizabeth City) was appointed clergy dean and Cynthia Harding (St. Paul's, Edenton) was appointed lay dean. For Pamlico, The Rev'd John Porter-Acee (St. Timothy's, Greenville) was appointed clergy dean, and Ginger Powell (Trinity, Chocowinity) was appointed lay dean. For Trinity, The Rev'd Tammy Lee (St. Paul's, Beaufort) was appointed clergy dean, and Jo Parrott (St. Mary's, Kinston) was appointed lay dean. For Lower Cape Fear, The Rev'd Jody Greenwood (Church of the Servant, Wilmington) was appointed clergy dean, and Lisa Richey (Grace, Whiteville) was appointed lay dean. For Upper Cape Fear, The Rev'd Robert Alves (St. John's, Fayetteville) and The Rev'd Nan Cekuta (Holy Trinity, Fayetteville) were appointed clergy deans, and Patsy Cabrera (La Iglesia de la Sagrada Familia, Newton Grove) was appointed lay dean.

After a break, Bishop Skirving called forward The Rev'd Daniel Cenci to introduce the resolution that he and others put forward for consideration at convention: Resolution 1: Resolution submitted to 81st General Convention adjusting Diocesan assessments to the Wider Church. Mr. Cenci shared the amendment to the resolution, and discussion followed. The Rev'd Paul Canady (Christ Church, New Bern) called for a vote by orders,



and that motion was seconded by a lay person. The motion to vote by orders was defeated. Convention then voted on the amended resolution, and it carried.

Bishop Skirving announced a delay in processing the electronic ballots, so the results of the balloted elections were shared with delegates via email once they were processed. See the addendum to these proceedings for the election results.

Bishop Skirving then called upon Secretary of Convention Shurley Ray Weddle. Mrs. Weddle announced that next year's convention would take place at the Greenville Convention Center February 9-10, 2024.

Mrs. Weddle gave thanks for the City of Greenville, the Pamlico Deanery, and the staff of the Greenville Convention Center. We also gave thanks for the Convention Committee, chaired by The Rev'd Gene Wayman, and the Local Arrangements Committee. We gave thanks for the Liturgical Commission; the people of St. Paul's, Greenville and St. Timothy's, Greenville; St. Thomas, Bath; Trinity, Chocowinity; The Rev'd Daniel Cenci for leading elections; the exhibitors, workshop leaders, and convention presenters; postulants and seminarians who helped on the floor of convention; and Larry Barber and Charles Peyton from St. Paul's, Greenville for the beautiful flowers. Diocesan Staff were also given thanks. The Executive Council were extended thanks for their hard work between conventions. Finally, we gave thanks to clergy, delegates, alternates, and guests of convention.

After closing prayers led by The Rev'd Stephen Batten (Trinity, Chocowinity), Bishop Skirving moved to adjourn the 140th Annual Convention of the Diocese of East Carolina. The motion carried.

Transcribed by Sara Tavela, Journal Editor

## Addendum to the Proceedings: Election Results

Results from the balloted elections were shared with delegates via email once they were processed. Below is the email from Secretary of Convention Shurley Ray Weddle that shared those results.

Dear Attendees to the 140th Convention,

Below are the results of the contested elections that I have certified.

Respectfully submitted:

Shurley Ray Weddle  
Secretary of the 140th Convention

Standing Committee: The Rev'd Caleb Lee

Trustees to the University of the South: The Rev'd Ashley Simpson

Executive Council:

Ms. Barbara Crumbacker-Three-year term

Mr. Robert Adams-Three-year term

Mr. Stephen Clayton-Two-year term

Deputies to General Convention:

Clergy Deputies:

The Rev'd Paul Canady

The Rev'd Canon Mollie Roberts

The Rev'd Tammy Lee

The Rev'd Robert Alves

Clergy Alternates:

The Rev'd Caleb Lee

The Rev'd Richard Elliott

The Rev'd Anne Abdy

Lay Deputies:

Ms. Tess Judge

Ms. Hannah Hutchens

Mrs. Joan Geiszler-Ludlum

Mr. Tom Tully

Lay Alternates:

Ms. Barbara Crumbacker

Ms. Karen Phillips Smith



## **The Bishop's Address to the 140th Annual Convention of the Diocese of East Carolina**

### **The Rt. Rev'd Robert Skirving**

Again, welcome to all of you here in the room, to all who are watching online, and to all who will one day see the transcript or the recording. Grace and peace be with you in the name of our risen Lord Jesus Christ. Amen.

I'm not sure about you, but for me, the last eight months since we gathered in June for convention have been a bit of a blur: June, we had Convention, which was unusual and meant different rhythms and patterns of preparation and follow up; July was General Convention, and that happened in a strange way, but for a bunch of us, that was still another thing; in late July and August, I went to the Lambeth Conference as Bishop of East Carolina, and that dragged on until nearly December. Actually, what dragged on was the COVID and kidney stones I brought back from Lambeth. Seriously, and I asked Sandy to verify this with me, by the time I was starting to feel anywhere close to fully recovered after the kidney stones mostly was into December, and by then I had also stepped down as Chancellor of Sewanee two years earlier than expected.

I want to start with a clear thank you to those who have been understanding, patient and supportive of me and of my limitations during much of that time. You know, we can live with hopes and dreams of what it is that we're going to accomplish, and then life happens. And so I've done the best I can, and I can honestly say that I've learned some new skills. My memory does not work like it did before COVID. Now, whether that's because I'm 62 instead of 61 or it's Long COVID, we'll never know. But, I have notes now when I speak in ways that I didn't ever have notes before, and some would say that's probably a good thing, Bishop.

One of the key moments in my time in these last eight months was actually a moment from General Convention that's now been shared with you. The address, the sermon, that was offered by newly elected House of Deputies President Julia Ayala Harris on the closing day of General Convention. I thought her words were powerful anyway, but my first reaction was certainly that I know this, but increasingly some of us have to acknowledge that we're part of the endangered species, if we want to think of ourselves that way. I try to think of it as, you know, some of us need to get out of the way. Some of us need to be active in bringing more people to the table and making sure that more folks are able to be fully a part of the kingdom of God as we're living it.

But I heard those words in the first instance, as some of you older members of General Convention better get out of the way because those younger ones are ready to take over. Paul [Rev. Paul Canady of Christ Church, New Bern], was that the conversation that all your 40-year-olds had? I'm just teasing, but I know Paul's worked with the core of younger leaders who've been invited by our previous President of the House of Deputies and will continue to be encouraged to provide good leadership at General Convention and across the church.

I'm not so old that I don't remember being one of those younger leaders in my life, and it's critical that we find ways and make ways to invite to the table people who aren't normally there. So, at first I had a particular reaction to what the House of Deputies President had to say: not bad, but sharp. And, then I realized what happened is it had taken me back to my studies from the 90s when I was doing some extra academic work and took me back to a paper that I wrote in the 90s that was titled "Wanted: New Wine Skins." It was using the same biblical passage that she'd used in her address as a basis for a study of the congregation I was serving, and the reality that some of the old ways weren't working.

We had new life bursting at the seams, and we weren't equipped to deal with that new life. And at that time in my life, in ministry, those were words: that was a passage of scripture that was very important to me. And since her sermon, I found myself continuously reframing much of what we face together, much of what I face

together in that reality, that life's changes will be continuous, and a part of life is always holding on to those old wine skins that contain the wine that taste the best, maybe that's been aged properly, alongside of the new ones that can be flexed and stretched and have room for the new wine that we maybe haven't seen fully come to maturity yet. Before we reflect on what might be some new wine skins for us as a diocese, well, let's take some time to consider the new wine that is showing itself all around us.

We see signs of God at work in our midst, always doing a new thing. One of my joys as bishop is to worship with a different congregation every Sunday. Now, a lot of you when I visited have also heard me say that being in a different congregation every Sunday is one of the strangest things for someone who used to be in the single community for all of the seasons of the church year with devotional life built in those rhythms and relationships. But honestly, almost every Sunday I visit another congregation, I have a chance to witness the new wine of God's love. Just since Christmas, I've been with the people of St. Mary's, Gatesville; St. Timothy's, Greenville; St. Francis, Goldsboro; St. John's, Wilmington; St. James, Belhaven; and tomorrow morning at bright, shiny o'clock in the morning, I'll be getting on the road to be with the people at Christ Church, Elizabeth City: 9:00 Adult Forum, 10:15 Confirmation Class, Worship at 11? 10:30? [Speaking to the Christ Church, Elizabeth City table] I get there and you guide me through it. You'll start when I get there. Thank you. As long as we are done before the Super Bowl, okay?

We need to have eyes to see, though, because sometimes in the places where we live and worship week by week, we don't see things as new. We may not fully appreciate that this is God at work and not just our own efforts. We may think, and I get this a lot, that every congregation does things the same way, or we might think we do it better than everybody. And as the one who gets to go from place to place, I can put that in perspective a little bit for you. But the truth is, I think we can witness new wine all across the diocese.

Even as we gather here for Convention, you know, hopefully before you got here or since you've been here, you've had a chance to review the annual reports. I know a lot of you have attended workshops, and I've heard some really positive things of your experience with those. You've hopefully had a chance to visit with exhibitors. Hopefully you've listened to this morning's reports. I want to draw a few I would call "Good News stories" or "God at work stories": new wine.

This is an older ministry in some ways for us, but this year we can celebrate the 30th anniversary of the Interfaith Refugee Ministry based in New Bern and now having expanded to have an office in Greenville. There were a couple of years there where there wasn't nearly so much work for the Interfaith Refugee Ministry. The number of refugees being welcomed into the country probably hit an all time low in their time at their ministry, but in their report they make clear that in 2022 they were able to serve 87 refugees from seven different countries, as well as 12 Ukrainians and one Afghan who'd come in different and special circumstances. And so, our thanks to Susan Hussan and her team for the good work they continue to do, which certainly is new wine for those who were involved in it in the moment, for those whose lives are changed because of the kindness and commitment of people who share in that ministry, an interfaith ministry, not just us as The Episcopal Church.

I hope that we can draw hope and encouragement from the advances made by those working to establish our School for Ministry. Those of you who've been coming to Convention for a few years may have heard me speak about the need for this every year. I'm used to hearing people wonder, "So, Bishop, when are you going to stop talking about it and do it?" Well, there's a lot of problems with that question, because it's not usually me. It's usually us. You heard that description that if you want to move fast, go alone. If you want to move, well, do it together. The moving together is always slower. I've sometimes spoken my ideas and my thoughts, and I'm so encouraged to watch a council of people come together and start giving shape to a School for Ministry that will help us to prepare people for leadership in ministry across the diocese, clergy and lay.

I hope you join me in being encouraged by the number of women and men who are stepping forward to offer themselves for ordained ministries in response to God's call. I think we ought to be getting excited as we witness the number of people, lay and clergy, who are willing to stand for election and serve important ministries of our diocese. I won't get into the details in grand scale, but, those of you who joined in with one of our Pre-Convention Meetings, if you were in on the first one, you heard about how there were still lots of spots open for nomination. And by the time we got to the end of that process, we've ended up with five elections that we need to do, because we have more than enough people willing to serve.

We also have nominations that come from our deaneries and from me, and I think we've done as well as we've done in a long time in gathering people who are willing to serve and help with that work. I see that as a positive sign. Maybe we're coming out of the COVID realities of our lives in a way that we are able to trust a little bit more in the path forward and commit ourselves differently than we felt we could commit for a few years. Maybe, but I'm excited to get to work with all of the folks who have stepped forward in that way, so thank you.

I think we can also see in the reports and in some of the presentations that there are a number of transitions happening amongst the leaders of some of our significant ministries, and I want to identify a few and say thank you, knowing that as soon as you try to do that, there are inevitably some people you don't remember to name or transitions that you didn't even know were happening in my case sometimes. But, from about the time I came as Bishop, Hodges Hackney has served as the President of the Foundation of the Diocese of East Carolina, and he's now led his last meeting, and Jordy Whichard has led his first meeting. Jordy will take over the leadership of our Foundation.

John Pollock has been the leader of our Commission on Ministry for these last years, and if you haven't heard it—I think I share this with the clergy, but not with everyone else—John had to pick up and leave suddenly for South Carolina where his mother is approaching death, and I ask that you keep John and his family in your prayers. John's term on the Commission of Ministry has ended, and with his recommendation and support, we've invited Nathan Finnin to be the next chair of the Commission Ministry.

Cursillo is a ministry that depends heavily on lay leadership. Carla Richardson has been the leader of that diocesan ministry. I'll say with words that we all understand and not give you the technical language from Cursillo, the leader of our diocesan ministry, and Diane Hatfield, who has been with us all day, and I don't know if she still here now, will be taking over that role.

Gene Wayman, who somehow, maybe by choice, because you've been chairing the convention committee, have ended up in the front row. Was that deliberate, Gene? [Gene replies, "Yes; yes it was."] Okay, okay. Thank you. Good; good planning. With this Convention, Gene is ending his time as chair of the Convention Committee, and so we thank you for that service. And, I got to say, at this point, the committee will be taking over, and we'll work it out from there. As you'll see, we've got a full team ready to go.

And, as we celebrated together today, Ed Hodges is stepping down after five years, this time at least, of service as chair of the Board of Managers at Trinity Center, and Barbara Whitesides will be stepping into that role. I don't want to add other speeches to what was said well, in the expression of thanks this morning, but I remember being really grateful in the midst of recovery from Hurricane Florence when Ed was able to go alongside the folks at Trinity Center and be supportive in the way that they needed at a time I certainly couldn't do that, because we had about 30 properties that were suffering as a result of Hurricane Florence at that time, and it was just too much for any of us. We did a little bit of divide and work, and Ed did wonderful work there and with transitions and COVID. Ed, thank you. That kind of natural transition is to be expected and to be celebrated and can be seen as an opportunity in a moment when new things can happen.

Not every new leader or new team of leaders needs to be bound to doing things the way they've always been done. And we need to celebrate as new leaders bring us new opportunities. We are blessed in having so many faithful followers of Jesus ready and willing to serve and to lead in the life of our diocese. And, in this keeping with this idea of new wine where new things are happening, I'm very excited to watch as we bring to you a budget that includes a new staff position, a position that we're calling, at least in a preliminary basis, Coordinator for Ministry with People of African Descent.

In the responses to the work we did through our discernment that led us to the Mission Priorities, one of those things that would come up regularly was the need for us to be involved in the work of reconciliation and healing, bringing people together across races and backgrounds. We're following a model that's similar to the one that we followed with Fred in his work with people and Spanish language. We look to hire a priest who will serve as Priest-in-Charge of one or more of our Historic Black Churches, while also supporting the ministry of the other of our Historic Black Churches. This will be somebody who will support the work of our Racial Healing Commission, not leading it, supporting it. The lay members, the clergy who are part of that commission will continue to lead, but this person will be a resource and will help with that work.

This person that we intend to hire will help to challenge and equip all of us to more fully engage with the communities where we live and serve as we grow into our fourth Mission Priority, which reads, "Advocate for justice and peace for all of God's children, working together to remove obstacles that prevent equitable access to resources, while building bridges that work to reconcile and heal the divides between us."

With Convention's adoption of the budget, and with the support and direction of the Executive Council afterwards, we will soon launch a public search to fill this position, a full-time position, but one to be shared between the diocese and congregation. So, now let me get to some reflections on new wine skins. As we bear witness to the things that God is doing in our midst. We must also recognize the importance of being willing to shift our patterns, to reallocate our resources, all with the desire to build new wine skins to hold the new wine, new clay jars, to hold the treasure of God's great love and Jesus.

I believe that this is true for our congregations and for our diocese. By the way, I think it is also true for the whole of our Episcopal Church. COVID has interrupted our familiar patterns of the past, in some cases challenging us to recognize needs for change that predated the pandemic, but which we may have been unwilling to observe.

This has not been only an East Carolina thing. Every aspect of our lives and our society have been affected. And, lest we live in isolation, let me share some information from the life of the wider Episcopal Church. Did you know that the median size of a congregation in the Episcopal Church in 2021 was 21? Half of our congregations across the nation had 21 or less people in worship, and half had 21 or more in worship. I'm guessing you're all measuring where you are. Which of those 50% segments? My experience is most people think that the norm is large congregation and that they're an exception.

Did you know that 90% of the churches in the Episcopal Church had an average Sunday attendance in 2021 of 100 or less? 90%. 1% only had an average Sunday attendance of 300 or more. The other 9% were somewhere between 100 and 300. Did you know that the average Sunday attendance in East Carolina in 2021 was 3,476 people? By the way, 2021 because it's the most recent year for which we have records that we can use. Now, that's not counting online worship. We have statistics about that, but anybody who's looked at those kinds of statistics knows that those numbers raise as many questions as they provide answers. About 30% of the dioceses in The Episcopal Church would see more people than us on a given week, and about 70% of the other dioceses see less.

Don't let anybody tell you that this is a small diocese. Now in Province IV for the Southeast, the numbers are a little bit different, and we're more at mid-range or on the smaller side. That's about the Southeast compared to the rest of our nation, but across the nation, 70% of the dioceses see less people and never saw less people last year, on an average Sunday. Now, here's the number, the kind of number that has made all of the wonderful media that want to predict our demise: from 2020 to 2021 attendance on an average Sunday in the Diocese of East Carolina dropped by 28.7%. Now, I could be a little bit light with you and say with COVID out of the way, I expect we're going to see some numbers that go up that we haven't seen in forever. We'll see. About two-thirds of the dioceses across our country saw a greater drop than 28.7%. I've seen some at 50% and higher.

Did you know that in 2021, our income from plate and pledge was \$14,609,735? We are not a diocese without resources. We are not a diocese that should—none of us should—preach scarcity. There's an abundance in our midst. It's really more about how we use that, how we make decisions. Only one-third of the churches across The Episcopal Church in the United States, at least in this case, saw more income in 2021. Although, again, in our Province, our region, 74% of the dioceses saw more income. So again, we can get that idea of ourselves based on our closest neighbors.

For us in East Carolina, our 2021 income rose 7.1% from 2020. Did you know our income went up, our income in the congregations plate and pledges together? That doesn't mean that each one of you experienced that, but, when I'm in conversation with some of you who talk about the great challenges of a drop, I often share: did you know in other parts of our diocese it's not like that. Across The Episcopal Church in the US, In that same one year period, there was a 3.3% increase, so a little bit less than ours.

Now, in other presentations, I've tried to point out to you members of committees that you can go to with questions and all. This time I want to name the Reverend Paul Canady of Christ Church, New Bern, not because he will answer all the questions I might have raised with you, but because in his service to our wider church, Paul chairs the Task Force on the State of Membership in The Episcopal Church, and they are deeply challenged now with finding right ways to measure our life and our ministry so as to help us make choices about growing in vitality and developing good strategy. Paul, thank you for your willingness to serve in that way. We actually have a number of people in this room who are leaders at General Convention when we gather. It's always good to go with them.

In East Carolina, I would argue we need some new language and strategy for our congregational life. Our definitions in canons speak of congregations that become missions and parishes, and, while, at some level, we've set that language aside and don't pay so much attention to it as we might once have paid, in reality, we've got an awful lot of congregations that don't reach the standards defined for missions or parishes. They won't have enough members to be able to be a mission. By that definition, they don't have a resident priest or a Priest-in-Charge in the way that those definitions require.

And you know what? If you are feeling less-than-valued by the language that the church uses, it's not a good thing. I would propose that as we continue to learn from the Small Church Project, the good work that's begun as we bring leaders together to share experiences, as we work to develop strategy, as we develop new wine skins, we're also going to need to change the language that we use when we speak of congregational life. I kind of like the language of 1 Corinthians 12 when we talk about the body of Christ made up of different parts. I think you know that passage—probably not allowed to use the Bible in the Constitution and Canons—I'm not sure, but I think the principles can: we'll leave that to our Chancellor and Constitution and Canons Committee.

But, I think that some of the principles that are built into our system need attention so that we can recognize



the realities we face rather than just measuring ourselves and our life on old principles. During this past year, the continuing deans from the year before have worked together to reimagine the purpose of deanery life with the hope of finding ways that we can further support and strengthen networking and growth in ministry. Now, some will happily groan about the deaneries, because so many things have been tried, so many things have not worked over time.

My thanks to the group of deans who have done that work together and my thanks to the new full, strong team of deans that are already in place to begin this continuous work of developing new wine skins, what it is for us to support one another regionally. How do we strengthen that? How do we do it better? Across the diocese, some of our process is cumbersome and creates extra burdens for congregations. I'm not sure why it took me this long. This is my ninth Convention. I've always experienced the frustration of being on diocesan staff as we get ready for Convention, and somehow—maybe because of the language that the President of the House of Deputies offered that stuck in my head—somehow this year I heard it different.

So, I think if you took the time to ponder on this, you could acknowledge that one of the busiest times in the life of a congregation would be somewhere between Thanksgiving and Christmas. Advent is kind of a busy time. Worship at Christmas is important. It's often the time of the year when we see more participants in worship than any other time. Pastoral demands are usually higher because for many people that's actually a tough season emotionally. So why is it, do you think that that's when it is that the diocese requires you to elect delegates, when that's the time of the year when we expect your vestry to make a pledge to the budget of the diocese and you haven't even yet got your year-end finances in order or fully formed your next budget?

I would argue that the things that we do in our life that we've always done in our life might not make as much sense now as they maybe once did. I'll give the idea that maybe it once worked. You put that together with the fact that when the Finance Committee works hard to make decisions about the money that you've all pledged, just like you might wait for pledges before you set your budget, we wait for pledges. That means we have hours before Convention to develop a budget. Hours. And, we're already into the year for which the budget's being developed.

Maybe a group like the Finance Committee will be willing to consider the idea of building a budget on past history on trends. You know what? No matter how often we ask you for 10% or 11%, we faithfully get from you 9% or a little bit more. There's really good evidence to say we can count on that, and we have really good evidence to say that you are all faithful to your pledges, that, almost without exception, the pledges of the people of East Carolina rise to the level that you've said that they would be.

At our upcoming Executive Council retreat in the early part of March, we're going to begin a process of review of some of that structure, which I think I can easily be shifted in some fairly simple ways. I don't want to give those away, because I don't want to be the one that presents them by myself. And I hope that, if not before, by next Convention, we'll be able to come back with some ideas about new wine skins that will better serve our congregations in the ministries you have and our ministry together as diocese. Not everything benefits from new wine skins.

Let me be clear before you all want to rush the stage and say, "Bishop, what's wrong with the good old stuff?" Nothing. You know, some of the good old stuff is how we contain some of the treasures of our faith and tradition, which we carry forward with us, and we need to care for those wine skins and we need to treasure that rich wine. But, in our work, we also need to learn how to use both, not every one of us, not all at the same time, not all in the same place, but together with the resources God has given us. Hold some traditions, add some

traditions, offer them in parallel.

So, now I want to come to the last section of this address. There's one word for the title: the word "revival." All of this conversation about new wine and new wine skins is important and deserves our attention. But I got to say, I'm expecting that the most exciting and important thing that happens in this diocese in the year to come is the revival that is scheduled with our Presiding Bishop, Michael Curry, and his team for Saturday, October the 21st.

Yes, you can put that one on your calendar: Saturday, October the 21st. Now, please do not rush the stage with your argument for why it should happen in your town or village. We'll get there. The real joy is that Michael (Excuse me for the informality), Presiding Bishop Michael Curry will be with us all week. As I announced last year at convention, he will be with our clergy for their conference the 17th 'til 19th. On the 19th and 20th, I imagine we're going to tour him around the diocese and help him to see some things and meet some people that maybe he hasn't seen or met yet. The revival will be centered on October the 21st, and then on the next day, on the Sunday, he will be with the people of St Joseph's Church in Fayetteville in celebration of their 150th anniversary.

Now, you'd think with something this big and important, we would have been working at this for years. Well, I have got the emails from 2019 that demonstrate we were right on track, and then what's the word we always say? COVID. The meeting we would have had--the next meeting that would have brought our folks together--would have been four dates that didn't end up being possible. And so, as the pandemic seemed to clear and the Presiding Bishop's office was getting back to scheduling things instead of not scheduling things, we got our dates on the calendar, and through a wonderful God story that I won't share now, maybe sometime later, it took us this long to get the leaders from his office together with us.

And so, this week, a core of leaders from the diocese will be meeting online with Jerusalem Greer and Canon Stephanie Spellers from the Presiding Bishop's team. We will steadily build the team from there. We have a set of guidelines that have come from that team, and I want to read a little bit to you about revivals as they understand them, because we all have different language. Some of us will cringe, because we associate it with folks we see on TV or that we've encountered at other things.

Here's what they intend: "Each revival seeks to revive the hearts of Episcopalians in the host diocese and through the wider church, stirring love for Jesus, for each other, and for creation, to proclaim the good news of Jesus Christ in the language of the people, to equip and send Episcopalians to share and listen for stories of Jesus' loving presence in daily life through training that may occur before, during, and after the event. Organize people for reconciling action and justice that embodies good news in the context: gather a diverse body that intentionally crosses lines of age, race, class and or culture. Engage in intensified prayer and preparation before, during and after the event, including gathering and equipping a diocesan network of intercessors." Some of you pray, okay? [Continuing] "Call Episcopalians to intentionally, personally invite and welcome people who are not actively following Jesus: one, to attend the revival, and two, to join the Jesus movement."

We have a lot of work to do and decisions to make, like where will the revival happen? What location, what focus should it have? And, normally that conversation happens before location is selected. Those are the conversations, the decisions that our organizing team will be led into this week, and we will just keep building from there, bringing others in as we know more clearly where we'll be, what we need to do, what kind of music, who's going to lead the prayers, who can do the prep, etc., etc..

There is prep work not just for the event, but prep work for our lives as we get ready to host a revival. There is the event itself. I have no idea how many people to expect. Last time he preached publicly in this diocese--well, I don't know if we'd count my ordination--it was in a equestrian center not far from here, or if it might have been at the 200th anniversary of the diocese when it happened at Christ Church, and that didn't really feel like it end up being a really public event. We had to manage things a bit. I think there's a reason to expect a lot of people to be with us. My wife is part of a Bible study here in town, where everyone but her is a Presbyterian. They're excited about Michael Curry coming to the area.

The idea of us inviting is serious, and the idea of us praying is important. So please hold. Saturday, October 21st in your calendars. Start to put that on the calendars of your congregations. Get that idea there. We'll be doing lots of communications as we know more details and sharing those as carefully as we can. For now, please pray for God's Holy Spirit to lead us. Please watch for a steady stream of communications and information. Please plan to attend the revival, and watch for other ways to participate. And, please count on new wine.

In closing, last evening I offered words of thanks to all sorts of people. If you weren't here last night, just watch the video: I'm not going to repeat them all today, but I meant it. There's a lot of people that contribute to our gathering, and everyone's contribution is to be valued. But, I want to offer just one more word of thanks that I didn't offer last night, and that is to the current and former members of the Standing Committee of the diocese who, as part of their responsibility, understand the care of the bishop to be a priority. And so, I had a three month sabbatical planned for 2020. And then...COVID, so that really functionally ended up being two weeks. And, they've affirmed that I should be finishing my interrupted sabbatical from 2020, and so my thanks to them. I still have some significant doubt about how that can happen in the same year as we have a revival. I guess if it becomes clear that it can't, then Rob Richardson, President of the Standing Committee, we'll renegotiate. But, I'm grateful for their support and for their care of me on your behalf.

And so now, Glory to God, whose power working in us, can do infinitely more than we can ask or imagine. Glory to God from generation to generation in the church and in Christ Jesus, forever and ever. Amen. Thank you.

Transcribed by Sara Tavela



**Bishop Diocesan's June 2022 to February 2023 Official Acts**  
**The Rt. Rev'd Robert S. Skirving**

**Ordination to the Priesthood**

September 10, 2022	Suzanne Hood
October 29, 2022	Ashley Simpson
November 8, 2022	Greg Smith
November 16, 2022	Whit Stroud

**Acceptance of Letters Dimissory**

**2022**

July 13	Joseph Hodsdon from the Diocese of Florida
September 30	Bobby Weatherly from the Diocese of Mississippi
November 4	Anne Abdy from the Diocese of Oregon
November 8	Suzanne Hood from the Diocese of Virginia

**Transfers of Letters Dimissory**

**2022**

June 29	Adam Pierce to the Diocese of Indianapolis
July 20	Sarah Saxe to the Diocese of Rhode Island
September 7	Anne Thornberg to the Diocese of Los Angeles

**Consents to the Consecrations of Bishops and Other Consents 8**

**Lay Licenses**

Eucharistic Visitors **159**  
Worship Leaders **85**  
Pastoral Leaders **3**  
Catechists **7**  
Preachers **18**

**Retired Clergy**

**2023**

January 31	Henry Burton Whiteside
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**New Licensed to Serve Clergy**

**2022**

December 20	Geoffrey Hoare
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**Parish Visitations**

**2022**

June 5	Good Shepherd, Wilmington
June 19	St. Paul's In-the-Pines, Fayetteville

July 17	St. Mary's, Burgaw
September 11	Grace, Whiteville
September 25	St. George's, Engelhard
October 2	St. Peter's, Washington
October 9	La Iglesia de la Familia, Newton Grove
October 16	St. Stephen's, Goldsboro
October 23	St. Thomas, Bath
October 30	All Saints, Southern Shores
November 6	Church of the Servant, Wilmington
November 13	St. Peter's by the Sea, Swansboro
November 20	Christ Church, New Bern
December 4	St. Paul's, Clinton
December 11	Holy Trinity, Fayetteville
December 18	St. Peter's, Sunbury
December 21	St. Thomas, Bath

**2023**

January 8	St. Mary's, Gatesville
January 15	St. Timothy's, Greenville
January 22	St. Francis, Goldsboro
January 29	St. John's, Wilmington
February 5	St. James, Belhaven

**Total Confirmations and Receptions 97**

**Judgements for Remarriage of Divorced Persons 16**

## **SPECIAL ORDER OF BUSINESS FOR THE 140TH ANNUAL CONVENTION**

The 140th Annual Convention of the Diocese of East Carolina adopts the following Special Order for the conduct of the Convention meeting February 10-11, 2023.

Rule VIII of the Rules of Order for the conduct of the Convention is suspended for the 140th Annual Convention in 2023 and the following Rule will apply in its stead:

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

(1) No motion shall be considered unless seconded, and

(2) This substituted Rule VIII of the Rules of Order shall apply only to the meeting of the 140th Annual Convention in 2023 and shall expire upon its adjournment.

Adopted the 11th day of February, 2023 by the 140th Convention of the Diocese of East Carolina.

Shurley Ray Weddle  
Secretary of Convention

## **RESOLUTION 2023-1**

### **Resolution submitted to 81st General Convention adjusting Diocesan assessments to the Wider Church**

BE IT RESOLVED, that the 140th Convention of the Diocese of East Carolina submit the following resolution to the 81st General Convention of the Episcopal Church and encourage all other dioceses to endorse this or similar resolutions at their 2023 Diocesan Conventions and Councils in advance of the 2024 General Convention:

BE IT RESOLVED that the 81st General Convention approve an assessment formula (Canon I.4.6(b)) for the period January 1, 2025 through December 31, 2027 based on a single assessment of each diocese. In each year, 2025-2027, the diocesan total adjusted operating income, as reported in the annual diocesan financial report (Canon I.4.6(j) and Canon I.6.4) for the year two years prior to the year to which the assessment is applied [e.g., 2025 assessments are to be based on 2023-2024 actual income figures], shall be reduced by a \$200,000 exemption. A single assessment shall be applied to the remaining amount (balance) at a flat rate of 13.5% ;

AND BE IT FURTHER RESOLVED That the 2025-2027 Episcopal Church budget shall be adjusted and managed as set forth in the Canons, Rules of Order, and Executive Council policies and procedures;

AND BE IT FURTHER RESOLVED, that the 81st General Convention of the Episcopal Church ask Executive Council to set a plan for lowering the diocesan assessment to 10% by 2030.”

Adopted the 11th day of February, 2023 by the 140th Convention of the Diocese of East Carolina.

Shurley Ray Weddle  
Secretary of Convention

**Executive Council  
Diocesan House, Kinston  
January 20, 2023**

Those members present: The Rt. Rev'd Robert Skirving, The Rev'd Eric Grubb, Mrs. Terah Archie, Ms. Judy Whichard, The Rev'd Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Steve Thomas, Mr. Bob Riche, Mr. Fred Klinck and The Rev'd Stephen Batten. Ms. Vera Guarino, The Rev'd Lisa Kirby, Mrs. Nancy Broadwell, Ms. Lucia Peel Also present: Mr. Robert Richardson, Ms. Tess Judge, The Rev'd Canon Mollie Roberts, Mrs. LaTonya Smith.

The meeting was called to order at 10:00 AM with a welcome by Bishop Skirving followed by Canon Roberts leading prayers.

Bishop Skirving verified a Quorum and gave an overview of the agenda. Rev'd Batten moved and Ms. Whichard seconded, the motion to accept the agenda carried.

Discussion of the previous meeting's minutes led to a few amendments. Rev'd Mitchell moved to approve the minutes as amended, Mrs. Archie seconded and the motion carried.

**Bishop's Report**

Bishop gave a brief overview of the Diocesan current staffing also inviting Mrs. Smith to comment.

Bishop acknowledged that the previous convention's delay to June 2022 due to COVID has caused some abnormal committee dynamics.

Bishop reported that he is no longer the Chancellor of the University of the South.

**Treasurer's Report**

Ms. Judge reviewed the 2022 Year End Financial Statements noting that there is a positive carry over to 2023. The report was received.

Ms. Judge moved on to the 2023 Diocesan Budget. She presented a spreadsheet that detailed which parishes have pledged and by what amount and percentage. The report included estimates for five parishes from whom pledges have not yet been received.

Mrs. Smith and Canon Roberts were then excused while there was further discussion of the complete budget as well as the Cost-of-Living-Adjustments made to Diocesan Staff salaries. The budget was approved.

**Other Business**

Rev'd Batten moved and Mrs. Archie seconded and the motion carried to ratify the deadline for submission of resolutions as published, January 27, 2023.

Bishop stated that nominations for a number of Diocesan committee positions are open. If they are not filled by convention, it will be up to the Executive Council to do so. All information is available on the Diocesan web-

site.

Also on the website are the dates/times for the four scheduled Pre-Convention meetings.

Bishop also reminded all that all convention events (especially the Friday worship service) are open to the public.

### **Diocesan Roundup**

Ms. Peele gave a brief report about the recent ECW retreat.

Mr. Richardson reported from Standing Committee that they recently met with Tommy Drake and approved him for Candidacy. The Standing Committee has also approved Bishop Skirving's 2023 10-week sabbatical as a substitution for the incomplete 2020 sabbatical.

Bishop gave a brief report on the work Tommy Drake is doing collecting information for and about our smaller parishes.

The published dates for 2023 Executive Council meetings are printed on this meeting's agenda, including the overnight retreat to be held March 2-3 at Trinity Center.

The topic of the retreat will be an "unpacking" and possible restructuring of the Diocesan calendar.

Finally, Bishop Skirving recognized and thanked those members of the Council who are rotating off including Fred Klinck, Nancy Broadwell, Judy Whichard, Tammy Lee, Vera Guarino, Terah Archie, and Cheryl Brainard.

At the Bishop's request, the Rev'd Brainard offered the closing prayer.

Submitted by Mollie Roberts

**Executive Council  
Diocesan House, Kinston  
July 22, 2022**

Those members present: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, Deacon Lisa Kirby, Mrs. Terah Archie, The Rev'd Cheryl Brainard, Mr. Steve Thomas, The Rev'd Lisa Erdeljon, Mr. Fred Klinck, The Rev'd Stephen Batten and The Rev'd Tammy Lee. Also present: Mr. Rob Richardson, Mr. John Koch, Ms. Joan Geiszler-Ludlum, Ms. Tess Judge, The Rev'd Canon Mollie Roberts, Mrs. LaTonya Smith and Ms. Hannah Jarman.

Bishop Skirving shared with Council a few items.

He welcomed the Council and introduced the new members. The new At-large members: Rev'd Lisa Erdeljon and Mrs. Terah Archie. He also welcomed Mr. Rob Richardson, President of Standing Committee and Mr. John Koch, Executive Director of Trinity Center.

He verified a quorum was present and asked for a motion to accept the draft minutes from the last meeting on March 4. Rev'd Batten made a motion to accept and Rev'd Lee seconded. The motion carried.

Bishop Skirving gave an update on his Bishop's report and asked Canon Roberts to share the transitions that have happened recently in the diocese.

We have had a few ordinations take place this year: The Rev'd Katherine Mitchell, Deacon Ashley Simpson, Deacon Gregory Smith, Deacon Whit Stroud and Deacon Rhonda Thomas.

Deacon Suzanne Hood is the Associate Rector at Christ Church, New Bern.

The Rev'd Joseph (Gray) Hodsdon is the Associate Rector at St. James, Wilmington.

The Rev'd Malone Gilliam has accepted a new position in Nashville, Tennessee. His last day at St. Paul's Church is July 31.

Bishop Skirving plans to finish his sabbatical in 2023. He still has two months left of sabbatical to take. He had previously scheduled his three-month sabbatical in 2020 but ended sooner due to the pandemic.

**Mr. Koch gave an update on Trinity Center.**

As of right now they are in the midst of doing some spring-cleaning.

Mrs. Mary Beth Bradberry is an extraordinary person. If you see her, please thank her for all the work she has done and continues to do at Trinity Center.

Bishop Skirving shared with Council that the sale of property for Trinity Center is officially closed.

Sale closed on July 18th

Sale Price: \$4,200,000

Net: \$4,023,550

From the net proceeds:

\$416,202 -to be returned to operating and endowment funds of the Diocese

\$166,850 -granted by Trustees to Trinity Center, on request of the Board of

<u>          </u>	Managers, for completion of deferred maintenance
\$583, 052	-total committed

Which leaves \$3,440,498 for investment by the Trustees in the “Alice Hoffman Fund” for the benefit of our diocese’s ministry at Trinity Center.

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Ms. Judge went over the financial reports through the month of June.

Bishop Skirving wanted to share with Council the following:

One At-large layperson needs to be elected at the next meeting. He hopes to bring a name with him at the next meeting to vote.

**Two Proposals in relation to Mission Priorities:**

-The first proposal is a temporary full-time position. We already have a candidate Mr. Tommy Drake who is currently in the discernment process. He would work with Canon Roberts and with small congregations such as St. James, Belhaven and St. George’s, Engelhard who are without a priest. This proposal is part of our implementation of Mission Priority #1, adopted at our recent Diocesan Convention. This funding would come from the Trustees. Council was in full support.

-The second proposal is to form a small group from Executive Council to review our diocesan committee structure in terms of the newly adopted Mission Priorities. We are calling it the Alignment Committee that would work with Canon Roberts. Council was in full support. The committee for this group is Canon Roberts, Rev. Lee, Mrs. Archie and Mrs. Geiszler-Ludlum.

Presiding Bishop’s Visit in the fall of 2023:

Bishop Skirving asked if folks would help with organizing the event and working out the details for Bishop Curry’s visit. Rev. Lee, Mr. Thomas and Mrs. Archie volunteered to help.

There being no further business. The meeting adjourned.

Respectfully submitted,  
Hannah Jarman



**Executive Council  
Diocesan House, Kinston  
November 18, 2022**

Those members present: The Rt. Rev'd Robert Skirving, The Rev'd Eric Grubb, Mrs. Terah Archie, Ms. Judy Whichard, The Rev'd Katherine Mitchell, The Rev'd Cheryl Brainard, Mr. Steve Thomas, Mr. Bob Riche, The Rev'd Lisa Erdeljon, Mr. Fred Klinck and The Rev'd Stephen Batten. Also present: Mr. Robert Richardson, Ms. Tess Judge, Mr. John Koch, The Rev'd Canon Mollie Roberts, Mrs. LaTonya Smith and Ms. Hannah Jarman.

**Bishop Skirving shared with Council a few items.**

He welcomed Council and verified a quorum was present and asked for a motion to accept the agenda. Mr. Thomas made a motion to accept, and Ms. Whichard seconded. The motion carried.

He asked for a motion to accept the draft minutes from the last meeting on July 22. Mrs. Archie made a motion to accept, and Mr. Thomas seconded. The motion carried.

He gave an update on his Bishop's report.

Tommy Drake's new position is in place. He is the Consultant for Small Church Leadership and has already started working with the smaller congregations of the diocese.

He hopes to have hired to be an ongoing staff person after convention approves the budget. The title would be Missioner with People of African Descent.

**Treasurer's Report**

Ms. Judge went over the financials for the month of August and October.

The 2021 Audit has been completed. Mr. Thomas made a motion that both reports have been received. Mrs. Archie seconded. The motion carried.

She shared with Council that it has been challenging getting CPA auditors at bigger churches. The churches are also having some difficulty with the cost. She noted that the Executive Council guidelines criteria for an auditor are from 2012. She would like us to consider budgeting to help the congregations with the cost. Bishop Skirving recommended having the Finance Committee do a review of this and make a recommendation at the next Council meeting.

2023 Proposed Budget – Bishop Skirving would like the Finance Committee to do some additional work on the budget and bring back to the meeting in January for review.

**Mr. Koch gave an update on Trinity Center.**

Trinity Center is currently at a \$20,000 deficit.

We are looking at some wage increases for staff.

Board of Managers has formed a governance committee and looking at how they do their own budgets each year. They are also looking at what their role is in the governance of Executive Council and what they are re-

sponsible for.

They have started doing repairs on the Lagoon Cluster. This is the last cluster for exterior repairs and paint.

The new website is up and active now. The website is [www.trinityctr.org](http://www.trinityctr.org)

They are working on a new personnel manual.

Their 2021 audit is not finished yet but should be in the next week or two.

**Bishop Skirving wanted to share with Council the following regarding convention.**

He would like to have the nominations and resolutions deadline to be Monday; January 31st. Bishop Skirving asked Council to make a motion to move that nominations and resolutions deadline be on Monday, January 31st. Mrs. Archie moved that we keep the deadlines for nominations and resolutions for January 31st. Resolutions must have the appropriate individual signature by December 31st and after this date must have the appropriate ten delegate signatures. Council was in full support. The motion carried.

He would like the Resolutions Committee to meet the first week of January and review the resolutions so they can be shared ahead of time online for everyone to see in advance of convention.

The Pre-convention deanery meetings will include several videos.

Summary of the 2023 Proposed Budget

Overview of the received resolutions by Resolution's Committee

Introduction video for new delegates to convention

Online hearings to be hosted by Constitution & Canons Committee

Bishop Skirving reminded Council a few years ago that we had an active Companion Diocese. He wanted to know what their thoughts were on having a possible relationship with another diocese in this work. Council was in full support of this.

Ms. Whichard made a motion to move the allocation of funds in support of the small congregation leadership project. Rev. Mitchell seconded. The motion carried.

The next meeting will be Friday, January 20, 2023. Rev. Mitchell closed the meeting in prayer.

Respectfully submitted,

Hannah Jarman

## Camp Trinity

Camp Trinity is the co-ed residential summer camp of the Episcopal Diocese of East Carolina that operates out of Trinity Center. Camp Trinity offers a variety of traditional camping activities (swimming, sailing, kayaking, paddle boarding, sports, evening programs, campfires) in an intentionally Christ-centered community. The camping program usually serves over 600 children of the diocese and beyond during its ten weeks of operation each year.

This past summer due to a smaller capacity and COVID-19 restrictions, we served just under 500 campers. Campers attend camp each week and they are supervised by a staff of twenty committed college-age individuals, most former campers themselves. Camp Trinity was also up for re-accreditation by the American Camp Association this past summer. We are proud to report that we received outstanding scores in all areas. The re-accreditation process helps us maintain our high standards for behavior and safety, it provides opportunities to grow and change with the greater camping community, and helps parents let go of their children in our care. We are so proud of the work and support from the diocese, staff, campers, and families for helping make a successful and fun summer.

One of the primary goals of Camp Trinity is “to provide a Christian camping experience that is diverse, inclusive, nurturing, loving, and affirming, while challenging each person to be responsible to and for another.” In 2022, a dedicated Camp Trinity staff certainly achieved that goal with just under 500 campers. The summer staff was supported by seven nurses, seven session leaders, and fourteen counselors-in-training, all of whom played key roles in the success of the summer. The fact that Camp Trinity ran so smoothly is a testament to the efforts and ministries of all these people. We thank you so much!

Camp Trinity does have financial assistance available for children who might otherwise be unable to attend. Each year Trinity Center and churches of the Diocese of East Carolina join hands to help children attend camp. In 2022, Trinity Center disbursed over \$30,000 out of its Fund for Programs and Scholarships to help bring children to Camp Trinity. This fund allows us to continue to operate on a need-blind basis, so that all children who obtain a place at camp are able to attend and so that Christian community is available to all our children. This fund is replenished yearly by individuals and churches of the Diocese of East Carolina. I give my deepest thanks for the generosity and ask for continued support.

Camp Trinity is open to all children, with equal preference given to members of parishes in the Diocese of East Carolina and returning campers until January 1 of each year. Applications are mailed in November each year. For more information about this program, please contact us at 888- 874-6287 or at [trinityctrassistantdirector@gmail.com](mailto:trinityctrassistantdirector@gmail.com). You may also download all applications and forms off our website: [www.trinityctr.org/campt](http://www.trinityctr.org/campt). Registration is going on now, and we look forward to welcoming more and more campers back for Summer 2023!

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

Mary Beth Bradberry Director, Camp Trinity  
Assistant Director, Trinity Center

## **Commission on Ministry**

### **Charge of the Commission**

It is the responsibility and charge of the Commission on Ministry (COM) to advise and assist the Bishop in the implementation of The Episcopal Church canons related to Lay and Ordained Ministry in the diocese; the determination of present and future opportunities and needs for the ministry of all baptized persons; and the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness. (Title III.2.2)

In the past year, the COM has had the privilege and joy of working together to support those who are discerning their call to serve Christ and His church in both Lay and Ordained Ministry, and to make recommendations to the Bishop on behalf of those who seeking to take steps to serve in particular ministries.

### **Path Discernment Retreat**

To help deepen our work, the COM held its annual Path Discernment Retreat at Trinity Center this past September. Eight participants prayerfully gathered to listen more deeply to how God may be calling them to a shift in their ministry. Those gathered listened to talks, and participated in small conversations about how God may be leading them. These conversations were rich and good. All will return to their parishes with renewed focus and interest in what next steps they will take. Several of those in the process towards ordination participated in past Path Retreats. It has been suggested that Path expand to two retreats (either concurrent or separate) to allow those discerning ordained and lay ministry calls to focus more clearly. This important program and work will continue to evolve.

### **Postulancy, Candidacy and Ordination**

The COM monitors the process and progress of those who are discerning and being formed for a call to ordained ministry, making recommendations to the Bishop along the way. This included Postulancy Interviews held in November at Trinity Center.

Currently there are fourteen persons in process seeking ordained ministry in the Diocese of East Carolina. Ten are seeking ordination to the priesthood; and four are seeking the vocational diaconate. This is the most number of persons in the process in our diocese in anyone's memory. It is exciting to see how the Holy Spirit is working.

In addition to those currently in the process, four persons were ordained as deacons at St. Mary's Kinston this past Spring. Rhonda Thomas was ordained as Vocational Deacon. The other three, Ashley Simpson, Whit Stroud and Greg Smith, were subsequently ordained as Priests later in their local parishes. Congratulations to them all!

### **Formation**

Nine of the persons in process now are actively involved in formation and education. All four of Diaconate Postulants and Candidates are participating in the "Alternative Clergy Training at Sewanee" (called ACTS). This is a "low residency" formation program using online/virtual courses, and on campus intensives. Two Candidates for the Priesthood are also participating in ACTS, with a focus in priestly ministry. All of these persons also meet regularly with the Diocesan School for Ministry. Three others are attending full time residential seminary. There is one Candidate who has already graduated from seminary and is working through the remainder of the canonical requirements.

### **Gratitude**

This is an exciting time to be on the Commission on Ministry. There is exciting work yet to be done. I would like to thank the current members of COM for their good and faithful work:

Rev'd Daniel Cenci  
Rev'd Ralph Clark  
Ms. Florence Ellen Cowden  
Rev'd Nathan Finnin

Rev'd Jody Greenwood  
Rev'd Caleb Lee  
Ms. Ginger Powell  
Mrs. Carla Richardson  
Mr. Alex Russell  
Rev'd Deacon Mary Shields  
Rev'd Cindy Simpson  
Rev'd Deacon Bobby Weatherly

Many thanks also to the Rev'd Canon Mollie Roberts, who sits ex officio to advise and support our work.

Respectfully Submitted,

The Rev'd Dr. John B. Pollock, Chair  
December 22, 2022

## **Cursillo Ministry**

Cursillo is a spiritual journey and process designed to help Christians learn and live what is fundamental within our faith. Those who make their Cursillo (a.k.a Cursillistas) discover and live out their experience in a perpetual fourth day after the initial starting point weekend. As a ministry of the Episcopal Church under the authority of the Presiding and Diocesan Bishop, the goal of Cursillo is to bring the world to Christ by empowering adult Christian leaders with a specific method shown throughout the weekends. These teachings equip and encourage Christians to live out their Baptismal Covenant to serve Christ.

The Cursillo Ministry of the Diocese of East Carolina (DEC) traditionally holds two Cursillo weekends every year. The design of the weekend is 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 full of singing, prayer, meditation, great food, lifelong friendship building and being in community.

Upon returning from a Cursillo weekend, individuals are encouraged to follow in the footsteps of the Jesus Movement. The time after the weekend is known as the "Fourth Day" which extends for the rest of their lives. There are ongoing means to support Christian Ministries and living through the Cursillo Community. Small groups called "Reunions" and larger groups called "Ultreyas" are formed and meet regularly on a regional basis. We mature in our spirituality through these groups, and our shared Cursillo experience(s). Our Fourth Day makes that experience a lifetime process of spiritual growth and renewal following a "rule of life".

In 2022 Cursillo weekends returned in the spring and fall at Trinity Center. The return of the weekends was a huge success and our gathering together in fellowship as a community. Various precautions and safety measures were implemented due to Covid-19. However, the Spirit and enthusiasm was not lost as we gathered welcoming our first timers for the Cursillo weekend, known as "pilgrims" and our returning Cursillo members, known as "team." We wore stickers identifying our comfort levels in regards to social distancing, hugs, etc...based on our own comfort levels. It was a joyous occasion for all.

In the summer of 2022 the Episcopal Cursillo Ministry, Eastern North Carolina marked the 100th retreat weekend on August 21st, 2022 at Trinity Center! In attendance for the celebration were leaders, clergy, Cursillistas from EC #1 through EC #100. EC #1 was held at Camp Leach, Beaufort County over 40 years ago. For those of us who have only been a part of this ministry since it moved to the Trinity Center, it was joyful to learn more about the history and good works across so many years.

The history of Cursillo goes back much further than 40 years as an international and national program. The goals and purpose of the ministry are very much in line with our current diocesan mission priorities, especially as God's Holy Spirit calls us to LEAD and LEARN. The celebration was a joyous time for all in attendance.

### **Upcoming events:**

The ECMC (Episcopal Cursillo Ministry Committee) invites you to join us for our 2nd National Virtual Event on Saturday, January 28, 2023 at 1:00 p.m. (EST). This year's theme is "Jesus Is Just Alright With Me."

Website information: [www.episcopalcursilloministry.org](http://www.episcopalcursilloministry.org)

The Cursillo Ministry of the DEC invites you to attend an Upcoming Cursillo Weekend(s) at  
Trinity Center:

EC#102 April 27-30, 2023

EC#103 November 8-12, 2024

Website information: [www.cursillodec.org](http://www.cursillodec.org)

Respectfully submitted,

Diane Hatfield

Lay Director of Secretariat of the Diocese of East Carolina

**Daughters of the King 2022 Annual Report  
Diocese of East Carolina**

The mission of the Daughters of the King is the extension of Christ's kingdom through prayer, service, and evangelism. In East Carolina, 21 local chapters help to carry out this vital work. With 250 members, Daughters sponsor quiet days and book studies, visit the homebound, and pray for the sick and those in need. Daughters actively participate in the life of their churches, serving as lay Eucharistic ministers, choir members or hosts for funeral receptions.

Daughters in East Carolina were greatly saddened by the loss of past president Merry Ann Wright of Wilmington, NC in December of 2022.

As in other organizations, the COVID epidemic caused disruptions to regular chapter activities. Many groups shifted to virtual meetings but had to curtail their in-person activities. The national council of the Daughters of the King provided opportunities for online community, through "Conversations with Daughters" throughout the pandemic. Chapters are now coming back together and seeking creative ways to minister to each other and those in need.

The Daughters of the King in East Carolina will hold its first in-person assembly since the shutdown on Saturday, April 22 at Holy Trinity Episcopal Church in Fayetteville. A virtual attendance option will also be available.

For His Sake,

Connie K. Widney  
President, Daughters of the King  
Diocese of East Carolina



### **Disaster Relief, Recover, & Preparedness Commission**

Churches can be great in a crisis. By their nature they have the capacity to gather people to common cause, to pray and facilitate hopeful and healing ritual and to offer hospitality and common outreach. Their coffee makers are large. They usually have a good supply of tables and chairs. And among their people are the kind of folks who roll up their sleeves and get things done.

Most importantly, churches are animated by the Gospel and its central call to seek and serve Christ in society's most vulnerable members. When people are in danger of falling through the cracks, churches offer important safety nets, including a human one that embraces, supports, heals and loves.

The mission of the Diocesan Disaster Relief Recovery and Preparedness Commission (DRRPC) is to help the diocese and its congregations activate a congregation's gifts of ministry when a disaster impacts vulnerable people around them. And that requires some strategy, especially in places where churches are spread out, where communication is something of a challenge and where budgets are rather tight.

During 2022, Disaster Relief Recovery Preparedness Commission spent time formulating a participatory training module to provide Parish-Level training to address disaster readiness as was recommended during our post convention survey takers. Due to a lack of registrations the training was cancelled and will be revised and offered again in 2023.

The Disaster Relief Recovery Preparedness Commission will continue to be available to Parishes to discuss and review their readiness and aftermath plans.

Thomas L. Warren PhD  
Disaster Relief Coordinator for Diocese of East Carolina

**EDUCATION for MINISTRY (EfM)**  
**Report to the 140th Convention of the Diocese of East Carolina**

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 8 active EfM groups in East Carolina. Groups are located in Belhaven, Fayetteville, Goldsboro, Kinston, and Wilmington. Four people within the Diocese participate in EfM Online. In the 2021-22 academic year, 82 East Carolina students were enrolled in EfM. Of these, 15 were first year students.

**CONGRATULATIONS to these 22 Class of 2022 graduates:**

from the **Wilmington** area – Carl Danielson, Anne O'Dell, Carol Field, Leon Tillery, Tom Hitchcock, Livy Hitchcock, Kay Hamilton, Carol King, Caroline Johnson, and Laura Bivins (who completed another 4 years with double honors!);

from the **Kinston** area – Jo Parrott, Terah Archie, Susan Fox, Kelli Stroud, Audra Haddad, Laury Sargeant, and Jon Sargeant;

from the **Goldsboro** area – Jill Brogneaux, Mary Susan Heath, Dorisenia Thompson, Gwyn LaFave, and Margaret Sharp.

Well-trained Mentors are the bedrock of EfM's ongoing success. Most of our East Carolina groups have returned to in-person meetings, with some hybrid combinations.

Since face-to-face Mentor Training remains suspended; Sewanee offers zoom-based training sessions. We hope to offer two in-person training sessions in the late fall of 2023 at Trinity Center. East Carolina is honored to have 12 active Mentors, two of whom mentor online groups. And two East Carolina Mentors are Trainers of Mentors worldwide.

For the most up to date information about EfM in the Diocese of East Carolina, how to join an existing group, or begin a new group, contact Lisa Richey at [piergazer@gmail.com](mailto:piergazer@gmail.com).

Respectfully submitted,

Lisa Richey, Diocesan EfM Coordinator  
<https://dioeastcarolinaefm.wordpress.com>

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**Foundation of the Diocese of East Carolina 2022 Annual Report - February 3, 2023**

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During 2022 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 2022 with total assets in its portfolio of \$ 16,711,311.

\$ 9,369,789 of this is held and invested by the Foundation on behalf of the 19 churches, Diocese and Trinity Center who have entrusted the investment of their funds with the Foundation.

\$ 1,092,460 of this is managed by the Foundation to provide an annual source of income to various churches in the Diocese.

\$ 4,745,895 represents Foundation assets that are used to fund a portion of the Diocesan budget each year including Trinity Center.

The remaining \$ 1,503,167 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 Oak Harbor Wealth Partners, meet quarterly each year to review its portfolio. 2022 was a volatile year in the investment world. Inflation and rising interest rates caused both stocks and bonds to fall in tandem. As a result, the Foundation's investment portfolio was down -13.17% in 2022. As bad as this sounds it was actually better than our blended benchmark of -14.26%. Equity losses proved unavoidable, but we made some tactical moves within the portfolio that reduced some of the losses in fixed income. As we head into 2023, the headlines and market expectations appear to be grim, but there are silver linings associated with that data. Markets have historically outsized returns for 1, 3 and 5 years after a -15% down year. The higher interest rates give us more investment options than we have had in years and while the Fed will continue to raise rates, we are likely closer to the end of the cycle than the beginning. Both stock and bonds are generally higher 12 months after the Fed pauses hiking interest rates. We continue to tweak allocations as necessary. Endowments should always have a long-term time horizon and we continue to manage assets with that in mind.

The Foundation awarded \$ 74,193 for grants in 2022 to Trinity Lumberton, St. Mark's Wilmington, Christ Church Elizabeth City, St. Paul's Wilmington, Church of the Advent Williamston and St. Christopher's Elizabethtown.

The Foundation awarded \$ 70,375 for grants in 2023 to Merci Clinic New Bern, All Souls Leland, Christ Church Elizabeth City, St. Paul's Wilmington, Trinity Center and St. Andrew's Goldsboro.

The Foundation approved \$ 235,211 from its designated funds to supplement various programs and expenses in the 2022 Diocesan budget. The Foundation has approved \$ 209,639 in support of the 2023 Diocesan budget. These distributions represent a 5.0% 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 19 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 Oak Harbor Wealth Partners. Please contact us if you have any interest in investing your funds with us.

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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 Jordy Whichard, Foundation President-Elect

## Interfaith Refugee Ministry (IRM) for 2022

As we celebrated our 30th year resettling refugees in eastern North Carolina, we continued our mission: to help legal refugees rebuild their lives through assistance with initial housing, transportation, employment, school enrollment, cultural orientation, translation/interpretation, and English language instruction. IRM remains committed to helping refugees reach and sustain financial, emotional and social self-sufficiency, and to achieve successful integration into the community. We are able to provide services for up to five years for refugees, trafficking survivors, and those who have received asylum.

We continued to collaborate with the school system, employers and healthcare providers, to ensure that accurate information about COVID resources and local and state requirements reached those affected by this crisis.

We used virtual instruction for teaching English, Cultural Orientation, and Civics classes remotely through Zoom. This was a blessing because it allowed us to reach those clients who couldn't come to the office because of lack of transportation or lack of childcare or because they were in quarantine. It also allowed us to expand our pool of volunteers to those who were not local, but who wanted to connect with our clients. Our Volunteer Coordinators provided training and materials. With several grants, we purchased laptops and wi-fi service for clients so that they could learn remotely.

**Employment:** Employers included Sanderson Farms, Moen, Dradura, DAVCO, Beatty Balfour, and BSH. Our Employment Specialist and volunteers provided job readiness classes remotely to both new arrivals and those who have been here for a while. The classes included work ethics and work culture, resume writing and job interviews. Several refugees attended classes at the VOLT Center in New Bern. The Center prepares the local workforce for jobs in trades such as welding and plumbing and many others. The Center also has simulated assembly lines for BSH and Moen new hires. In addition, one of our clients took and passed the forklift class. We were very proud of her for receiving her forklift certification.

**Satellite Office:** St. Timothy's, Greenville, continues to provide us office space so that staff has a place to meet with churches and refugees in a quiet environment in the Greenville area. In September, we hired a case manager who lives in Greenville to more easily serve refugees that we are resettling there.

### Update on Refugee Resettlement

**Who is a Refugee?** A refugee is someone who has fled his/her homeland and is unable or unwilling to return because of persecution or fear of persecution because of race, religion, ethnicity, political opinion or membership in a social group.

**What nationalities came to eastern North Carolina through Interfaith Refugee Ministry in 2022?** Refugees arrived from Burma (ethnicities include Burmese, Arakan, Chin, Rohingya), Colombia, El Salvador, Guatemala, Honduras, Syria and the Democratic Republic of Congo.

**How many arrived in 2022 through IRM?** Our total for 2022 was 87 individuals (family units ranged in size from 1 to 5). This number is more than double our number of arrivals for 2021. In addition, IRM assisted 12 Ukrainians and 1 Afghan during the year.

**Who determines the number of refugees who may 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 2022?** That number was set at 125,000. The total number who arrived was 25,465. North Carolina received 1163 or 5% of the national total.

**What is the national ceiling for 2023?** The number was set at 125,000. IRM's number is projected at 195. Since 1992, over 3,400 refugees have made their homes in eastern North Carolina. The faithful support of the Diocese, churches, and individuals welcomed these strangers and helped them become contributing members of their communities. We are forever grateful to all of you!

## Refugee

We think of him as safe beneath the steeple,  
Or cosy in a crib beside the font,  
But he is with a million displaced people  
On the long road of weariness and want.  
For even as we sing our final carol  
His family is up and on that road,  
Fleeing the wrath of someone else's quarrel,  
Glancing behind and shouldering their load.  
Whilst Herod rages still from his dark tower,  
Christ clings to Mary, fingers tightly curled,  
The lambs are slaughtered by the men of power,  
And death squads spread their curse across the world.  
But every Herod dies, and comes alone  
To stand before the Lamb upon the throne.  
(Sounding the Seasons by Malcolm Guite)

Susan Husson, Executive Director Interfaith Refugee Ministry  
[www.helpingrefugees.org](http://www.helpingrefugees.org)

**Kanuga**  
**Report to the Diocese of Eastern North Carolina**  
**- December 2022 -**

If 2021 was an intentional but careful step toward welcoming guests to return “home” to Kanuga as we began to emerge from the darkness of the pandemic, 2022 was a sinking into a renewed rhythm of worship and healing—made possible by the Kanuga community’s support and a much stronger financial position.

Kanuga is indeed continuing along a path toward financial health, and has made progress again in 2022. We were fortunate that our fundraising efforts in 2022 resulted in strong annual giving, a trend that has been on the increase since 2020. These funds are now being utilized to move Kanuga forward in programming, rather than to prop up our operations. Operations are now close to a break-even scenario in which expenses are covered, staff are compensated well, and improvements to many areas, including food and beverage, are well underway.

With this renewed focus on excellence in programming, in 2022 we were pleased to host and sponsor myriad events and programs, including Nuevo Amanecer, Winterlight and Youth Week, Camp Kanuga, Awakening Soul, Daughters of the King, dozens of parishes, Kanuga Christian Formation, Renewal, Iconography, Mountain Trail Outdoor School, and many more. We have introduced twice-annual service weekends to the calendar, and developed a new concert series of outdoor performances. We are thankful for these successes, but this list doesn’t begin to describe the depth of spirit that exists on campus as we re-gather to worship in person.

In 2022, as a community grounded in appreciation and empathy, we prayed for each other and the world in a visible way through a new prayer ribbon ministry that began as a response to the invasion of Ukraine. Within days, dozens of ribbons were inscribed with personal prayers and hung in The Chapel of The Transfiguration. And then, one day, we were asked if a prayer could be added for a loved one. Soon, an entire system was developed using ribbon colors to denote specific types of prayer, and a growing rainbow of gently swaying ribbons was suspended from the ceiling.

Indeed, thousands of campers, youth conference teens, adult conference participants, staff members, lodging guests, mountain bikers, clergy and lay leaders, and people from all walks have written prayers on these ribbons. The meditations themselves include everything from prayers for the ill to those who are victims of war, violence, and poverty, to those who govern, those who sin, and those who bring us joy. In effect, Kanuga’s prayer ribbon ministry has evolved to serve as a visible form of the Prayers of the People. When I walk into the Chapel now, underneath these prayers that are lifted high toward the Spirit, thousands of ribbons dancing in the sunlight, I sense the strength of the Kanuga mission in a real and tangible way, and feel the Holy Spirit at work.

I feel hope. I feel gratitude. And I hope you will join me in praying:

“For the good earth which God has given us, and for the wisdom and will to conserve it, let us pray to the Lord.”

—from Prayers for the People

Thanks to all who have shared their wisdom, voice, financial resources, friendship, partnership, and commitment to Kanuga. Our community demonstrates every blessed day the wisdom and the will to keep

Kanuga intact and thriving for many generations to come.

Respectfully submitted,

Michael R. Sullivan  
President / CEO



## **Department of Lifelong Christian Formation, Youth, College Campus and Young Adult Ministries**

2022 has been a re-energizing year in Christian Formation Ministries in the Diocese of East Carolina. Though there are still some challenges related to the pandemic, many people across the diocese have been engaging in new, and some old, Christian Formation opportunities.

### **Lifelong Christian Formation**

Lifelong Christian Formation includes five age group divisions 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.

We were able to host fully in person gatherings in 2022 along with continued offerings online, allowing us to engage with many people from around the diocese without the worry of travel or germs!

### **Diocesan Formation Leader Gatherings**

Rebooted in August, diocesan formation leaders began gathering quarterly online. These online gatherings are offered twice per quarter once in the evening and once during the day. They are more informal, with participants sharing resources and offering support, on zoom.

### **Formation Resource Updates**

Emails are usually sent quarterly 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.

### **Supporting LGBTQIA+ Young People**

Hosted on November 5th Susan Peek, LCSW joined leaders from around the diocese at Diocesan House for a resource and training day. This day was designed specifically to provide leaders and parishes with support and resources to better serve LGBTQIA+ young people and their families. Susan gave an outstanding workshop filled with superior resources.

### **Children's Ministry**

In 2022 parish leaders in children's ministry were focused on rebuilding in their local contexts. Many ideas about sharing resources were brainstormed and coming in 2023 will be a VBS like day for children and families from around the diocese to participate in. More details will be coming in February 2023.

### **Youth Ministry**

We have learned to be creative and to modify our Youth Ministry Events during COVID times. No matter the platform, in person, or online, the 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 2022-2023**

#### **Members:**

Tayleigh Carpenter - At Large (Christ Church, New Bern)  
Alison Ezzell - Trinity Deanery (Christ Church, New Bern)  
Holden Ford - Albemarle Deanery (St. Paul's, Edenton)  
Emily Gowdy Canady – Missioner for Lifelong Christian Formation  
Tracy Hanson – Adult Member (St. Andrew's on the Sound, Wilmington)  
Madi Hengst - Trinity Deanery (St. Mary's, Kinston)  
Baker Hudson - At Large (Christ Church, New Bern)  
Piper Johnson - Pamlico Deanery (St. James, Belhaven)  
Xena Markine-Morrison - Adult Member (St. Stephen's, Goldsboro)  
Lillian McLamb - Lower Cape Fear (St. Andrew's on the Sound, Wilmington)  
Bryson Perry - Albemarle Deanery (St. Paul's, Edenton)  
Bennett Sanborn - At Large (St. Andrew's, Morehead City)  
Daniel Sharp - Trinity (St. Stephen's Goldsboro)  
Betsy Shepherd - Upper Cape Fear (St. John's, Fayetteville)  
Lauren Simmons - At Large (Christ Church, New Bern)

The East Carolina Youth Council currently includes 13 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.

In 2022 we were able, with the help of health and safety protocols, to have in person events. Online events were also hosted given that all have not been comfortable meeting in person.

### **Diocesan Offerings**

#### *Finding Balance*

This 3 part series for middle and high school young people was facilitated by Susan Peek, LCSW. Offered on Zoom, it focused on helping young people balance the stress in their every day lives by providing tools for mental, physical and spiritual wellness. Young people attended both as individuals and in a hybrid format as parish youth groups.

#### *Happening 77 & 78*

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 #77 was March 4-6 and Happening #78 was October 21-23.

Happening Coordinator - Cookie Cantwell

Spiritual Directors - The Rev'd Tom Warren, The Rev'd Deacon Carol Eaton, The Rev'd Philip Craig

### *New Beginnings*

April 1st-3rd at Trinity Center

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

Youth Leadership Team for New Beginnings #55

Anna Haddad, Shepherd - St. Mary's, Kinston

Daniel Sharp, Archdeacon - St. Stephen's, Goldsboro

Tayleigh Carpenter, Guide - Christ Church, New Bern

Coordinators:

John Kells, Holy Trinity, Fayetteville

Xena Markine-Morrison, St. Stephen's Goldsboro

Spiritual Director:

The Rev'd Michelle Bullock, St. Peter's by the Sea, Swansboro

Musician:

Alex Norwood, Chapel of the Cross, Chapel Hill

### *yOUTHREACH 2022*

September 17th

Youth and adult leaders gathered for this regularly calendared youth event at St. Paul's Beaufort for a day of community service. This year Sound to Sea the Environmental Education Program based at Trinity Center brought their program to yOUTHREACH. The group of 50+ young people and adults from around the diocese spent the day learning about creation, specifically focused on keeping the oceans and waterways clean. After a morning exploring a life sized whale, the large group divided into smaller groups and did a litter pick up around down town Beaufort.

Event Coordinators:

Liz Hengst, St. Mary's, Kinston

Meg Jones, Christ Church, New Bern

Design Team:

East Carolina Youth Council

Chaplain:

The Rev'd Ashley Simpson

### *Fall Conference for Middle Schoolers*

November 18th -20th

Designed for Middle Schoolers by the ECYC. ECYC members served on team along with other High School Young People. This year's theme was Perfect Pieces: Put together for good. The young people engaged in a program built around Romans 8:24-30 and focused on how each of us are pieces of a giant puzzle made in God's image and each piece has it's own place to belong.

Throughout the weekend, the participants engaged in activities and programs that helped them examine the ways that are created in the image of God with gifts to share, even if sometimes we feel like we don't fit in, we always have a place with God.

Coordinator:

Hannah Hutchens, St. Timothy's, Greenville

Design Team:

East Carolina Youth Council

Chaplain:

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

Musician:

Alex Norwood, Chapel of the Cross, Chapel Hill

### **Adult Formation**

In 2022 offerings for adults were made available.

#### *The Good Book Club*

2022's study was the first 20 chapters of Exodus. Begun on Epiphany and continuing through to Shrove Tuesday, this daily Bible reading curriculum has been taken on by Forward Movement. Initially launched by Presiding Bishop Curry a few years ago, this annual study encourages Episcopalians and others to begin the new calendar year by reading a different book of the Bible. The Diocese of East Carolina hosted 5 online/hybrid study offerings led by clergy around the diocese.

Study Facilitators:

The Rev'd Chris Adams - St. Peter's, Washington

The Rev'd Michelle Bullock - St. Peter's by the Sea, Swansboro

The Rev'd Nan Cekuta - Holy Trinity Fayetteville

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

The Rev'd Nathan Finnin - St. Andrew's by the Sea - Nags Head

#### *Holy Lent 2022*

A collaborative effort between five congregations with support from the diocese, adults around the diocese were invited to participate in an online forum each Tuesday evening during Lent. Using the prayer from the Ash Wednesday Service participants were invited to learn more about what it means to engage in the practice of a Holy Lent. Why do we spend this time in Lent? How do you make your observance of Lent not just "routine"? How can we challenge ourselves this Lent? Are there cues or places in the Bible or Book of Common Prayer we can use? How do these changes we make in Lent help us continue to live a changed life after Easter?

The series was kicked off by the Rev'd Jay Sidebotham of Renewal Works. All 5 sessions are available for view and use on the diocesan website.

Series Coordinators:

Royster Hedgepeth - St. Paul's, Wilmington

Meg Jones - Christ Church, New Bern

Emily Gowdy Canady - Diocesan House

### *AdventWord 2022*

This year the Diocese of East Carolina participated in the annual global Advent Calendar, AdventWord, by highlighting different ministries, commissions, and committees of the diocese. 26 different commissions, committees and ministries of the diocese were highlighted from 19 different congregations.

### **University and Campus Ministry**

Campus Ministry in the Diocese of East Carolina has continued to meet the continued challenges of ministering to college students with flexibility and pastoral support. Ministries in Greenville and Wilmington are creative and committed to engaging students in faithful communities in the midst of these unprecedented times.

The Well: Episcopal Lutheran Campus Ministry Annual Report -  
Submitted by The Rev'd Donna Kraus - Campus Minister

The Well Campus Ministry supporting students at East Carolina University and Pitt Community College has had a busy year. Our highlight was our Spring Retreat at Trinity Center with ECCO campus ministry. Easton Davis led our retreat. Our activities helped us grow in our faith. We also had lots of fun making a movie.

Our meetings were and are on Thursday evenings at St. Paul's Episcopal Church in Greenville. One of our three supporting churches makes a wonderful meal for us. After dinner, we focus on a topic or activity. We always enjoy a night of pumpkin carving and an evening of cooking our own dinner. We are grateful for various members of the community who share their insights with us. Occasionally, a Well alumnus joins us to share meaningful campus ministry activities he or she encountered as well as life after graduation. Together we have been blessed by God and others.

Officers:

President: Gabrielle Fontenog

Vice President: Abe Willis

Secretary/Treasurer: Madison Bode

Advisory Council:

Dennis McCunney, the Rev'd John Porter-Acee, Kimber Roche', Barb Kern

ECCO (Episcopal Campus Christian Organization)

Submitted by Mrs. Alfreda Gee, Campus Minister

ECCO celebrated a year of growth and exploration of a few new things. We completed the "Measure and Means" program in spring that followed the seven principles of The Way of Love.

We returned to Trinity Center in April for the first retreat with our sister ministry, The Well, in three years. The retreat theme focused on the 7th principle, Rest. It was led by Easton Davis, who kept things moving, meaningful and memorable.

“Summer ECCO” returned to meet informally at local restaurants or the beach for those students who remained in town. This is a great way to keep the community connected through the summer months.

This fall, the campus minister began building relationships at the Mohin-Scholz LGBTQIA Resource Center on the UNCW Campus. This is a hopeful beginning toward new possibilities for relationship and ministry.

A new initiative from UNCW is the Interfaith Advisors Community. This gathering of campus ministers and advisors gives an opportunity to join with other ministries to recognize the work of the programs and stay connected to the staff at UNCW.

Volunteers for ECCO have offered extensive hours and labors of love to provide and host meals, serve on the Advisory Council, provide worship and music opportunities and support the campus minister in the business end of the ministry. As a result, ECCO reaches out to students with Episcopal roots, various other denominations and unchurched students. There are transfer students making new social networks, continuing students for whom ECCO is a constant in their college and graduate school careers, and those who come for a season and find connection. It is an open and welcoming community that loves each other, their neighbors and God.

Officers:

President - Elijah Dalton

Vice President - Jonathan Sturdivant

Secretary - Indiana Wiley

Treasurer - Alice Paul

Advisory Council:

Ashlyn Kuykendall, Larry Cahoon, Tracy Hanson, Justin Smith, Gray Hodson

### **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, M.Ed.

Missioner for Lifelong Christian Formation

### **Racial Healing Commission**

The Racial Healing Commission of the Diocese of East Carolina, having been reorganized in 2020 and 2021, began training members in 2022 with the purpose of becoming an action-oriented unit seeking, with God's help, to find pathways of understanding and communication that will promote the recognition and the healing of racial and social injustices.

Several members completed Sacred Ground and Absalom Jones training in racial awareness, as well as trainings offered by the dioceses of New Jersey and North Carolina. Commission members continued to help local parishes gain access to awareness training.

One of our action committees continued the work of drafting a formal instrument to identify and address structural racism in the diocese.

The commission drafted a resolution, which was adopted by the 139th Convention, condemning Racism as a sin and calling upon parishes "to strive for justice and peace among all people and to respect the dignity of every human being."

We organized and conducted two well-attended and well-received workshops at the 139th Convention – workshops examining racism and allowing participants to share stories about their work within their parish and community, and for some, renewed efforts to build bridges to reach mutual understanding among people with varying ethnic origins.

We have updated our website and added a suggested reading list to that website.

In August the commission met at Trinity Center to evaluate our accomplishments and to determine activities toward living up to our mission statement as we move into the future.

We have asked the diocese to add three new members to the commission and to name former chairperson Mary Reese as member emeritus. The members we have lost have been called to active roles for other worthwhile causes and organizations.

Some members are pursuing avenues to provide resources for enriching liturgies to include racial healing. We discussed the possibilities of having the subject of dismantling racism in all diocesan offerings.

We are in the process of planning the details for what we hope will be an annual diocesan event. The first annual event, "Jazz and Race," has been confirmed for September 16, 2023. The entire diocese will be invited. The intent is to host this event annually in different locations throughout our diocese to make the event as accessible to all members of our diocese as possible. The first event will be held at St. James Wilmington, making use of their large multi-purpose room to accommodate as many from our diocese and community as are able to attend this first symposium. We are excited to announce our guest speaker, Dr. Catherine Meeks, who will lead our conversations that afternoon. This portion of the event will be followed by dinner and a program about the history of jazz as developed out of the African-American experience, presented by Skip Walker, and to include a concert featuring Skip and local musicians. In addition, Dr. Meeks will serve as guest preacher for a service on Sunday, September 17.

We are excited and look forward to sharing this event with the diocese.

Submitted by: Virginia Woodruff (Co-Chair), St. James, Wilmington; Lloyd Brinson (Co-Chair), All Saints,

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Southern Shores; The Rev. Richard Elliott, St. Andrews on the Sound, Wilmington; Tyrone Francis, St. Joseph's, Goldsboro; Rick Stovall, St. Andrew's, Goldsboro; The Rev. Fred Clarkson, La Sagrada Familia, Newton Grove; Meg Jones, Christ Church, New Bern; The Rev. Skip Walker, St. Paul's, Greenville; The Rev. Ashley Simpson, St. Paul's, Beaufort.



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## Sewanee - University of the South

### Report to the Diocese of East Carolina, as of September 2022

The University of the South is the only institute of higher education founded and governed by dioceses of the Episcopal Church. The bishops, clergy, and laity of more than two-dozen dioceses form the core of the University's Board of Trustees. These connections foster mutually beneficial relationships that make Sewanee a truly unique and special place.

For more information or to view this report online, visit [episcopal.sewanee.edu](http://episcopal.sewanee.edu)

### 2022-2023 SEWANEE ALMANAC

#### College of Arts & Sciences:

- Total enrollment in the College: 1,735
- Total aid awarded to College students from Constituent Dioceses: \$41,311,493
- Total number of Episcopal College students from all 27 Constituent Dioceses: 240

#### School of Theology:

- Enrollment in the seminary: 73
- Percentage of full-time, residential seminarians receiving a scholarship or need-based aid: 95%
- Dioceses represented by current seminary student body: 37

### HOW YOUR DIOCESE SUPPORTS SEWANEE FINANCIALLY

(Includes Sewanee Fund and capital project gifts for the fiscal year 7/1/2021 - 6/30/2022)

- Diocesan support in FY22: \$8,000
  - Support from parishes in the diocese: \$475
  - Percentage of parishes in the diocese made a gift to Sewanee: 4%
- Sewanee is committed to meeting our students' full financial need. Your support helps us meet this goal.

### HOW YOUR DIOCESE ENGAGES WITH SEWANEE

- College students from the diocesan area: 5
- Seminarians from the diocese: 2
- School of Theology alumni currently serving in the diocese: 7
- EfM groups in the diocese: 11

### YOUR TRUSTEES

- The Rt. Rev. Rob Skirving, bishop
- The Rev. J. Malone Gilliam (2023)
- Tara Bartal (2024)
- Molly Holdeman (2025)

### YOUR SEMINARIANS

- Tara Bartal, T'23 - Holy Trinity, Fayetteville
- Lucas Crossland, T'23 - All Saints' Chapel, Sewanee

### Staff Contacts:

Casey Perkins, T'22, Director of Trustee & Church Relations • 931.598.1316 | [casey.perkins@sewanee.edu](mailto:casey.perkins@sewanee.edu)

Jesse Bornemann, Assistant Director of Trustee & Church Relations • 931.598.1237 | [jabornem@sewanee.edu](mailto:jabornem@sewanee.edu)

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**Spanish-Language Commission Report for 2023**

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In 2022 the Spanish-Language Commission worked to ensure the use of the Spanish in our diocese was standardized. The Commission worked to support congregations in their engagement with Spanish speakers through Quinceañeras and other culturally derived services, as it worked to share them with the wider church diocesan community and worked to strengthen our existing Spanish-Language congregations. The Commission also tracked the progress made in engaging Spanish speakers. The Commission also helped produce some videos to promote the Spanish-Language in our diocese.

The Commission was instrumental in helping put on the first Hispanic Heritage month event, which is hoped to become an annual practice. Through this event, the Commission supported ministries associated with the Episcopal Farmworkers ministry.

This year the Commission drew on decades of experience working with the Hispanic community to develop L.A.T.I.N.O. to be launched in early 2023. L.A.T.I.N.O. is a turnkey program that will better guide worshipping communities in engaging and creating a home for Spanish speakers in our existing congregations in ways that allow us to share the Good News with each other.

Finally, in preparation for L.A.T.I.N.O., the Commission talked about how to use the community of deacons in the best way. Deacons in our diocese are in excellent positions to work with parishes in promoting the work the Commission is presenting. This past year several deacons have been involved in attending Latino activities in various churches and promoting Hispanic Heritage month.

## **Trinity Center Report 2022**

For many reasons this has been a great year for Trinity Center. Although we still have some hurdles to climb as a result of COVID, we have experienced some major milestones. After a lengthy search process, we were able to hire an outstanding new Executive Director for the Center. John Koch, a native North Carolinian, but coming to us from the Bishop's Ranch in California, accepted the job as the new Executive Director of Trinity Center. He brings a wealth of experience and knowledge of conference center and camping program management. We are extremely excited and pleased to have him on board.

We sold approximately 3.5 acres of undeveloped oceanfront property that was not developed and we had no plans to develop. This enabled us to repay the debt we had incurred to the diocese for helping us survive the closure due to COVID. It also is allowing us to set up a sizeable endowment to insure the future of Trinity Center. This has been something the Center has needed since its inception.

Our summer camping program operated at 80% capacity this summer, based on CDC and ACA recommendations. Our summer Sound to Sea program was also very successful. We had to deal with one short COVID outbreak in summer camp. Now that the school year has begun, our residential Sound to Sea program is up and running and accepting school groups for the year.

If you have a programming need or a retreat location need, please contact Trinity Center and let help provide that for you.

Ed Hodges  
Chairman of the Trinity Center Board of Managers

## Diocese of East Carolina

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

— 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
Ahoshkie	Church of St Thomas	67	57	0	26	26	0	1	5
Bath	St Thomas Episcopal Church	124	124	0	68	102	0	1	5
Beaufort	St Pauls Episcopal Church	679	421	0	144	97	0	1	10
Belhaven	St James Episcopal Church	55	48	0	33	52	0	1	0
Burgaw	St Marys Episcopal Church	53	48	0	25	1,304	0	0	3
Chocowinity	Trinity Episcopal Church	122	71	0	39	49	0	1	0
Clinton	St Pauls Episcopal Church	133	133	0	47	54	0	4	6
Columbia	St Andrews Episcopal Church	13	13	0	7	20	0	0	0
Creswell	Christ Episcopal Church	6	6	0	6	1	0	0	0
Creswell	Galilee Mission / Lake Phelps	3	0	0	5	2	0	0	0
Currituck	St Lukes Episcopal Mission	42	42	0	19	1	0	0	0
Dunn	La Iglesia de la Sagrada Familia	532	250	0	61	53	0	6	0
Edenton	St Pauls Episcopal Church	493	364	0	121	97	1	6	0
Elizabeth City	Christ Episcopal Church	268	268	0	101	0	2	6	7
Elizabethtown	St Christophers Episcopal Church (2021)	25	20	0	10	18	0	0	0
Engelhard	St Georges Episcopal Church	66	38	0	15	23	0	2	0
Farmville	Emmanuel Episcopal Church	30	30	0	10	18	0	0	0
Fayetteville	Church of the Good Shepherd	12	12	0	7	5	0	0	0
Fayetteville	Holy Trinity Episcopal Church	599	478	0	133	83	0	5	6
Fayetteville	St Johns Episcopal Church	811	811	0	98	105	0	0	0
Fayetteville	St Josephs Episcopal Church	38	38	0	25	39	0	2	0
Fayetteville	St Pauls in the Pines Epis Ch (2021)	144	130	5	22	31	0	2	0
Gatesville	St Marys Episcopal Church (2021)	25	25	0	7	8	0	0	0
Goldsboro	St Andrews Episcopal Church	51	50	0	22	45	0	0	4
Goldsboro	St Francis Episcopal Church	93	37	0	29	26	0	0	0
Goldsboro	St Stephens Church	330	180	0	72	102	0	0	13
Greenville	St Pauls Episcopal Church	1,033	640	0	150	96	1	5	0
Greenville	St Timothy's Episcopal Church	216	216	0	80	83	0	0	0
Grifton	St John Episcopal Church	16	12	0	12	2	0	0	0
Hampstead	Holy Trinity Episcopal Church	89	89	0	50	52	0	2	0
Havelock	St Christophers Episcopal Church	39	39	0	15	43	0	0	0
Hertford	Holy Trinity Episcopal Church	75	75	0	38	52	0	1	1
Holly Ridge	St Philips Episcopal Church	35	35	0	24	43	0	0	0
Jacksonville	St Annes Episcopal Church	216	124	0	65	50	0	2	0

## Diocese of East Carolina

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Reaffirmed
Kinston	St Augustines Episcopal Church (2020)	22	22	0	15	4	0	1	1
Kinston	St Marys Episcopal Church	360	279	0	110	95	3	7	0
Leland	All Souls Episcopal Church	32	28	0	21	1	0	0	0
Lewiston Woodville	Grace Episcopal Church	14	14	0	0	0	0	0	0
Lumberton	Trinity Episcopal Church	368	283	0	58	50	0	0	0
Morehead City	St Andrews Church	290	186	0	82	0	0	4	15
Nags Head	Church of St Andrews by the Sea	294	294	0	139	54	1	11	0
New Bern	Christ Episcopal Church	1,078	1,078	0	221	102	0	15	10
New Bern	St Cyprians Episcopal Church	26	0	0	1	0	0	0	0
Oriental	St Thomas Church	101	70	0	47	84	0	1	0
Plymouth	Grace Episcopal Church	37	37	0	25	10	0	1	0
Roper	St Lukes & St Annes Epis Church	26	0	0	0	0	0	0	0
Salter Path	St Francis by the Sea	213	213	0	78	53	1	0	0
Seven Springs	Church of the Holy Innocents	83	59	0	24	16	0	1	0
Shallotte	St James the Fisherman Church	284	284	0	79	134	0	1	0
Southern Shores	All Saints Episcopal Church	231	196	0	88	101	0	1	5
Southport	St Philips Episcopal Church	609	434	0	208	59	0	3	0
Sunbury	St Peters Episcopal Church (Sunbury)	26	0	0	0	12	0	2	0
Swansboro	St Peters by the Sea Church	183	172	0	55	83	0	1	0
Trenton	Grace Episcopal Church (2017)	9	9	0	9	1	0	0	0
Washington	St Peters Episcopal Church	548	415	0	127	150	0	3	4
Washington	Zion Episcopal Church (2021)	48	43	4	30	32	0	0	1
Whiteville	Grace Episcopal Church	49	39	0	21	48	0	1	0
Williamston	Church of the Advent	98	87	0	22	38	0	0	0
Wilmington	Church of the Good Shepherd	65	65	0	30	4	0	0	0
Wilmington	Church of the Servant	199	169	0	110	148	0	2	8
Wilmington	Holy Cross Episcopal Church	114	114	0	68	86	0	0	6
Wilmington	St Andrews on-the-Sound Church	874	697	0	142	204	5	0	13
Wilmington	St James Episcopal Church	1,162	792	0	305	160	1	14	37
Wilmington	St John Episcopal Church	437	364	0	167	52	0	7	0
Wilmington	St Mark Episcopal Church	70	51	0	1	51	0	1	9
Wilmington	St Pauls Church	419	340	0	182	1	1	2	24
Windsor	St Thomas Episcopal Church	120	118	0	32	1	0	1	0
Total		15,022	11,876	9	4,083	4,616	16	128	193

## Diocese of East Carolina

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

City	Congregation	Plate & Pledge Income	REVENUE		EXPENSE		
			Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Total Expense
Ahoskie	Church of St Thomas	137,943	143,686	152,772	141,479	19,889	161,885
Bath	St Thomas Episcopal Church	210,317	224,330	224,330	230,383	17,692	230,383
Beaufort	St Pauls Episcopal Church	514,106	535,206	573,330	568,750	55,445	653,779
Belhaven	St James Episcopal Church	65,179	66,611	66,611	57,415	4,600	67,130
Burgaw	St Marys Episcopal Church	65,282	67,282	71,707	68,100	7,200	71,525
Chocowinity	Trinity Episcopal Church	125,787	163,507	166,582	180,318	11,660	187,318
Clinton	St Pauls Episcopal Church	182,006	214,892	214,892	210,413	16,210	210,413
Columbia	St Andrews Episcopal Church	23,298	24,978	34,978	14,182	2,361	14,182
Creswell	Christ Episcopal Church	3,881	6,981	6,981	6,995	250	6,995
Creswell	Galilee Mission / Lake Phelps	6,461	6,461	6,461	5,646	1,212	5,646
Currituck	St Lukes Episcopal Mission	29,219	29,219	41,086	16,346	2,000	16,346
Dunn	La Iglesia de la Sagrada Familia	14,270	22,608	22,608	38,219	1,400	49,899
Edenton	St Pauls Episcopal Church	541,196	541,405	606,981	469,743	51,920	531,651
Elizabeth City	Christ Episcopal Church	325,867	434,288	474,068	453,565	33,400	457,065
Elizabethtown	St Christophers Episcopal Church (2021)	18,032	19,657	84,904	18,660	0	64,062
Engelhard	St Georges Episcopal Church	29,934	43,884	46,722	30,242	3,688	36,789
Farmville	Emmanuel Episcopal Church	43,500	43,500	46,608	36,233	2,580	49,168
Fayetteville	Church of the Good Shepherd	21,147	21,147	21,147	21,060	2,055	21,060
Fayetteville	Holy Trinity Episcopal Church	417,949	417,949	867,948	433,864	50,115	945,097
Fayetteville	St Johns Episcopal Church	498,316	663,900	1,019,824	607,079	58,746	949,716
Fayetteville	St Josephs Episcopal Church	90,282	90,282	90,282	10,530	9,900	11,328
Fayetteville	St Pauls in the Pines Epis Ch (2021)	58,260	67,395	72,545	53,750	1,528	60,342
Gatesville	St Marys Episcopal Church (2021)	21,190	21,190	21,762	19,558	2,500	19,558
Goldsboro	St Andrews Episcopal Church	52,520	52,520	52,699	56,298	4,012	66,196
Goldsboro	St Francis Episcopal Church	93,163	99,927	190,384	99,315	6,000	103,915
Goldsboro	St Stephens Church	369,645	442,097	442,697	476,528	43,111	509,169
Greenville	St Pauls Episcopal Church	784,663	835,922	916,826	907,698	67,892	1,044,322
Greenville	St Timothy's Episcopal Church	336,653	372,311	380,012	332,965	7,614	353,528
Grifton	St John Episcopal Church	25,079	25,079	25,079	20,614	1,208	20,842



## Diocese of East Carolina

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Hampstead	Holy Trinity Episcopal Church	154,333	170,052	183,889	140,639	13,200	18,356	159,746
Havelock	St Christophers Episcopal Church	29,418	31,150	31,150	46,104	0	0	46,104
Hertford	Holy Trinity Episcopal Church	126,765	182,557	194,007	155,207	5,000	35,302	200,249
Holly Ridge	St Philips Episcopal Church	24,317	24,317	56,883	35,463	2,418	2,850	35,775
Jacksonville	St Annes Episcopal Church	205,545	216,620	243,859	216,620	12,000	37,792	257,590
Kinston	St Augustines Episcopal Church (2020)	13,562	13,562	13,562	14,916	2,000	0	14,916
Kinston	St Marys Episcopal Church	543,073	579,404	1,141,195	604,015	52,958	307,116	924,696
Leland	All Souls Episcopal Church	21,607	25,762	25,762	27,386	2,600	500	27,876
Lewiston Woodville	Grace Episcopal Church	2,100	2,100	3,590	5,151	1,000	0	5,151
Lumberton	Trinity Episcopal Church	175,356	185,976	233,442	159,542	16,900	142,540	302,082
Morehead City	St Andrews Church	298,370	298,370	298,370	311,138	18,722	42,121	353,259
Nags Head	Church of St Andrews by the Sea	508,070	517,996	675,287	463,732	37,207	33,098	489,081
New Bern	Christ Episcopal Church	1,004,534	1,004,534	1,014,587	1,085,087	78,300	218,379	1,304,466
New Bern	St Cyprians Episcopal Church	0	0	0	0	0	0	0
Oriental	St Thomas Church	212,485	212,485	221,837	195,248	17,100	8,500	195,248
Plymouth	Grace Episcopal Church	31,825	46,881	46,881	93,642	8,530	32,275	124,905
Roper	St Lukes & St Annes Epis Church	4,638	5,284	5,284	7,657	400	0	7,657
Salter Path	St Francis by the Sea	225,884	255,460	273,609	236,713	21,585	2,521	247,073
Seven Springs	Church of the Holy Innocents	56,455	72,848	80,600	52,951	5,543	15,039	68,202
Shallotte	St James the Fisherman Church	214,836	216,721	245,181	225,336	18,669	15,768	241,104
Southern Shores	All Saints Episcopal Church	361,414	396,097	410,789	355,405	34,338	89,663	428,568
Southport	St Philips Episcopal Church	721,312	721,312	995,946	650,618	63,391	863,865	1,544,937
Sunbury	St Peters Episcopal Church (Sunbury)	6,700	12,400	12,400	10,649	1,237	0	10,649
Swansboro	St Peters by the Sea Church	187,149	214,543	228,665	201,361	15,000	9,365	213,793
Trenton	Grace Episcopal Church (2017)	2,115	2,115	2,115	5,905	0	0	5,905
Washington	St Peters Episcopal Church	449,281	466,912	563,755	481,654	41,000	102,391	589,811
Washington	Zion Episcopal Church (2021)	62,157	139,883	175,796	114,753	6,000	44,838	168,180
Whiteville	Grace Episcopal Church	60,149	65,826	91,483	65,340	6,078	25,894	91,983
Williamston	Church of the Advent	71,477	107,254	121,934	116,716	8,040	36,532	153,748



## Diocese of East Carolina

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Wilmington	Church of the Good Shepherd	59,285	77,927	77,927	67,638	5,000	0	67,638
Wilmington	Church of the Servant	329,048	436,709	595,382	393,791	38,108	70,950	472,551
Wilmington	Holy Cross Episcopal Church	235,278	237,833	265,917	236,517	26,272	51,141	264,601
Wilmington	St Andrews on-the-Sound Church	667,454	667,642	807,252	754,177	60,355	116,999	865,876
Wilmington	St James Episcopal Church	1,538,336	1,555,355	1,663,103	1,552,402	154,835	142,439	1,666,935
Wilmington	St John Episcopal Church	457,600	486,584	488,719	606,455	20,570	336	608,590
Wilmington	St Mark Episcopal Church	64,570	94,761	111,468	75,597	10,009	33,979	109,576
Wilmington	St Pauls Church	574,259	642,660	735,191	642,660	48,600	93,126	718,202
Windsor	St Thomas Episcopal Church	118,912	119,155	149,331	94,850	14,550	15,124	110,020
Total		14,924,814	16,205,261	19,428,974	16,088,983	1,353,703	3,927,031	20,016,052

**Episcopal Diocese of East Carolina  
Balance Sheet  
General Fund  
December 2022**

Page : 1

**Accounts**

<b>Assets</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
1-1011-00 - BB&T Business Money Market	\$56,524.65	
1-1013-00 - BB&T Diocesan Travel Account	\$809.04	
1-1040-00 - First National General Checking	\$145,506.18	
1-1040-02 - First National Money Market Acct.	\$37,320.70	
1-1040-03 - First Citizens Money Market Acct.	\$219,969.73	
1-1040-10 - PNC Checking Account	\$550.00	
1-1040-11 - PNC Money Market	\$246,023.25	
1-1040-12 - Raymond James CD	\$259,677.00	
<b>Total Checking/Savings</b>	<b>\$966,380.56</b>	
<b>Petty Cash</b>		
1-1030-00 - General Petty Cash	\$106.00	
<b>Total Petty Cash</b>	<b>\$106.00</b>	
<b>Accounts Receivable</b>		
1-1130-00 - A/R Expense Reimbursements	\$237.50	
1-1144-00 - Advances for Foundation	\$41,946.24	
1-1145-00 - Advances for Trustees	\$1,833.41	
1-1155-00 - Sales Tax Receivable	\$1,481.27	
<b>Total Accounts Receivable</b>	<b>\$45,498.42</b>	
<b>Other Current Assets</b>		
1-1210-00 - Prepaid Expenses	\$73,175.13	
<b>Total Other Current Assets</b>	<b>\$73,175.13</b>	
<b>Total Current Assets</b>		<b>\$1,085,160.10</b>
<b>Foundation Investments</b>		
1-4000-00 - Walker Fund (for Bishop Disc Fund)	\$528,621.25	
<b>Total Foundation Investments</b>		<b>\$528,621.25</b>
<b>Fixed Assets</b>		
1-1509-00 - Diocesan House Land	\$75,052.00	
1-1510-00 - Diocesan House Building	\$958,760.14	
1-1599-00 - Accumulated Depreciation	(\$669,453.39)	
<b>Total Fixed Assets</b>		<b>\$364,358.75</b>
<b>Total Assets</b>		<b>\$1,978,140.10</b>
<b>Liabilities, Fund Principal, &amp; Restricted Funds</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Payroll Liabilities</b>		
1-2130-00 - State WH Taxes	(\$0.41)	
<b>Total Payroll Liabilities</b>	<b>(\$0.41)</b>	
<b>Advance Deposits</b>		
1-2210-00 - Advance Conference Deposits	\$4,751.08	
<b>Total Advance Deposits</b>	<b>\$4,751.08</b>	
<b>Total Current Liabilities</b>		<b>\$4,750.67</b>
<b>Total Liabilities</b>		<b>\$4,750.67</b>
<b>Fund Principal</b>		
1-3008-00 - Fixed Asset Fund Balance	\$364,358.75	
1-3010-00 - General Fund Balance Beg Year	\$769,311.35	
Excess Cash Received	\$58,913.30	
<b>Total Fund Principal and Excess Cash Received</b>		<b>\$1,192,583.40</b>
<b>Restricted Funds</b>		
Total Temporary Restricted	\$780,806.04	
<b>Total Restricted Funds</b>		<b>\$780,806.04</b>
<b>Total Liabilities, Fund Principal, &amp; Restricted Funds</b>		<b>\$1,978,140.11</b>

## Diocese of East Carolina 2022-2023 Budget Narrative

### Summary of 2022 Budget

- The 2022 budget was balanced without any funds from the operating reserves.
- The 2022 allocation from the Foundation was 5% in spendable calculations.
- We received \$25,000 as budgeted from the Foreman Fund
- We received additional income of \$37,760.59 from the EMPLOYEE RETENTION CREDIT available from the Federal Government from COVID.
- We had a surplus in 2021 and 2022 which will cover the shortfall in the 2023 budget.
- The Executive Council will continue work on the Mission Priorities adopted in 2022 for the Diocese of East Carolina.

### 2023 Budget

- *The recommended 2023 budget includes \$110,655 from surplus reserves to balance the budget.* We had requested 10% in pledge support for the 2023 budget (\$1,532,129). To date the 2023 pledge support is 9 % with the shortfall to be funded from the surplus from 2021 and 2022.
- We allocated prior year pledge income for 2023 at \$37,200.
- Draw from Foreman Fund Income \$25,000
- Foundation support for 2023 will be 4.5%
- The 2023 budget includes adjustments to salaries in response to inflation. There is also increased costs in health insurance in 2023.
- 1-5501-00- Reduced Convention Registration Fee to encourage more participation throughout the Diocese.
- 1-5224-00- Increased School for Ministry
- 1-5801-00 - Fully funds Trinity Center \$60,000 request
- 1-5806-00 - Fully funds Camp Trinity \$22,000 request
- 1-5802-00 - Fully funds Farmworker's Ministry \$42,000 request
- **Diocesan Mission Priorities-** The Executive Council has discussed and feels strongly about the tangible support of our Mission Priorities that were adopted at the 139<sup>th</sup> Convention of The Diocese of East Carolina in Wilmington, NC. The 2023 budget provides funding for a "Missioner with People of African Descent". Additionally, the Diocese is providing support for small parishes through the hiring of an individual to assist in various ways in their ministry. This work has been separately funded through grants the Diocese has secured.

**Diocese of East Carolina 2022-2023 Budget Narrative**

**Foundation Specific Allocations Fully Funded**

1-5901-00 - Trinity Center	39,156
1-5902-00 - Clergy Foreign Travel	5,975
1-5903-00 - Bishop Relief Fund	4,219
1-5904-00 - Thompson's Family Focus	1,957

					2023 Pledge Data 2021 Operating Revenue	2023 10% Minimum	2023 Actual Pledge	2023 Pledge Percentage

St. Mark's Episcopal Church	Wilmington	NC	28401	\$ 85,541	\$ 8,554	9,000	11%
St. Mary's Church	Burgaw	NC	28425	\$ 73,191	\$ 7,319	5895	8%
St. Mary's Episcopal Church	Gatesville	NC	27938	\$ 21,190	\$ 2,119	2,500.00	12%
St. Mary's Episcopal Church	Kinston	NC	28501-3655	\$ 522,301	\$ 52,230	52,230.00	10%
St. Paul's Episcopal Church	Beaufort	NC	28516-2103	\$ 510,133	\$ 51,013	51,013.30	10%
St. Paul's Episcopal Church	Clinton	NC	28328	\$ 190,177	\$ 19,018	16,320	9%
St. Paul's Episcopal Church	Edenton	NC	27932	\$ 540,329	\$ 54,033	55,000.00	10%
St. Paul's Episcopal Church	Greenville	NC	27858	\$ 862,797	\$ 86,280	75,597.00	9%
St. Paul's Episcopal Church	Wilmington	NC	28401	\$ 534,006	\$ 53,401	50,730.00	9%
St. Paul's in-the-Pines Episcopal Church	Fayetteville	NC	28304	\$ 67,395	\$ 6,740	4,002.00	6%
St. Peter's by the Sea Episcopal Church	Swansboro	NC	28584	\$ 220,438	\$ 22,044	19,839.42	9%
St. Peter's Episcopal Church	Sunbury	NC	27979	\$ 11,755	\$ 1,176	1,237	11%
St. Peter's Episcopal Church	Washington	NC	27889	\$ 450,524	\$ 45,052	43000	10%
St. Philip's Episcopal Church	Holly Ridge	NC	28445	\$ 32,115	\$ 3,212	3212	10%
St. Philip's Episcopal Church	Southport	NC	28461	\$ 666,503	\$ 66,650	66,650.40	10%
St. Stephen's Episcopal Church	Goldsboro	NC	27533	\$ 441,430	\$ 44,143	44,143.00	10%
St. Thomas Episcopal Church	Ahoskie	NC	27910	\$ 189,085	\$ 18,909	18,909	10%
St. Thomas Episcopal Church	Bath	NC	27808	\$ 193,489	\$ 19,349	19,348.00	10%
St. Thomas Episcopal Church	Oriental	NC	28571	\$ 177,021	\$ 17,702	17,702	10%
St. Thomas Episcopal Church	Windsor	NC	27983	\$ 128,661	\$ 12,866	12,866	10%
St. Timothy's Episcopal Church	Greenville	NC	27858	\$ 357,790	\$ 35,779	10000	3%
Trinity Episcopal Church	Chocowinity	NC	27817	\$ 145,756	\$ 14,576	11,660.48	8%
Trinity Episcopal Church	Lumberton	NC	28358	\$ 150,369	\$ 15,037	16,900	11%
Zion Episcopal Church	Washington	NC	27889-1329	\$ 139,883	\$ 13,988	6,375.00	5%
				\$ 15,358,331	\$ 1,535,833	\$ 1,380,912.00	9%

## Diocese of East Carolina - 2023 Budget

2023 Adopted Budget - Collapsed	2020	2021	2022	2023
	Approved	Approved	Approved	Proposed
	Budget	Budget	Budget	Budget
<b>REVENUES</b>				
<b>Pledge and Other Operating Income</b>				
1-4010-00 - Annual Parish Pledges	1,385,060	1,372,326	1,346,183	\$1,380,720
1-4013-00 - Prior Year Pledges				
	5,000	5,000	31,000	37,200
1-4119-00 - Other Operating Income	14,000	2,000	2,000	2,000
1-4210-00 - Interest Income	6,000	1,000	1,000	3,000
1-4014-00 - Individual Operating Gifts	-	12,000	12,000	5,000
1-4119-01 - Foreman Gift	25,000	25,000	25,000	25,000
1-4119-02 - PPP Proceeds				
<b>Total Pledge and Other Operating Income</b>	1,435,060	1,417,326	1,417,183	1,452,920
1-4300-00 - Foundation Support	162,152	144,580	167,785	158,570
<b>TOTAL REVENUES</b>	1,597,212	1,561,906	1,584,968	1,611,490
<b>EXPENSES:</b>				
<b>OFFICE OF THE BISHOP</b>				
<b>Episcopate Personnel Expenses</b>				
Episcopate & Staff Salary & Benefits	339,552	341,198	374,998	384,678
<b>Total Episcopate Personnel Expenses</b>	339,552	341,198	374,998	384,678
<b>Episcopate Operational Expense</b>				
1-5010-00 - Bishop Automobile	8,700	8,820	8,820	9,120
1-5011-00 - Bishop Business & Travel Exp.	8,523	11,300	11,300	11,100
1-5011-02 - Bishop Continuing Education	3,000	3,000	3,000	3,000
1-5011-03 - Episcopate Staff Travel	500	500	500	500
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000	2,000	2,000	2,000
1-5012-02 - Episcopate Staff Continuing Education	299	300	300	400
1-5012-04 - Best Conference	2,255	2,000	-	2,200
1-5013-00 - Bishop Supplies	2,100	4,300	2,100	2,100
1-5120-01 - Episcopate Dues and Publications	370	250	250	270
1-5013-02 - Episcopate Staff Supplies	405	439	1,088	988
1-5120-02 - Episcopate Staff Dues and Publications	270	270	270	280
1-5014-00 - Bishop Cell Phone	2,340	2,100	2,100	1,500
1-5060-00 - Chancellor Expenses	8,050	7,850	7,850	7,450
<b>Total Episcopate Operational Expense</b>	38,812	43,129	39,578	40,908
<b>Total Episcopate</b>	378,364	384,327	414,576	425,586

# Vital Statistics & Financial Reports

Diocese of East Carolina - 2023 Budget

2023 Adopted Budget - Collapsed	2020	2021	2022	2023
	Approved	Approved	Approved	Proposed
	Budget	Budget	Budget	Budget
<b>Canon Personnel Expenses</b>				
Canon for Dio Life & Leadership Salary/Housing/SECA (M)	135,735	132,472	140,140	144,233
<b>Total Canon Personnel Expenses</b>	<u>135,735</u>	<u>132,472</u>	<u>140,140</u>	<u>144,233</u>
<b>Canon Operational Expense</b>				
1-5210-00 - Canon Automobile	5,000	5,000	5,000	5,000
1-5211-00 - Canon Travel	1,100	620	800	1,000
1-5210-01 - Canon Transition Expense				
1-5212-00 - Canon Continuing Education	3,260	2,860	2,000	2,000
1-5213-00 - Canon Supplies	2,740	600	500	300
1-5214-00 - Canon Cell Phone	1,000	1,000	1,000	1,200
1-5120-03 - Canon Dues and Publications	1,100	850	425	300
<b>Total Canon Operational Expense</b>	<u>14,200</u>	<u>10,930</u>	<u>9,725</u>	<u>9,800</u>
<b>Total Canon</b>	<u>149,935</u>	<u>143,402</u>	<u>149,865</u>	<u>154,033</u>
<b>Other Ministries and Commissions</b>				
1-5220-00 - Transition Ministry	4,600	4,600	4,600	3,500
1-5224-00 - School for Ministry	10,000	7,350	9,200	10,500
1-5225-00 - Seminarians Education/Support	45,500	57,450	68,650	68,450
1-5225-02 - Seminarians Trustee Funding	(20,000)	(20,000)	(20,000)	(20,000)
1-5235-00 - Clergy Conference	6,700	11,600	11,600	13,000
1-5235-01 - Clergy Conf. Participant Payments				(7,000)
1-5237-01 - Retired Clergy Conference	500	1,000	1,000	1,000
1-5240-00 - Diocesan Sponsored Ministry Dev & Train.	4,400	1,000	1,000	1,000
1-5501-00 - Executive Council	2,500	2,500	2,900	3,300
1-5502-00 - Standing Committee	300	300	300	300
1-5503-00 - Commission on Ministry	5,000	5,000	8,120	8,000
1-5504-00 - Archives/Historian	1,000	1,000	1,000	1,000
1-5505-00 - Diocesan Convention	62,326	20,000	57,380	56,450
1-5505-01 - Diocesan Convention Participant Fees	(64,600)	(20,000)	(57,380)	(48,125)
1-5506-00 - General Convention	15,000	15,000	64,485	35,815
1-5506-01 - General Convention Fund Transfer	-	-	(45,000)	
1-5506-02 - ECW Triennial Transfer		4,000		
1-5507-00 - Synod Meeting	-	-	-	
1-5513-00 - Disciplinary Board	1,400	1,600	1,000	1,000
1-5804-00 - Companion Diocese Program	5,400	2,500	1,000	1,000
1-5860-00 - New Clergy Mentor Program			2,500	1,500
<b>Total Other Ministries and Commissions</b>	<u>80,026</u>	<u>94,900</u>	<u>112,355</u>	<u>130,690</u>
<b>TOTAL OFFICE OF THE BISHOP</b>	<u>608,325</u>	<u>622,629</u>	<u>676,796</u>	<u>710,309</u>
<b>RESOURCES:</b>				
<b>Administration Personnel Expenses</b>				
Diocesan Administrator and Staff Salary & Benefits	150,483	152,270	166,528	183,741
<b>Total Administration Personnel Expenses</b>	<u>150,483</u>	<u>152,270</u>	<u>166,528</u>	<u>183,741</u>
<b>Administration Operational Expenses</b>				
1-5110-00 - Administrative Travel	705	218	218	200
1-5111-00 - Administrative Continuing Education	847	1,482	500	200
1-5111-01 Admin Conferences	1,700	1,975	3,175	4,005
1-5112-00 - Audit	18,000	18,000	22,000	21,000
1-5113-00 - Insurance	18,000	18,000	18,000	22,000
1-5114-02 Administrator supplies	2,400	550	400	600
1-5114-03 New Computer Purchase				1,833
1-5114-00 - Office Supplies	4,000	5,000	4,000	5,000
1-5114-01 - Hospitality Supplies	1,250	2,450	2,000	2,700
1-5116-00 - Journal Production and Mailing	300	-	-	
1-5117-00 - Postage and Shipping	5,100	4,280	5,300	5,200
1-5118-00 - Office Equipment - Leases	16,500	18,639	17,751	17,800
1-5119-00 - Computer Expenses	12,000	10,300	9,423	9,423
1-5120-00 - Dues & Publications	700	600	600	540
1-5121-00 - Telephone/Internet	6,000	6,200	6,200	6,200
1-5122-00 - Utilities	12,600	13,800	13,800	15,180
1-5123-00 - Building Maintenance	8,200	10,460	11,160	10,500
1-5124-00 - Yard Maintenance	6,000	6,000	6,000	5,000
1-5125-00 - Contract Services	500	750	750	700
1-5125-01 - Volunteer Treasurer Travel	300	300	300	300
1-5126-00 - Bank Charges & Fees	400	600	650	300
1-5140-00 - Staff Planning Retreat	1,500	1,000	1,500	1,000
1-5199-00 - Contingency Expenses	-	-	-	
<b>Total Administration Operational Expenses</b>	<u>117,002</u>	<u>120,604</u>	<u>123,727</u>	<u>129,681</u>
<b>TOTAL RESOURCES</b>	<u>267,485</u>	<u>272,874</u>	<u>290,255</u>	<u>313,422</u>

275 Attendees @ \$175/ea.  
1/2 of 2 yr budget

2024 will be next expense  
2024 will be next expense

EBAC=2385 Partnership Conf=1619.69



Diocese of East Carolina - 2023 Budget

2023 Adopted Budget - Collapsed	2020	2021	2022	2023
	Approved	Approved	Approved	Proposed
	Budget	Budget	Budget	Budget
<b>DIOCESAN LIFE</b>				
<b>Canon for Diocesan Life Personnel Expenses</b>				
Ministry coordinator Salary & Benefits	76,332	75,044	79,218	83,209
<b>Total Canon for Diocesan Life Personnel Expenses</b>	<u>76,332</u>	<u>75,044</u>	<u>79,218</u>	<u>83,209</u>
<b>Diocesan Life Operational Expenses</b>				
1-5218-04 - Communications Director Travel	300	200	200	300
1-5218-05 - Communications Dir Con Ed	1,350	100	100	
1-5218-07 - Communicators conference	1,650	350	1,600	2,225
1-5218-06 - Communications Director Supplies	155	300	500	1,000
1-5221-00 - Communications Ministry	10,840	4,300	5,000	3,080
1-5120-04 - Dues and Publications	2,125	723	680	180
1-5219-04 - Ministry coordinator Continuing Education	299	99	250	199
1-5219-05 - Ministry coordinator Travel	500		-	
1-5219-06 - Ministry coordinator supplies	2,391	250	350	749
<b>Total for Diocesan Life Operational Expenses</b>	<u>19,610</u>	<u>6,322</u>	<u>8,680</u>	<u>7,733</u>
<b>Total Canon for Diocesan Life</b>	<u>95,942</u>	<u>81,366</u>	<u>87,898</u>	<u>90,942</u>
<b>Spanish Language Ministry Personnel Expenses</b>				
Sp Min. Coordinator Salary & Benefits	193,263	109,366	115,832	119,269
<b>Total Spanish Language Ministry Personnel Expenses</b>	<u>193,263</u>	<u>109,366</u>	<u>115,832</u>	<u>119,269</u>
<b>Spanish Language Ministry Operational Expenses</b>				
1-5215-03 - Sp. Min. Program Expenses	7,500	7,300	5,200	4,500
1-5215-04 - Sp. Min. Automobile	8,200	8,200	4,000	3,700
1-5215-05 - Sp. Min. Coord. Business & Travel exp.	1,000		1,000	
1-5215-06 - Sp. Min. Coord. Con Ed	-	-	-	800
1-5215-07 - Sp. Min. Coord. Supplies	500	700	1,000	500
1-5215-08 - Sp. Min. Coord. Cell Phone	1,000	1,000	1,000	1,000
1-5215-09 - Sp. Min Moving Expenses				
1-5216-02 - Missioner Travel	2,000	2,000	2,000	
1-5215-99 - LEHTO Grant	-	(12,597)	(12,000)	
1-5216-97 Support for Spanish Min Coord	(52,976)	(54,683)	(57,916)	(57,916)
1-5216-99 - Spanish Ministry support from other sources	(87,311)	-	-	
Other grants as available	-	-	-	
<b>Total Spanish Language Ministry Operational Expenses</b>	<u>(120,087)</u>	<u>(48,080)</u>	<u>(55,716)</u>	<u>(47,416)</u>
<b>Total Spanish Language Ministry</b>	<u>73,176</u>	<u>61,286</u>	<u>60,116</u>	<u>71,853</u>
<b>1-5219-05 Missioner with People of African Descent</b>				38,225
<b>Missioner with People of African Descent Program Funds</b>				6,600
<b>2019 LEHTO Grant remaining unused</b>				(11,206)
<b>Total Missioner with People of African Descent</b>				<u>33,619</u>
<b>Other Ministries and Commissions</b>				
1-5223-00 - Education for Ministry	4,000	4,000	4,000	4,000
1-5224-99 - Archdeacon Travel & Conferences				2,100
1-5226-00 - Clergy Domestic Education	2,400	2,400	2,400	
1-5228-00 - Retired Clergy Liaison	200	200	200	200
1-5229-00 - Hatteras Ministry	25,000		25,000	25,000
1-5229-02 - Hatteras Ministry Trustee Funding	(25,000)		(25,000)	(25,000)
1-5230-00 - Stewardship Committee	2,000	2,000	2,000	1,500
1-5239-01 - Diocesan Life Conferences	12,000			
1-5242-00 - Diocesan Committee Hospitality	1,000	1,000	1,000	2,000
1-5509-00 - Racial Reconciliation	4,000	2,400	11,750	3,200
1-5510-00 - Ecumenical Relations	6,300	6,800	6,300	6,800
1-5511-00 - Liturgical: Music Conference	35,000	35,000	35,000	
1-5511-01 - Liturgical: Music Conf. Participant Fees	(35,000)	(35,000)	(35,000)	
1-5511-03 - Liturgical Commission	1,500	975	975	900
1-5801-00 - Trinity Center	60,000	60,000	60,000	60,000
1-5802-00 - Christian Social Ministries - EFWM	42,000	42,000	42,000	42,000
1-5802-01 - Christian Social Ministries-IRM	5,000	5,000	5,000	5,000
1-5803-00 - Global Development Goals (previously MDG)	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	180,908	181,000	190,665	178,074
1-5811-00 - Province IV Assessment	2,473	2,473	2,473	1,495
1-5812-00 - Anglican Comm/Lambeth Fund Transfer	2,000	2,000	2,000	2,000

8 mos

8 mos

## Diocese of East Carolina - F 2023 Budget

2023 Adopted Budget - Collapsed	2020	2021	2022	2023
	Approved	Approved	Approved	Proposed
	Budget	Budget	Budget	Budget
1-5815-00 - Special Insurance Assistance	15,000	15,000	15,000	10,000
1-5815-01 - Special Ins Assist Nat Trust Funding	(10,000)	(10,000)	(10,000)	(10,000)
1-5816-00 - ERD Training	860	580	500	
1-5816-02 - DRRPC			2,980	5,700
1-5852-00 - Sewanee Support	2,000	2,000	2,000	2,000
1-5859-00 - Compass Rose Society	3,000	3,000	3,000	3,000
<b>Total Other Ministries and Commissions</b>	<b>367,141</b>	<b>353,328</b>	<b>374,743</b>	<b>341,969</b>

Diocese of East Carolina - Finance Committee Recommended 2023 Budget

2023 Adopted Budget - Collapsed	2020	2021	2022	2023
	Approved	Approved	Approved	Proposed
	Budget	Budget	Budget	Budget
<b>Youth and Young Adult Ministry</b>				
<b>Youth &amp; Young Adult Personnel</b>				
Youth Director Salary & Benefits	56,052	56,626	59,970	63,353
<b>Total Youth &amp; Young Adult Personnel</b>	<u>56,052</u>	<u>56,626</u>	<u>59,970</u>	<u>63,353</u>
<b>Youth Operational Expenses</b>				
1-5310-00 - Youth Staff Travel	3,000	2,500	2,500	2,500
1-5311-00 - Youth Staff Continuing Education	1,847	1,200	1,675	1,725
1-5312-00 - Youth Staff Supplies	686	2,586	736	1,986
1-5312-01 - Youth Staff Dues and Publications	129	129	135	135
1-5313-00 - Youth Staff Cell Phone	1,200	1,755	1,000	1,000
<b>Total Youth Operational Expenses</b>	<u>6,862</u>	<u>8,170</u>	<u>6,046</u>	<u>7,346</u>
<b>Youth &amp; Young Adult Programs</b>				
1-5350-00 - Youth Program Funds	86,250	77,175	78,799	65,000
1-5350-03 - Youth Participant Fees	(56,235)	(48,578)	(51,975)	(42,250)
1-5350-04 - Youth Scholarships	2,000	2,500	2,500	2,000
1-5351-00 - Campus Ministry Program Funds	-	-	-	-
1-5351-01 - Campus Ministry Program Fds-ECU, PCC	10,500	9,565	10,350	10,200
1-5351-02 - Campus Ministry Program Funds-UNCW	8,975	9,625	8,600	9,200
1-5351-03 - Campus Ministry Prog. - Pembroke	7,675			
1-5351-04 - Campus Ministry Program Funds - Fayetteville	1,400			
1-5352-00 - Campus Ministry Salary - ECU, PCC	17,265	17,489	18,521	18,521
1-5352-01 - Campus Ministry Salary - UNCW	16,273	16,485	17,458	17,458
1-5353-00 - Campus Ministry Payroll Taxes	2,938	2,938	2,753	2,753
1-5357-00 - Diocesan College/Young Adult Prog	650	2,976	1,800	500
1-5359-04 - LEHTO Grant	(1,775)			
1-5359-06 - Lutheran Synod Support for Campus Min	(1,000)	(1,000)	(1,000)	
1-5512-00 - Christian Formation Education	750	3,500	8,700	5,950
<b>Total Youth &amp; Young Adult Programs</b>	<u>95,666</u>	<u>92,675</u>	<u>96,506</u>	<u>89,332</u>
<b>Total Youth and Young Adult Ministry</b>	<u>158,580</u>	<u>157,471</u>	<u>162,522</u>	<u>160,031</u>
<b>TOTAL DIOCESAN LIFE</b>	<u>694,839</u>	<u>653,451</u>	<u>685,279</u>	<u>698,414</u>
1-5199-00 - Contingency Expenses	26,563	12,952		
<b>Total Expenses</b>	<u>1,597,212</u>	<u>1,561,906</u>	<u>1,652,330</u>	<u>1,722,145</u>
<b>Operating Budget Revenues Over (Under) Expenses</b>	-	0	(67,362)	(110,655)
<b>1-4199-00 - Carry forward from Surplus</b>	-	-	<u>67,362</u>	<u>110,655</u>
<b>1-4211-00 FOUNDATION SPECIFIC ALLOCATIONS</b>	<u>60,555</u>	<u>56,594</u>	<u>67,425</u>	<u>51,069</u>
<b>FOUNDATION SPECIFIC DISBURSEMENTS</b>				
1-5902-00 - Clergy Foreign Travel	5,473	5,009	5,975	5,884
1-5903-00 - Bishop's Relief Fund	3,846	3,522	4,219	4,168
1-5901-00 - Trinity Center	49,399	46,386	55,274	39,156
1-5904-00 - Thompson Child/Family Focus	1,837	1,677	1,957	1,861
<b>Total</b>	<u>60,555</u>	<u>56,594</u>	<u>67,425</u>	<u>51,069</u>
<b>FOUNDATION SPECIFIC NET ALLOCATIONS OVER (UND</b>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA  
2022 FUND REPORT**

<u>DESIGNATED FUNDS</u>	<u>12/31/2022</u> <u>Balance</u>
<b><u>George Jeffreys Memorial Fund</u></b>	\$ 353,434
Designated for maintenance and improvements at Trinity Center	
<b><u>Bishop Wright Fund</u></b>	12,106
No specific restriction-per convention journals	
<b><u>Price N Poe Memorial Fund</u></b>	340,917
Designated for building and rebuilding church buildings in Diocese and for training men and women for Christian work	
<b><u>R.A. Williams Fund</u></b>	54,113
Designated for education of Episcopal ministers	
<b><u>Mary Smith Fund</u></b>	27,677
Designated for theological education	
<b><u>Bishop Strange Fund</u></b>	8,898
Designated for missionary work in the Diocese	
<b><u>Anne Shepard Graham Building Fund</u></b>	157,314
Designated for capital improvements of missions, camps, conference centers, schools and other properties operated by Diocese	
<b><u>Priest Education Fund</u></b>	62,189
Designated for domestic continuing education for clergy	
<b><u>Louis Alston Fund</u></b>	2,456,598
Designated for theological education, religious work among college students and to supplement salaries for lower paid clergy	
<b><u>Therapeutic Support Fund</u></b>	89,460
Designated for therapeutic support of clergy	
<b><u>S. Williams Family Fund</u></b>	104,496
Designated for charitable causes with priority to programs providing food clothing or shelter to those in need.	
<b><u>Clergy Foreign Travel Fund</u></b>	132,256
Designated for clergy foreign travel	
<b><u>Smithson Fund</u></b>	339,276
Designated for Trinity Center	
<b><u>Youth and Young Adult</u></b>	28,306
Designated for youth, young adult and campus ministries	
<b><u>Trinity and Beyond Capital Campaign Endowment</u></b>	137,085
General endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center maintenance and improvements	
<b><u>Richard C and Linda G Seale Trinity Center Permanent Maintenance Endowment</u></b>	403,155
Endowment designated for Trinity Center maintenance	
<b><u>Willie S. Grimes Fund</u></b>	38,615
Designated for use by Bishop to provide for those in need	
<b>TOTAL DESIGNATED FUNDS</b>	<u>\$ 4,745,895</u>

**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA  
2022 FUND REPORT**

<u>OTHER BENEFICIARY FUNDS</u>	<u>12/31/2022 Balance</u>
<b><u>FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:</u></b>	
St. Thomas Episcopal Church, Windsor	\$ 85,705
St. Thomas Episcopal Church (Memorial), Windsor	70,781
St. Thomas Episcopal Church, Windsor	21,513
St. Francis By-The-Sea (R Seale Match), Salter Path	133,530
St. Francis By-The-Sea (N Seale Match), Salter Path	51,029
St. Francis By-The-Sea Episcopal Church, Salter Path	117,515
St. Francis By-The-Sea Episcopal Church, Salter Path (B&G Fund)	44,467
Grace Episcopal Church, Plymouth	182,001
St. Thomas Episcopal Church, Ahoskie	386,232
Trinity Episcopal Church (Endowment), Lumberton	176,857
Trinity Episcopal Church, Lumberton	209,911
St. Thomas Episcopal Church, Bath	443,009
St. Paul's Episcopal Church, Greenville	1,544,680
St. Paul's Episcopal Church (Huber Fund), Greenville	241,502
St. James The Fisherman, Shallotte	171,813
Church of the Servant, Wilmington	210,792
St. Luke's/St. Anne's Episcopal Church, Roper	51,829
Holy Trinity Episcopal Church (Endowment), Fayetteville	589,681
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	9,200
Holy Trinity Episcopal Church, Hertford	616,739
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	480,702
John Wood Foreman (Trustee Fund)	520,675
Trustees of Diocese of East Carolina	761,007
Holy Trinity Episcopal Church, Hampstead	55,580
Trinity Center Endowment Fund, Trinity Center	8,521
Trinity Center Bishop's Chapel, Trinity Center	36,332
St. Georges, Engelhard	128,794
St. Christopher's, Havelock	154,661
St. Paul's Beaufort	647,393
St. Paul's Beaufort (Cullman Fund)	566,947
St. Mary's, Burgaw	45,454
St. Andrew's, Morehead	173,201
Trinity Episcopal Church, Chocowinity	431,736
	<u>9,369,789</u>
<b><u>FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:</u></b>	
Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	45,178
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	279,222
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	28,546
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	20,678
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	79,744
Edward Forbes Fund-annual income to Christ Church, New Bern and Diocese	210,439
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	428,653
	<u>1,092,460</u>
<b>TOTAL OTHER BENEFICIARY FUNDS</b>	<u>\$ 10,462,249</u>

EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA  
2022 FUND REPORT

UNDESIGNATED FUND	12/31/2022 Balance
<p>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:</p>	
<p>Bequest of Elizabeth P. Gilliam                      Bequest of William Carlyle Powell                      Bequest of Waverly C. Broadwell                      Bequest of William G. Gaither                      Bequest of Lucile Murchison Marvin in memory of her husband, Walter R. Marvin                      Gifts in memory of Rt. Reverend Alfred Augsutine Watson (Bishop of Diocese)                      Bequest of Fanny Murchison Curtis                      Gifts of Mrs. Lucile Murchison Marvin and bequest in memory of her parents Lucy Giles and David Murchison                      Gift from Charlotte Thompson                      Bequest of Fanny Murchison and Jennie Atkinson Murchison in memory of their sister Lucy M. Mallett                      Gifts of the Sarah Graham Keenan Foundation                      Gifts from various donors for Future Ministries                      Bequest of Mary W. Ralph                      Bequest of Thurman Williams                      Bequest of Gertrude S. Rosevear                      Gift of Margaret U. Griffin                      Bequest of Sherry Tabb                      Gift from Ray Tait</p>	
<b>TOTAL UNDESIGNATED FUNDS</b>	<b>\$ 1,503,167</b>

## EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA

2022

<u>DESIGNATED FUND</u>	2022	2022	2023
	<u>BUDGET 5.0%</u>	<u>ACTUAL 5.0%</u>	<u>BUDGET 4.5%</u>
George Jeffreys Memorial Fund	17,590	17,590	16,706
Bishop Wright Fund	603	603	587
Price N Poe Memorial Fund	17,236	17,236	16,353
RA Williams Fund	2,653	2,653	2,540
Mary Smith Fund	1,386	1,386	1,331
Bishop Strange Fund	451	451	425
Ann Shepard Graham Building Fund	7,954	7,954	7,529
Priest Education Fund	3,091	3,091	2,951
Louis Alston Fund - Note 1	125,063	125,063	117,922
Therapeutic Support Fund	4,219	4,219	4,168
S Williams Family Fund	5,299	5,299	5,017
Clergy Foreign Travel Fund	5,975	-	5,884
Smithson Fund	16,849	16,849	16,018
Youth and Young Adult	1,449	1,449	1,393
Willie S Grimes Fund	1,957	1,957	1,861
Richard C and Linda G Seale Trinity Center Permanent Maintenance Endowment	14,179	14,179	Note 1
Trinity and Beyond Capital Campaign Endowment	6,656	6,656	6,432
Edward Forbes Fund (portion allocated to Diocese)	2,601	2,601	2,522
	235,211	229,236	209,639

Note 1 - no distribution in 2023 due to fund distribution limitations

# 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

16

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.  
33

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.  
12
- 13 XX. The rules of order or any one of them may be suspended by a majority vote of the Conven-  
14 tion whenever the Presiding Officer decides that an urgent matter should come before that Con-  
15 vention for prompt action.  
16
- 17 XXI. The Presiding Officer may in his or her discretion, to expedite the business of the Con-  
18 vention, transpose the regular order of business.  
19
- 20 XXII. Where a question arises which is not controlled by any of the existing rules of order, the  
21 Diocesan Convention shall follow the rules of the General Church pertaining to said question,  
22 and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the  
23 current edition of Roberts Rules of Order.  
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**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.

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

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

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

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

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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.

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

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

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

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

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