

# REPORTS TO CONVENTION

## DIOCESAN COUNCIL

November 2024

### 2024 Highlighted Actions of Council

#### January 2024

- First Council meeting in the newly relocated Diocesan House at 4800 Six Forks Road on January 18, 2024. Zoom was available. A tour of the new office space was given.
- Most of the diocesan staff had completed the move from 200 W. Morgan Street.
- Council was offered the opportunity to join members of the staff to view *A Case for Love*, a film debuting January 23, 2024, exploring Bishop Curry's teachings.
- The recurring leadership calls that began during the pandemic moved to a new format featuring one topic focusing on sharing initiatives from congregations. These calls will be offered twice a month, one mid-day and one in the evening, using the same subject matter.
- Bishop Rodman announced that after consultation with the leadership bodies of the Diocese, he would not call for the election of a Suffragan Bishop. Bishop Brooke-Davidson will continue as Assistant Bishop with a new letter of agreement granting her tenure through the remainder of Bishop Rodman's term in office.
- Activity and attendance in the Latino congregations around the Diocese is high reflecting the growth rate of Latinos in North Carolina of ten times the national average. Bishop Brooke-Davidson and others diocesan staff participated in the Virtual Episcopal Latino Ministry Competency Course given by The Episcopal Church.
- Information on the timing and process for announcing the nominees for the next Presiding Bishop was shared. The House of Bishops is scheduled to meet in Charlotte in April.
- The Rev. Dr. William Morley is serving as consultant to the ad hoc committee appointed to recommend uses for the proceeds from the sale of 200 W. Morgan Street. The process will focus on congregational initiatives related to the missional priorities of the Diocese. It was noted that \$3.8 million of the proceeds has been set aside to cover lease expenses for 4800 Six Forks Road.
- Feedback from the Racial Justice and Reconciliation Committee in response to the recommendations of Building for Mission on hiring practices was reviewed by the bishops and senior staff and considered by the committee.
- Council resolved support in principle for the creation of a multi-congregation parish from All Saints, Roanoke Rapids, and St. Mark's, Halifax. Final action pending the assent of the two vestries and the Rector of All Saints.
- The Preserved Historic Church designation was removed from Holy Trinity, Townsville, to make way for the process to transfer ownership to the Taylors.

## **February 2024**

- A joint in-person only retreat with Council, Standing Committee, and Trustees was held at St. Francis Springs Retreat Center in Stoneville from Sunday afternoon through Monday afternoon, February 25-26. This was an opportunity for the leadership bodies of the diocese to share in fellowship, worship, and diocesan goals for the year.
- Bishop Rodman reported on the initial recommendation from the ad hoc use of proceeds committee and engaged in discussion with those present.
- Bishops Rodman and Brooke-Davidson reported on the Bishops' Ball and Lindsey Ardrey, Canon Missioner for Restitution and Reparations spoke around the pastoral letter that will be going to all parishes related to Bishops' Ball.
- Updates were given on Mission Strategy (Joy Schillingsburg), Black Churches (Kathy Walker), Latino / Hispanic Ministry (Franklin Morales), St. Mark's, Raleigh (Bishop Jennifer, Franklin, Joy), and Genesis (Earnest Graham).
- Diocesan Council and Standing Committee convened in separate business meetings to finish the day.
- Bill Drake was elected to fill the Council vacancy created through the resignation of Abby Van Noppen.
- Bishop Rodman made appointments to Council Departments for 2024. (See the end of the report.)
- Maria Gillespie (CFO) gave a preliminary report on the Mission and Ministry budget for 2023.
- 200 W. Morgan Street has been vacated and the diocese has no more financial obligation toward the property.
- Council engaged in discussion around their meeting schedule and whether making some changes to that schedule might help encourage some new people to stand for election. This conversation will continue throughout the year.
- Council resolved to agree in principle with the recommendation from the ad hoc use of proceeds committee with the proviso that the ratio for the three phases be changed to \$3m, \$1m, and \$1m and that a formal proposal be provided to Council at the March meeting.
- Council authorized the Diocese to facilitate the completion of financial audits of Saint Augustine's University.
- Bishop Rodman met with campus ministers. Cohorts of campus ministers and school chaplains are arranging meetings throughout the year.
- Teams were formed to help churches with their audits called "Churches Helping Churches."

## **March 2024**

- Council met at Grace, Lexington, on March 21, 2024. Zoom was available.
- Bishop Rodman reported on the process for determining the criteria for the grant applications to be used by congregations making application for inclusion in the first phase for use of proceeds awards. Three members each from the ad-hoc committee, the

planning department, and diocesan staff are working with Bill Morley to develop the application process. Council advised Bishop Rodman on the importance of managing congregational expectations through this process with the knowledge that there will be more requests than there is money.

- The situation surrounding Saint Augustine's University remains difficult. Council was informed that The Episcopal Church is providing financial help to complete the audits, thereby relieving the Diocese from that obligation.
- Bishop Brooke-Davidson updated Council on the status of St. Mark's, Raleigh, as it is being readied for use by the community as a resource for gathering, healing, and working. Franklin Morales has accepted the work of overseeing the effort to make the property ready. A job description for an Executive Director is in development. Council expressed concern about how that position would be funded.
- Work continues with All Saints, Roanoke Rapids, and St. Mark's, Halifax, as well as with Grace, Weldon, and Holy Trinity, Townsville.
- Council was informed that a Transition Officer has been hired and will begin work in June. An announcement will be forthcoming.
- The Secretary gave an overview from the 2023 Parochial Report data. This information will help inform strategies for the future.
- Four volunteers of Council (Miriam Saxon, Ginny Wilder, Pam Harvey, and Jane Thorne) will meet with the Committee on Dispatch of Business to discuss suggestions involving changes to Convention format.
- The first cycle for Global Mission grants is underway.
- Bishop Brooke-Davidson will meet with the new Department on Christian Discipleship about their charge.

#### **April 2024**

- Council met at St. Ambrose, Raleigh, on April 18, 2024. Zoom was available.
- Council was informed that The Executive Council of The Episcopal Church was beginning a three-day meeting in Raleigh. The five nominees for Presiding Bishop will meet with the House of Bishops in Charlotte next week.
- The diocese is involved in caring for the 150 or so students at Saint Augustine's who were unable to go home following the change to on-line instruction only and the closure of food services on campus.
- Success was reported on a community event held at St. Mark's, Raleigh, on Maundy Thursday. Approximately 50 people participate in the event planned by the Rev. Lindsey Ardrey and Joy Schillingsburg.
- The Latino congregations in our diocese continue to grow while operating from inadequate facilities. There is ongoing conversation about how to address their property concerns.
- Conversation between the Department of Christian Discipleship and the Chartered Committee on Lifelong Learning is scheduled to look at a step-away from formation by

age groups and a step toward intergenerational formation, particularly in mid to small sized parishes.

- Council continued to receive updates around Bishops' Ball and actions being taken subsequent to the event. Rev. Jemonde Taylor, rector of St. Ambrose, shared some information about similar concerns that took place years ago and offered some thoughts on ways to move forward.
- The team appointed to develop the application for Phase 1 of the use of proceeds process had completed their initial work. Concern was expressed that there are no explicit criteria for awards. Bishop Rodman shared that this was by design. This application will be reviewed with the ad-hoc committee and the canons before being finalized. Conversation around accountability will take place and the use of a covenant agreement has been adopted.
- Council was updated on activity around All Saints, Warrenton; St. Michael's and All Angels, Charlotte; Grace, Weldon; and St. Mark's, Halifax.
- Council members were reminded the need to complete their anti-racism training through one of the many opportunities offered through the diocese.
- Chipper Long resigned as a Deputy to General Convention because of his upcoming ordination to the diaconate which would change his status as a lay delegate. Bryan Dougan previously elected alternate will take his seat.
- The Department of Outreach and Justice gave a report including the announcement that the NC Council of Churches is supporting bail bond reform efforts.
- The Planning Department continues efforts to establish another 'churches helping churches' group; this one aimed at property maintenance. They are looking to recruit current and former Jr. Wardens from the convocations who are willing to serve as resources for congregations in their areas.

### **May 2024**

- Council met at St. Anne's, Winston-Salem, on May 16, 2024. Zoom was available.
- Bishop Rodman reported events leading up to General Convention including the April meeting of the Executive Council of TEC which took place in Raleigh. He and Bishop Brook-Davidson were able to share our diocesan successes and challenges with that group. St. Peter's, Charlotte, hosted the House of Bishops for conversations with the nominees for Presiding Bishop later in the month.
- Diocesan staff and the Rev. Kelly Ryan continue work reexamining family and intergenerational ministry with the merger of youth and lifelong formation. The planning in this area also includes Safe Church best practices.
- HUGS Camp is coming up and an extra session has been added to accommodate everyone who registered to attend.
- Progress continues on the use of funds from the sale of 200 West Morgan Street. The Planning Department has expressed concern regarding how this process is managed and the importance of the covenant agreement with each awardee stressing that this will clarify what both the churches and the diocese's responsibilities are. Forty-four

congregations are eligible to apply in the first phase. These include our historically black churches, our Latino congregations, low wealth congregations, and new communities. Efforts are underway to offer support to these churches in the application process if requested / needed. Once again, the reality that there will be more ‘asks’ than there is money was acknowledged.

- The grants recommended by the Mission Endowment Board were approved.
- The announcement of the 2024 Diocesan Convention will be sent on June 1. The dates to schedule the webinars on the 2025 proposed budget and the dates for pre-convention Convocation meetings were established. The working group looking at ‘reimagining’ our convention continue their work.

### **June 2024**

- Council met at All Saints Concord on June 20, 2024. Zoom was available.
- Six transitional deacons were ordained earlier in the month as well as the reception of the Rev. Franklin Morales into The Episcopal Church.
- Work on the matters surrounding Bishops’ Ball in January including revisions to policy and training for staff and others involved in supervision at youth gatherings.
- Churches qualifying to make application in the first phase of use of funds grants have requested an extension of the application deadline. It was extended two weeks.
- The 2025 Mission and Ministry working budget was presented. Members of Council who have responsibility for collecting budget requests from various chartered committees and other ministries of the diocese received their instructions and deadlines for collecting and reporting that information. Acceptance of the 2025 budget will be moved from September to August so that information and the webinars can be shared with the wider diocese through convocation meetings, etc. This budget includes \$740,000 to fund the Sustainability Fund for 2025. Comments and concerns from those meetings will be addressed in September before Council votes to adopt the budget to be presented to convention in November. All this work was moved forward to provide the opportunity in October for Council to review the recommendations from the ad-hoc committee and use of funds and approve awards.
- Council approved the use of \$100,000 from the sale of 200 W. Morgan St. to fulfill a matching grant challenge for St. Michael’s and All Angels in Charlotte.
- Council member David Bland asked what steps are being taken to implement the approval at the 2023 Convention of Mental Health First Aid tools in our diocese.
- Council approved the request to contribute \$100,000 to a new fund at TEC for future presiding bishops to have available to assist with urgent needs that arise during their terms. This commitment will be met with \$20,000 payments over a five-year period.
- Council approved the grant recommendations from the Mission Resource Support Team.
- Council approved in principle holding legislative hearings for Convention via teleconference prior to Convention and asking the Commission on Constitution and Canons to draft enabling amendments for review at the September Council meeting.

## August 2024

- Council met at St. John's, Wake Forest, on August 15, 2024. Zoom was available.
- The bishops have issued a public statement on the Bishops' Ball matter. Anti-bullying training will be added to all preparation for youth events moving forward.
- Bill Morley, consultant for the use of proceeds from 200 W. Morgan Street, joined Council via Zoom with updates on the applications received and the review process moving forward. Of the 44 churches that qualified for the first phase grants, 29 applications were received. As expected, the total ask was 2.5 times the amount available for distribution. The task force will meet with members of the Department of Finance and the Department of Planning to review recommendations, make additional comments, answer questions and concerns, if any, so preparation of the final version will be ready to present to the full Council at the October meeting.
- Franklin Morales and Joy Schillingsburg shared information about the community ministries working out of the former St. Mark's, Raleigh. Council subsequently approved resolutions that these ministries are recognized as a ministry of the Diocese (name to be determined by the Assistant Bishop); these ministries are authorized to use the facilities at the former St. Mark's, Raleigh; the funding mechanism includes outside sources, rent payments from community partners, outside funds available to the Diocese, and approved line items in the Mission and Ministry budget. This ministry shall strive to become self-funding by the end of year three and will not draw on the Sustainability Fund or the Mission and Ministry budget in 2023 or beyond. This ministry will be overseen by the Outreach and Justice Department of Council.
- Details of the 2024 Mission and Ministry budget were shared along with solutions / suggestions for how to meet the deficit existing in several areas.
- Council approved accepted the recommendations from the Fair Share Appeals Board including no relief for St. Martin's, Charlotte.

## September 2024

- Council met at Diocesan House Raleigh on September 19, 2024. This was an in-person only meeting for Council members.
- Bishop Rodman gave an update on matters surrounding Bishops' Ball as well as the ongoing difficulties at Saint Augustine's University.
- Bill Morley joined the meeting via Zoom. He and Council member Claude Show updated Council on the status of the process of the task force on use of funds grant recommendations. Bishop Rodman shared some historical background forming the foundation for the work of the task force. There was consensus that covenants with grant recipients should be in place prior to the disbursement of any money. Some concerns of the Planning and Finance Department were shared. They will be presented to the task force and a final version of their recommendations, including additional information explaining some of their decisions, will be shared with the Planning and Finance Departments. They will then be shared with Council on or about October 10, giving

members a week to review in preparation for the October meeting which will seek Council approval of the grant recommendations.

- After discussion, Council adopted the Fair Share percentage for 2026 which will be reduced from 10.65% to 10.55%.
- CFO's recommendation for clergy minimum salary ranges and entry points for 2025 was approved.
- Updates on the pending sale of Holy Trinity, Townsville, and the progress at St. Luke's, Gaston, to organize a local committee and discern possible change of status to a Preserved Historic Church were received, as well as the status of Grace, Weldon. Work to discern the future of St. John's, Henderson, and San Jose, Smithfield is also underway.
- Council resolved to designate St. Mark's, Halifax, as a Preserved Historic Church.
- Ambiguity concerning who makes recommendations and who approves same-year and next year appeals concerning fair-share was clarified. The Fair Share Appeals Board makes recommendations; Diocesan Council is the approval body.
- Council voted to submit a resolution to convention "On Legislative Committee Hearings Prio to Convention" to amend Canon D-I.8 as recommended by the Commission on Constitution and Canons; to repeal Rules of Order XXIII and XXIV, and rewrite Rule of Order IV in its entirety.

### **October 2024**

- Council met in-person only at Holy Trinity, Greensboro, on October 17, 2024.
- Council learned that the diocese has been awarded a \$1.2 million Lilly Endowment grant to help congregations cultivate intergenerational worship and formation.
- Council adopted the 2025 balanced Mission and Ministry budget for approval by Convention.
- Council voted to encourage churches to pay an extra .10% with their Fair Share payments to support our historically African American and Latino churches and our smallest churches.
- Council adopted a compensation package for qualifying Deacons. This will allow them to participate in CPG programs.
- The Secretary reported that to date there will be four resolutions presented to Convention. He also asked Council to think of people they would like to see serve on Diocesan Council and Standing Committee and encourage them to run. There were still seats that would not be filled by the number of people who have been nominated to date.
- The Rev. Dr. William Morley (Bill Morley, consultant to the use of funds task force) joined Council for this very important meeting. Most of the day was spent discussing the grant applications for the first phase of the use of funds giving all Council members the opportunity to ask questions and make comments prior to voting on these very important decisions. At the end of the day, Council voted to approve the recommendations presented by the Ad-Hoc Task Force for use of first phase funds (\$3m) from the sale of 200 W. Morgan Street. Acknowledgement was given to all the hours and hard work by many people including both bishops, diocesan staff, consultant, task force members,

planning team, and congregational leadership from perspective grantees. Results of those discernments will be announced soon.

- Bishop Rodman led conversation around the type of opportunities available to assist western North Carolina, and specifically the Diocese of Western North Carolina. He will be in touch with Bishop McLoughlin to identify how we can be most beneficial.

### **Council Departments and Assignments**

- Christian Discipleship: Rae Mitchell, the Rev. Michelle Roach, the Rev. Maryann Younger
- Congregational Support & Development: The Rev. Jim Bernacki, the Rev. Ginny Wilder, the Rev. Miriam Saxon
- Finance & Administration: Bill Drake, Al Ragland, Jane Thorne
- Outreach & Justice: David Bland, the Rev. Valerie Davis, Pam Harvey
- Planning Department: Jerry Garret, Sherry Owens, Claude Snow plus non-Council members Hortense Francis, the Rev. Chipper Long, Bob Rinaldi, Gilbert Small

### **2023 Parochial Reports Filed in 2024 Reported the Following to the Diocese:**

- 28,320 Adult Communicants in Good Standing. This is an increase of 1,038 from 2022 reported numbers.
- Average 2023 pledge was \$5,150 (total pledged \$s divided by the # of pledge cards received). This is an average increase of \$1,285 per pledge. There is no information on what % of total households pledged.



## **Dismantling Racism Activities from 2022 Parochial Report Data - Submitted by Sue Guptil**

*Question from Parochial Report: We invite you to share stories of how you have spent the last year naming, addressing and dismantling racism in yourselves, your congregations, and your communities.*

**Total congregations and entities responding to the question:** 111 (compared with 109 in 2022)

**Total with no response or no activities:** 42 (38%) [compared with 47 (43%) in 2022]

**\*Total who report learning activities:** 42 (38%) [2022: 35 (32%)]

**\*Total who report action activities:** 56 (50%) [2022: 35 (32%)]

**\*Total who report worship activities:** 25 (23%) [2022: 18 (17%)]

**\*A congregation might have more than one type of response**

### **Definitions/examples:**

**Learning:** Work that is primarily focused on exploring racism in general or one aspect in particular. Examples are book reads, videos, speakers

**Action:** Work that is primarily about forming relationships and building community, particularly with those outside of the congregation; taking direct action to change or call attention to systemic racism issues; providing direct service to those in need, particularly people of color. Examples are community meetings, congregational representatives to community groups working for racial justice, public protests, and service activities to feed and house those in need, particularly when they are also relationship-building and participants have a voice about the activity.

**Worship:** Specific worship activities intended to address racism, including honoring the saints in our tradition who have been leaders in civil rights work (e.g., Pauli Murray, Absalom Jones, Martin Luther King), sermons calling attention to racism, liturgical adjustments to all services with the intention of honoring racial inclusion. Examples might be regular prayer circles about racial justice, hosting the annual Absalom Jones service, or intentionally introducing musical works or hymns by Black composers.

### **Stories behind the data:**

The numerical data only shows a part of the picture of antiracism activities in the Diocese. This data is from the parochial report for 2022 submitted in 2023. During the year of 2022, this Diocese and the world were just coming out of “COVID-tide.” For that reason, it continued to be hard for all congregations to focus on planning and carrying out any activities, particularly new ones. Some parishes with a long history of working for racial justice found that they were having to start over building connections and relationships.

**Examples of anti-racism activities:**

**Learning:** A number of congregations report holding Sacred Ground Circles or participating in Diocesan Circles and in other Diocesan activities. Others have members who have participated in The Episcopal Church (TEC) online opportunities. There was a wide variety of books and other media used in study. Members of St. Michael's and All Angels Charlotte (a historically Black congregation) attended a two-day Healing from Internalized Oppression Retreat. Holy Trinity Greensboro (a historically White congregation) held a Peace and Reconciliation Pilgrimage. The Vestry of St. Margaret's Waxhaw (historically White) undertook an online class offered by N.T. Wright and Esau McCalley entitled, "Ethnicity, Justice, and the People of God." St. John's Wake Forest (historically White) has an Adult Forum stream about Beloved Community that has included "Why All the Fuss about CRT?" and "The History of Housing Segregation in the US."

**Action:** Congregations described community-building activities with congregations and other groups in their communities. These activities might include regular meals and discussion or addressing specific inequities through political action. Other congregations have donated time and other resources to offer loving service to those in need, often focusing on building relationships and understanding with the participants. St. Titus Durham (a historically Black congregation) partners with La Iglesia El Buen Pastor Durham (a historically LatinX congregation) in a food ministry, distributing food to those in need. Church of the Epiphany Eden (a historically White congregation) requires all Vestry members to complete introductory dismantling racism training, and their clergy is involved in ecumenical and interracial partnerships, planning activities and studies together. Church of the Holy Spirit Greensboro continues to participate in efforts to seek justice for a young Black man (Marcus Smith) who was hog-tied and murdered by police in 2018.

**Worship:** Several congregations mentioned specific prayer groups or set-aside prayer times for racial healing, as well as specifically addressing racial injustice during prayers on Sunday morning. St. Ambrose Raleigh (a historically Black congregation) consciously disrupts the legacy of white supremacy in the liturgy such as by using Ethiopian Stations of the Cross, Black Saints needlepoint kneelers and service music based on African American spirituals. St. Luke's Salisbury (a historically White congregation) has an icon project which depicts Biblical characters and saints that are ethnically accurate.

**What more do we need to know?**

The questions to explore remain the same as in last year's report:

We believe that our first focus should be on those congregations that are doing intentional anti-racism work on a regular basis. It would be good to learn more from them—How did their work get started? How was it received across the congregation? Who leads the work?

We also recognize that anti-racism work might be being done by individual parishioners outside of organized church activities, but inspired by their personal faith, nurtured in their church community and by learning opportunities within their congregation. How can we find out more about that?

What is the geographical distribution of churches that are actively involved in anti-racism activities? Are there parts of the Diocese where there is a “void” in activities? Are there places where one or two parishes are very actively involved, and could they engage nearby congregations (or parishioners in those congregations) to participate with them?

Are there common characteristics among those who do or do not report antiracism activities? We should consider such things (in addition to geography, mentioned above) as size, community demographics and “type” (urban, suburban, rural), staffing resources.

Could there be issues related to who completes the report, what that person is aware of, and how the reporters understand the question?

This is the second year that we have had this data. Overall, more congregations reported activities this year, and there was more detail about their activities. The percentage of each kind of activity (learning, action, worship) increased.

STANDING COMMITTEE  
*October 31, 2023 – October 23, 2024*

**Statement of Purpose**

The mission and purpose of the Standing Committee is to interview candidates for the priesthood and diaconate, consider all consents required in relation to Episcopal elections, oversee real estate matters in the diocese, and act as a Council of Advice to the Bishop Diocesan. This Standing Committee also supported the sabbatical of the Bishop Diocesan and spent significant time in prayer, spiritual formation, continued work on racial reckoning to address structures and power dynamics that reinforce and impede this work and supporting mental health for clergy and laity of the diocese.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The Standing Committee met regularly on the third Monday of each month via Zoom in October and December 2023 and in 2024 in January, March, April, May, June, September, and October.

In November 2023, the Standing Committee met in person on Thursday, November 16 (before the Diocesan Convention) and again in person on February 24-25, 2024, at a joint meeting with the Trustees and Diocesan Council of the Diocese followed this meeting. We met again in person June 10, 2024 with Bishop Samuel Rodman.

There were no meetings in July or August 2024.

The Standing Committee has one representative on the committee to make recommendations for the proceeds from the sale of diocesan house, Alice Freeman. The Standing Committee also has a member on the Standing Committee who explains legal property matters that come before the committee, the Rev. Greg Jones.

**PERSONS IN THE ORDINATION PROCESS**

**Consent of Candidacy (Priesthood) *March 18, 2024***

Paul Flynn  
Eliza Brinkley  
John Wakefield  
Edward Smith  
Chipper Long

**Consent of Ordination (Transitional Diaconate) *April 15, 2024***

Daisy Colon  
Chipper Long

Paul Flynn  
Liam Barr  
John Wakefield  
Emily Badgett

**Consent of Ordination (Vocational Diaconate) *May 20, 2024***

Mark Lile-King  
Thomas Lowe  
Susan Schrader

**Consent for Ordination (Priesthood)**

Daisy Colon  
Chipper Long  
Paul Flynn  
Liam Barr  
John Wakefield  
Emily Badgett

**EPISCOPAL CONSENTS**

**CONSENTS TO REAL ESTATE TRANSACTIONS**

*March 18, 2024-* Quick Deed for Good Shepherd Raleigh

Proposal Request: Conveyance of approximately 0.081 acres of unimproved land, generally located at 3081 Sanderford Road, Wake County, North Carolina, 27610 (the “Property”), pursuant to a Quitclaim Deed.

Transferor: The Church of the Good Shepherd, Raleigh, North Carolina.

The conveyance is a corrective action, whereby the Property was previously owned by Maude B. Inscoc, who left an interest in the land to The Church of the Good Shepherd via an estate trust. All assets of the estate trust were distributed to its heirs and a final accounting of the estate was filed. The Property, however, was not sold as part of the resolution of the estate. The Property has been included in an adjacent tax parcel for the last 30 years and this conveyance is to transfer the property via Quitclaim Deed to the owner of the adjacent parcel, 919 Storage Sanderford LLC. Due to the corrective nature of the transaction, there is no sale price and the requirement for an appraisal is waived.

*June 27, 2024- St. John's Episcopal Charlotte*

Proposal Request: Loan in the amount of \$1,500,000.00

Borrower: St. John's Episcopal Church, Charlotte, NC

Lender: First Citizens Bank

Loan Details: \$1,500,000.00 loan, 6.25% per annum, such Loan to be repaid in equal installments with the final such installment due and payable in 2029. The Loan shall be secured by a pledge on a campaign account held by Lender, a negative pledge in favor of Lender in the property located at 1623 Carmel Rd. Charlotte, NC 28226, and a first lien position on all business assets.

Loan Use: To support making the necessary repairs and improvements to the property of 1623 Carmel Rd., Charlotte, NC 28226.

Vestry resolutions provided. The loan only includes a negative pledge with respect to the parish property and accordingly a waiver of the appraisal requirement is requested.

Financial reports provided. A capital campaign was conducted which raised approximately \$3,200,000.00 in gifts and pledges. St. John's currently has approximately \$1,500,000.00 collected and on hand, with the remaining amounts to be collected over the next 5 years in pledge payments. St. John's anticipates the overall cost of the repairs and improvements to be \$2,800,000.00 which includes a contingency of \$250,000.00.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of St. John's Episcopal Church, Charlotte, parish of the Protestant Episcopal Church in the Diocese of North Carolina, which authorized a loan in the amount of \$1,500,000.00 from First Citizens Bank, at an interest rate of 6.25% per annum, such Loan to be repaid in equal installments with the final such installment due and payable in 2029, with waiver of the requirement of an appraisal, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of St. John's Episcopal Church, Charlotte to enter the loan agreement on the terms and conditions of such loan documents as provided by First Citizens Bank, to be executed as provided in Canon 23, Section 2, with net loan proceeds to support making the necessary repairs and improvements to the parish property located at 1623 Carmel Rd., Charlotte, NC 28226.

*July 30, 2024- St. Mark's Raleigh*

Proposal Request: Property leased: Worship Space, Foyer, and Vestment Closet at the property previously occupied by St. Mark's Episcopal Church, located at 1725 New Hope Road, Raleigh, NC

Term: Each Sunday from 8:00 am to 1:30 pm from August 4, 2024 through July 31, 2025

Amount: \$3,000.00 per month

*August 1, 2024*

Steve Mason, Esq., Secretary

Trustees of the Episcopal Diocese of North Carolina

4800 Six Forks Road, Suite 300

Raleigh, North Carolina 27609

Dear Steve:

With the advice and consent of the Standing Committee of the Episcopal Diocese of North Carolina via a called electronic vote on July 31, 2024, I hereby give my written consent to the Trustees of the Diocese North Carolina, acting on behalf of the Diocese of North Carolina, to enter a lease agreement with Ekklesia Church at Raleigh for the use of the Worship Space, Foyer, and Vestment Closet at the property previously occupied by St. Mark's Episcopal Church, located at 1725 New Hope Road, Raleigh, NC, exclusively from 8:00 a.m. to 1:30 p.m. on Sundays, pursuant to a Lease Agreement, on the terms and conditions as set forth in the Lease Agreement, as described in the resolution below:

RESOLVED, in order to lease the Worship Space, Foyer, and Vestment Closet at the property previously occupied by St. Mark's Episcopal Church, located at 1725 New Hope Road, Raleigh, NC, exclusively from 8:00 a.m. to 1:30 p.m. on Sundays, pursuant to a Lease Agreement, on the terms and conditions as set forth in the Lease Agreement, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Trustees of the Episcopal Diocese of North Carolina to enter the Lease Agreement for the Worship Space, Foyer, and Vestment Closet at the property previously occupied by St. Mark's Episcopal Church, located at 1725 New Hope Road, Raleigh, NC, exclusively from 8:00 a.m. to 1:30 p.m. on Sundays, as set forth in the Lease Agreement on the terms and conditions of the Lease Agreement, to be executed as provided in Canon 10, Section

2 . All consents shall expire 365 days from the date of this letter if the transaction has not been completed within that time unless another expiration date shall have been specified. A proposed transaction for which consent has expired must be authorized anew with the submission of current information.

After the transaction has been completed, the Trustees or governing body of the parish, mission or diocesan institution shall forward to the Bishop's office copies of the executed legal documents involved.

*August 15, 2024 - St. Mark's Raleigh*

Proposal: Lease Agreement (the "Lease") between The Trustees of the Episcopal Diocese of North Carolina and Loaves and Fishes Ministry, Inc. for certain interior space of the property located at 1725 New Hope Road, Raleigh, NC, including the Education Building, pursuant to the Lease.

Lessor: The Trustees of the Episcopal Diocese of North Carolina

Lessee: Loaves and Fishes Ministry, Inc.

Lease Terms: Lease of the Education Building at the property previously occupied by St. Mark's Episcopal Church, located at 1725 New Hope Road, Raleigh, NC, exclusively from 10:00 a.m. to 7:00 p.m. on weekdays. Lease shall begin on September 1, 2024 and shall exist and continue through August 31, 2025 and premises to be leased for the amount of three thousand dollars (\$3,000.00) per month beginning September 1, 2024, due and payable on the first day of each month.

## **SPIRITUAL FORMATION**

Each meeting of the Standing Committee includes a time of Spiritual Formation. Members lead this in turn, often taking the form of a question put to the group. This activity focuses on deepening our relationship with God and also involves listening to the journey of growing deeper in our relationship with God. The members share different questions, reflect on scripture passages, and answer questions such as "How do you 'walk in faith?'" and "What has been an outcome of that 'walk?'"

## **BECOMING BELOVED COMMUNITY/RACIAL RECONCILIATION**

The Standing Committee has continued its commitment to address systemic racism within the committee and the diocese during 2024. Racial Reckoning was the particular focus of the



meeting between the Standing Committee and the Trustees of the Diocese. The committee continued the work in its regular meetings by developing definitions of restitutions and reparations to be shared with other bodies so that consistency of language might facilitate coordination of action across diocesan governing bodies. We continue to employ deep listening and attention to the history of the Diocese of North Carolina, especially its bodies with financial and approval power and its participation in actions and policies that reinforced white supremacy. Our membership includes people who live and/or worship in each of the seven convocations of the Diocese. Our members are also diverse in culture, ethnicity, race, and age.

## **OTHER ACTION**

### **Bishops Ball Resolution**

The Standing Committee reviewed the work of the Bishops and our Diocese to rectify this issue. We commended the Diocese for a complete, comprehensive report and solutions to the incident. The choice of The Rev. Canon Lindsey Ardrey serving as Spiritual Director to the Diocesan Youth Council (formerly “CCY”) shows the well thought out plan towards our taking the steps towards our commitment towards our Mission to Becoming a Beloved Community.

### **Approval of Diocesan Council Resolution**

Resolved, that (1) in context of new community ministries at the former St Mark’s, Raleigh property, Diocesan Council delegates to the Bishop Assistant until December 31, 2027 its authority under Canon D-III.2(a)(3) to approve leases of parts of said property under terms and conditions acceptable to the Bishop Assistant and the Trustees, subject to proviso that no lease shall have a term longer than 36 months; (2) proceeds from such leases shall be used for maintenance, repairs, insurance, operations, and administration of the property and for community ministries at the property; and (3) the Secretary shall notify the Standing Committee and Trustees accordingly.

Submitted by  
The Rev. Pamela R. Haynes, *President*  
The Rev. Kristin Whittaker, *Secretary*

## CHANCELLOR

I am happy to say that the issues I have dealt with this past year have been relatively straightforward.

Here are a few of the matters that have required my attention:

Real Estate Matters. The diocese is periodically involved with real estate issues because the diocesan Trustees are the hold legal title to the land and buildings occupied by mission churches and other diocesan institutions. The issues involve leases, easements, encumbrances or outright conveyances. This work has been made vastly easier through the good services and availability of C. Steven Mason (Christ Church, Raleigh). Steve is a real estate attorney and serves as secretary of the Trustees. Vice chancellor Chip Howes (Christ Church, Raleigh) continues to work closely with the Standing Committee and its approval of parish real estate conveyances as required by Canon 23.

Matters Involving Closing Parishes and Missions. The diocese has had a small number of parishes and missions that have been in the process of closing or have recently closed. Necessarily these events give rise to issues relating to various forms of real and personal property that had been held and used at the parish or mission level but must now be entrusted to the diocese. A problem of growing importance, with no obvious or easy solution, is how to deal with cemeteries associated with closing churches. I have worked closely with Bishop Rodman and Steve Mason on several of these situations.

Employment Matters. These arose this year either as matters involving employment by the diocese or in assisting the diocese in matters involving the separation of parish employees and their parishes. In the interests of confidentiality and preservation of the attorney-client privilege for the benefit of the diocese, it would be inappropriate for me to publish the details of these matters.

Parish and Mission Bylaws. Canons 20 and 22 both contain provisions allowing the mission or parish meeting to adopt bylaws governing vestry elections and the conduct of those meetings. Those canons also provide that the mission or parish vestry can adopt bylaws governing the conduct of vestry meetings and the other business of the church. However, those bylaws must be submitted to the ecclesiastical authority who, with the advice and consent of the Standing Committee, has the authority to disapprove any bylaw that is inconsistent with Constitution or Canons of the diocese or The Episcopal Church. The bishop naturally refers any church bylaws received by him to me for review and comment. This year I have reviewed submitted bylaws or provided bylaw guidance to approximately half a dozen churches.

Other Matters. There are other matters which I have been involved with. These involve generally either actual, threatened, or potentially threatened litigation. In the interests of confidentiality and preservation of the attorney-client privilege, it would be inappropriate for me to publish the

details of these matters. Bishop Rodman is usually involved in the ongoing aspects of them as well as their conclusion.

I continue to enjoy my service as chancellor.

Submitted by  
Martin H. Brinkley  
Chancellor  
Dean and William Rand Kenan, Jr. Distinguished Professor  
University of North Carolina School of Law

## TRUSTEES OF THE DIOCESE

### **Statement of Purpose**

The trustees hold legal title to diocesan property. It receives and reviews the reports from the Investment Committee on the status of the endowment funds, and deal with various property matters. It also from time to time responds to requests from input from Bishop Rodman.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The trustees review, advise and pass on property transactions, including the sale, lease or encumbrance of property. A current project is working with a church to partner with an affordable housing developer to construct and operate an affordable housing development on excess land of the church.

### **What are your plans for the coming year?**

Other than the continuing task of working with the Investment Committee, the trustees generally do not have a set agenda, but deal with property matters as they arise.

Submitted by Steve Mason

## BISHOP'S COMMITTEE ON AFFORDABLE HOUSING

### **Statement of Purpose**

The purpose of the Bishop's Committee on Affordable Housing is to support missions and parishes in following the Biblical call to become Beloved Community, which includes taking action to ensure that all of God's children have good, safe, and dignified places to live and thrive (Lev. 25: 35-36); and take actions to serve God's children through partnerships with organizations in each community to promote housing that is fair, safe, and affordable. We are to connect congregations with resources and share stories that inspire housing ministries.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Accomplishments in 2024:

- We reached out to other dioceses to get support for our General Convention resolution for TEC to set up a committee to connect housing ministries across the broader church. Our resolution was approved by General Convention! Several committee members offered to participate in the TEC committee; we are waiting to see whether any are appointed.
- We are providing consultation with parishes and missions who are beginning to think about creating housing ministries, such as housing development and supportive engagement with people experiencing homelessness or severe housing problems.
- We participated in Advocacy Day in the General Assembly, talking with legislators about public investment in housing. We encourage congregations doing advocacy with their local governments.
- Anson County Homes of Hope is acquiring and restoring vacant buildings for housing; Church of the Holy Spirit is developing apartments. All Saints (Greensboro) is helping tenants in deteriorating housing to connect with legal services and to move to safer housing.

This work addresses mission strategy goals:

- Racial reconciliation: Racism is the root cause of many housing problems, from segregation to zoning policies that exclude multifamily to predatory lending and outright discrimination against renters and homebuyers in access and maintenance. By advocating for welcoming (not opposing) housing and by supporting vulnerable families and individuals to access and stabilize housing, we open doors of equitable opportunity.
- Creation care: Housing sprawl reduces farmland and increases vehicle emissions for longer commutes, so our work to repurpose land and buildings in communities is stewardship of God's creation.
- Collaboration: Housing ministry can only be done in collaboration with service organizations, developers, and neighborhoods, so we encourage parishes and missions to engage with the partners which can strengthen their ministry.
- Congregational vitality: Housing ministries revitalize congregations, as members work together with each other and with community partners to live into beloved community.

**What are your plans for the coming year?**

We will continue to reach out to parishes and missions to encourage them to consider housing partnerships with other faith groups, community organizations, and developers to expand the opportunities for God's children to move from homelessness and inadequate housing to good homes.

If appointed to TEC housing committee established by General Convention, we will share Diocese of NC learnings with the broader church.

We will again participate in Advocacy Day in the General Assembly.

Submitted by the Rev. Beth McKee-Huger

## BISHOP'S COMMITTEE ON THE DIACONATE

### **Statement of Purpose**

The Bishop's Committee on the Diaconate is charged with the responsibility to provide information to those interested in potentially becoming a deacon and providing opportunities for communication between those interested and the bishop(s).

This is accomplished by having scheduled informational meetings whereby the committee members, the bishop(s), and those seeking discernment can meet together and ask and answer questions.

In 2024 we held 1 Zoom session. We had current deacons to speak to their time in ministry—one of our longest serving and one of our newest ordained. We also had a priest/deacon pair from a parish speak as to their relationship and that of each to the parish. The bishop (Bishop Jennifer) also spoke to those seeking discernment. They were also introduced to Patricia Sarazen and Jenny Beaumont, so that they would be informed as to what to do going forward and to whom they would be communicating.

After deacons have been ordained, the committee, through the archdeacon, also serves as the conduit for communication between the bishops and the deacons.

### **What are your plans for the coming year?**

In 2025 the Bishop's Committee on the Diaconate will continue to fulfill our charge to provide information to those interested in potentially becoming a deacon and providing opportunities for communication between those interested and the bishop(s). The first Zoom information will be held on either January 14 or January 16, depending on the bishop(s) schedules.

The committee will also continue to be the conduit for information between those in the diaconate and the bishops.

Submitted by Chip Carter

## BISHOP'S COMMITTEE ON LITURGY & LITURGICAL OFFICER

### **Statement of Purpose**

The purview of the Bishop's Committee on Liturgy is to advise, plan, and execute diocesan liturgies for ordinations, conventions, and other special occasions, as well as to explore other ways the diocese can support congregations in liturgical revision and renewal.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

In 2024 the committee membership grew to reflect the diversity of the diocese. Our plans for diocesan convention liturgies this year reflect that growing commitment to diversity and lifting up voices and musical traditions of our Spanish-speaking and historically Black congregations.

In 2024, we planned and celebrated the ordination of candidates to the diaconate, candidates to the transitional diaconate, and are in the planning stages for ordinations to the priesthood in December. We work closely with Bishop Rodman to receive and review liturgies for diocesan use. We also work closely with our bishops to prepare for convention liturgies.

We are committed to fully eliminating the use of paper worship leaflets at convention. Convention attendees are now well-versed in the use of the Yapp App, and evolving technologies allow us to provide translations and fulsome liturgies without paper waste.

Our committee understands how liturgy forms us to participate in God's mission. With that in mind, we are always trying to balance the need for liturgy to comfort and to inspire.

One of the ways we assist congregations is with liturgical resources.

Episcopalcommonprayer.org is the official liturgical resource for General Conventions Task Force for Liturgical and Prayer Book Revision. Here congregations can access all liturgies approved for use in our church, how to use these resources, and translations when available. Please note that new liturgies approved by General Convention in 2024 are not yet available but will be soon. Those include expansive language alternative to the BCP Good Friday liturgy, 2 expansive language alternatives for Eucharistic Prayer C, and others.

### **What are your plans for the coming year?**

To continue our work!

Submitted by the Rev. Jacob Pierce



## BISHOP'S COMMITTEE ON PRISON MINISTRY

### **Statement of Purpose**

The Bishop's Committee on Prison Ministry is supporting men and women reentering society from the prison system. We, as individuals, are providing support in hands on ways through visitation, mentoring and walking with others as we can, ever mindful own personal safety and those with whom we walk.

Through our various local involvements, we remain active in food drives, and collections of health and hygiene items for those incarcerated in NC. We continue to support Chaplains and others providing pastoral care and a more healing environment in our jails and prisons. We support programs like the Durham Jail Ministry (St. Phillips's Episcopal), Reentry House Plus, Inc. in Hillsborough, Vivian Rogers and St. Albans Episcopal Church working with the youth facility, Interfaith Women's Prison Ministry (Jenny Clarke-Brown),and others.

The committee provides networking and sharing of information, and looks for ways to recruit others into the this most valuable and rewarding ministry.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

All of the prison ministries seek to restore dignity and wholeness to individuals returning to our communities from prison. We take seriously Christ's invitation from Matthew 25 to visit those in prison, as a part of our reconciling work in the world.

Wherever prison ministry is going on, parishes and missions get involved with men and women (and youth) to be a support and mentor as they reenter society from prison.

We invite our congregations to become more involved in prison ministry as a part of "who we are" as God's disciples in the church.

Jenny Brown at the Women's Prison in Raleigh is particularly looking for clergy who have "Blue Cards" (e.g., certified to enter state facilities) who could help monthly with an Episcopal service at the Women's Prison. Contact Jenny ([jennyclark-brown21@gmail.com](mailto:jennyclark-brown21@gmail.com)) if you are interested and available.

By inviting the bishops and liaison staff, we encourage them to tell of the work that we are doing. We are also considering working with Christine McTaggart and the Communication Committee to find ways to tell the stories of hope and redemption that are such a vital part of prison ministry.

By encouraging gardening programs in our various ministry sites, as well as encouraging programs like the food distribution at El Buen Pastor on the first Saturday of each month.

Our work with the various organizations in our areas establishes the presence of the Diocese of NC for and with the various prison ministries.

El Buen Pastor feeding ministry is an excellent example of teaming up with the needs of the Spanish speaking community.

**What are your plans for the coming year?**

To meet quarterly, share information and resources, encourage one another in our various prison ministries, and seek to expand the work with incarcerated individuals, and to assist them as they return to our communities.

Submitted by  
David Stanford

## BOARD OF EXAMINING CHAPLAINS

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The Board of Examining Chaplains fulfilled our charge by advising the bishop of the diocese and the Commission on Ministry on the academic preparation of participants in the ordination process in the six areas of a theological education, as defined by the canons of the church.

This includes

1. Interpreting the General Board of Examining Chaplains' assessment of student performance on the General Ordination Exams
2. Recommending ways that students might address perceived deficiencies in their preparation
3. Evaluating alternative processes for academic preparation when deemed appropriate by the bishop of the diocese and the Commission on Ministry
4. Undertaking other tasks related to its core responsibilities when requested by the bishop of the diocese

Submitted by the Rev. John Wall

## BOTSWANA COMPANION LINK COMMITTEE

### **Statement of Purpose**

The committee's purpose is to continue the official diocesan partnership with the Anglican Diocese of Botswana, a relationship begun in 2008 and renewed by both Bishop Rodman and Bishop Beleme at diocesan convention in 2020. The objective of this ministry is to strengthen relationships between the people and parishes of the diocese of North Carolina and the people and parishes of the Anglican Diocese of Botswana, and to financially support the ministries of the Diocese of Botswana (such as the St. Augustine Theological School and Holy Cross Hospice).

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

In April of this year Bishop Metlha Beleme and his wife, Thapelo, came to our diocese for a sabbatical, and while here he visited several churches (St. Titus, St. Joseph, and Chapel of the Cross) to deepen our shared understanding of our cultures and our ways of worshiping. So his time here was part of our racial reckoning goal as well as formation and congregational vitality strategies as Bishop Metlha shared stories of his efforts at home to strengthen congregations under his care and many of us here shared stories of how we are working to strengthen our parishes and missions. Bishop Metlha also preached at one of the Eucharist services for the Anglican Episcopal House of Studies (AEHS) at Duke Divinity School. He met at length with the Rev. Timothy Kimbrough, director of AEHS, and with several students, in an effort to develop stronger ties with this program, which applies both to formation and collaboration goals.

### **What are your plans for the coming year?**

We will continue our support of the St. Augustine Theological Seminary (SATS) as it attempts to expand training for lay ministry, as well as for ordained ministry, and provide support for additional training of the seminarians who graduate from SATS. We also plan to send a large group of lay and clergy to the highly anticipated ordination of the 14 women ordinands so that we might rejoice with them at this historic event.

Submitted by the Rev. Miriam Saxon

## CHAPLAINS TO RETIRED CLERGY, SPOUSES AND SURVIVING SPOUSES

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

It is my pleasure to report from first-hand knowledge, based on Sandy and I being chaplain coordinators for Province IV—as well as chaplains for our diocese—our diocese participates faithfully by attendance to Church Pension Fund meetings, both in person and often shared by Zoom around the country. The Diocese of North Carolina has the great support team of our bishops and diocesan chaplains. We meet as a group two to three times a year to prepare gatherings of our entire group. Chaplains also reach out to clergy in their convocations to address not only retired benefit information but also the health and wellbeing of persons. We respond to our bishops with special concerns that we discover. The bishops are always in attendance and actively participate by addressing the retired clergy with important information they want to report or addressing concerns/questions of the group in attendance.

Our last retired clergy gathering was on October 2 at Holy Trinity in Greensboro. We had Q&A plus a fitness-wellness instructor from the Well Spring Retirement Community leading a program on important exercise for persons our age and tips on activities for our health and wellbeing. We always enjoy lunch and fellowship time. When Sandy and I attend national meetings, other chaplains are impressed that our bishops actively attend. Many only have an occasional lunch or phone call from their bishops.

In the past year we have held gatherings at Penick Village, Southern Pines; St. Francis, Greensboro and Holy Trinity, Greensboro. We have 50+ retired clergy at these gatherings and do our best to meet where we can count on the best attendance. Our bishops have encouraged additional gatherings at other locations across the diocese to include more participation.

Submitted by Bob Cook

## CHARTERED COMMITTEE ON CAMPUS AND YOUNG ADULT MINISTRY

### **Statement of Purpose**

Campus and young adult ministry provides an amazing opportunity to communicate the Gospel of Jesus Christ within central North Carolina's vibrant higher education communities and other gatherings of young adults throughout the diocese.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The CCYAM supports our 10 campus ministries and the Johnson Service Corps for young adults as they witness to the living presence of Christ. The JSC is dedicated to service and justice. Our ministries regularly provide formation and fellowship to young adults throughout the diocese through worship, mission trips, pilgrimage in a space where young adults can discover and live into their calling as participants in God's reconciling work. The committee helps missionaries, and their supporters, discuss ideas and practices in implementing the mission strategy goals, most especially racial reckoning justice and healing, formation, collaboration and new communities, and creation care. a space where young adults can discover and live into their calling as participants in God's reconciling work.

### **What are your plans for the coming year?**

This year we're placing a special focus on Building Beloved Community within our campus and young adult ministries, sharing examples across the diocese through social media, publications, and video. Our goals include strengthening urban outreach, drawing students first to campus ministry and then to church, developing spiritual formation resources for college students, and gathering and providing vital mental health resources to support our students.

Submitted by Mike Hoffman

## CHARTERED COMMITTEE ON ENVIRONMENTAL MINISTRY

### **Statement of Purpose**

Our purpose is to educate and encourage new actions and thought processes so that Creation Care becomes a way of life, embodying our call to love God and neighbor in everything we do. These actions and thought processes will be ones that benefit the earth and all of its inhabitants rather than harm them.

We commit to

- Become Deeper Greener Churches
- Look at Creation Care through a racial equity lens
- Climate stabilization through emissions reductions
- Restore the earth using natural systems
- Engage in environmental advocacy at every opportunity.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Since the last Convention, we have:

- Participated in Advocacy Day at the NC General Assembly, meeting with numerous elected officials to ask for sponsorships and/or support for earth friendly legislation, including support for small farmers and clean water
- Started surveying congregations on their own Creation Care activities
- Created a database of Earth Stewards in each congregation, as we obtain their information, in order to share knowledge and best practices in the years to come
- Awarded a grant for Communion Forest Initiative to the Haiti Reforestation Partnership
- Worked with our bishops to endorse the Season of Creation 2024: A Celebration Guide for Episcopal Parishes, including a new lectionary with a preaching guide and daily office
- Explored how to provide advice to congregations on how to obtain federal funds via Direct Pay, a provision of the Inflation Reduction Act (IRA), which reauthorized and expanded a wide array of clean energy tax credits for nonprofits.

**What are your plans for the coming year?**

- Advocate for Creation Care at every opportunity, including educating congregations on how to get started on earth friendly practices including green purchasing, solar energy, recycling and composting, but also including our worship life and how to start with external opportunities to speak up and speak out on critical environmental issues, such as letter-writing campaigns.
- Expand the database of Earth Stewards in congregations across the diocese.
- Start regular communications with the Earth Stewards by mid-year, perhaps monthly or quarterly, to share experiences and give encouragement.
- Continue to solicit applications for Green Grants, review and award as appropriate.
- Continue the Earth Day Awards

- Award the Rev Thomas Droppers Memorial Green Congregation at convention each year.
- Engage with the broader community, including other faith entities, to keep climate change and the ensuing problems that threaten all creation top of mind.
- Continue to work together as Children of God to care for this precious world.

Submitted by the Rev. Jill Staton Bullard



## CHARTERED COMMITTEE ON GLOBAL MISSION

### **Statement of Purpose**

The committee works to foster healthy relationships between our diocese and its congregations and congregations and dioceses across the globe. These include our two companion relationships with the Dioceses of Botswana and Costa Rica, as well as growing relationships between our committee and congregations with the American Friends of the Episcopal Diocese of Jerusalem and that diocese, the Diocese of Mumias in Kenya, and with other countries, such as our long-standing relationship with Belize and Holy Cross School. This is done not only through the encouragement of mutual visitation, but also through our Global Bible Studies, educational programs, and grants. Our motto is "It takes the whole world to know the whole Gospel," and we use that as the basis for all our work.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Global Mission work is part of the priority of Collaboration and New Communities, but we also touch on the other priorities. During 2024:

- We facilitated a blossoming relationship between St. Luke's, Salisbury, and a congregation in the Diocese of Mumias, in Kenya, crossing racial and some theological lines.
- We worked with the American Friends of the Episcopal Diocese of Jerusalem, Bishop Anne, and Jenny Beaumont to offer "Bearing Witness," a program about the ministry of the Anglican Diocese of Jerusalem and the Middle East, to a group of future program facilitators; it is now being offered in several congregations with more signing on. This formation opportunity is particularly timely given the situation in Israel/Palestine/Lebanon.
- Because a number of our grants (\$25,000 this year) go to countries experiencing severe effects of climate change, many of the projects we fund (such as rainwater recovery) focus on sustainability practices as well as uplifting particularly women's empowerment and evangelism.
- We find also that global engagement is an exciting prospect for many congregations, so long as that engagement is focused on mutuality in relationship and learning. St. Mary's, High Point, is a great example of a congregation that began a relationship with a parish in our Companion Diocese of Costa Rica that was enlivening both for St. Mary's families and Santa Maria, Siqueres, a church that had not had a companion relationship for many years.
- Our Global Bible Studies this year featured hosts from Africa and Costa Rica as well as the U.S., expanding our inclusion. Participants included clergy and lay from a number of African countries, Costa Rica, England, and our diocese.

### **What are your plans for the coming year?**

During 2025, we will continue our grants program, at a slightly reduced level. We will also offer another workshop on global mission work, with the topic to be determined. We are committed to

the GC81's insistence that we work to eliminate the colonial mindset from our relationships and will continue to emphasize mutuality. We are also beginning to explore the possibility of collaboration across diocesan lines with other dioceses or organizations outside our diocese who work where we have connections. This should enable mutual learning as well as joint opportunities for work with our global neighbors. Finally, we will continue our Global Bible Studies and continue to expand participation geographically (we hope), and we also will continue to promote participation in the Global Episcopal Mission Network, and to coordinate any new relationships with the Office of Global Partnerships of The Episcopal Church. We also hope to capture which congregations in this diocese have what global relationships—which ought to be easy, but isn't.

Submitted by the Rev. Rebecca Yarbrough

## CHARTERED COMMITTEE ON GRANTS

### **Statement of Purpose**

The committee administers grants to clergy and laity for theological education in many forms and grants to parishes for seed money for new programs.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Racial Reckoning and Justice: Two grants in 2024 supported this strategy.

Congregational Vitality: One grant in 2024 supported this strategy.

Formation: Five grants in 2024 supported this strategy.

Collaboration and New Communities: One grant in 2024 supported this strategy.

Creation Care: No grants in 2024 appear to support that strategy.

### **What are your plans for the coming year?**

To continue to apply the diocesan policy in support of theological education for members and parishes by continuing to receive, review, and approved grant requests.

Submitted by Alf Badgett

## CHARTERED COMMITTEE FOR LIFELONG FORMATION

### **Statement of Purpose**

**PRIORITY:** We seek to form, equip, teach, and inspire parishioners in the Diocese of North Carolina to become disciples of Jesus and share the gospel in their daily lives. Formation in the Diocese strives to build beloved community through transformation and a deeper spiritual connection to all of God's creation.

**PURPOSE:** To give guidance and resources for parishes to follow God's call to join in His transformative work in the world.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The sub-committees of the Chartered Committee for Lifelong Formation supported the mission priorities of the diocese through the following programs and offerings:

#### Racial Reckoning Justice and Healing:

- Sacred Ground programs, including facilitator training
- Sponsored the book study of "Wilmington's Lie"
- Planning and implementation of racial justice pilgrimage to Wilmington, N.C.
- Collection and analysis of parochial report data on racial justice work around the diocese and distributed that data to the leadership of the diocese.
- Supported regional gatherings for leadership development and collaboration
- Implemented Dismantling Racism: Curriculum revision and support of facilitators. Two additional workshops were added, and seven workshops were offered in 2024.

#### Formation

- Sponsorship Education For Ministry training for the region at St. Francis Prayer Center
- Sponsorship of FORMA – a professional network of formation educators
- Coordinated the Lay Preaching Training Initiative Cohort #2
- Monthly meeting for support and professional development for lay preachers
- Consultations and conversations with formation leaders for support and leadership development
- Populated a shared Formation Resource Library on Dropbox open to the diocese
- Support and collaboration with Marcia Moore, the diocesan coordinator of EfM

#### Collaboration and New Communities

- Supported the launch of Bearing Witness in collaboration with the Chartered Committee of Global Mission
- Stewardship webinars and support meetings for leaders with the Rev. Canon Earnest Graham
- Supported Galilee Ministries of Charlotte

- Supported the formation of the diaconate in collaboration with the Commission on Ministry for the Diaconate
- Supported the regional gathering of Sacred Ground held in Durham, North Carolina, on November 9, 2024
- Jenny Beaumont served as the bishop's representative on the Galilee of East Charlotte board

**What are your plans for the coming year?**

The Chartered Committee for Lifelong Formation did not meet in 2024. The chartered committee is being reimagined to include aspects of discipleship, including children and family, youth, adults, and intergenerational ministries especially designed to support and implement the five-year Lily Grant Initiative.

Submitted by Jenny Puri Beaumont  
Missioner for Adult Formation and Lifelong Learning

## CHARTERED COMMITTEE ON RENUMERATION AND INSURANCE

### **Statement of Purpose**

The committee studies the remuneration of clergy and makes recommendations to Diocesan Council for minimum clergy salaries. The committee also makes an annual recommendation to Diocesan Council for healthcare and other benefits to be provided to qualifying clergy and lay employees.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Our committee reviewed the healthcare premiums for the coming year and are pleased to announce that there is an average increase of 5% in most plans. While any increase in cost is a burden, we find that in comparison to other insurance providers, this increase is below market trends. Our study includes monitoring the overall use of benefits across the diocese. We are recognized as a leader within Church Pension Group in adopting spending policies that manage costs.

### **What are your plans for the coming year?**

The committee will review annually the benefits provided, premiums offered and healthcare usage across the diocese. We will also maintain relevant information on remuneration.

Submitted by Sammy Anderson

## COMMISSION ON CONSTITUTION AND CANONS

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The responsibility and authority of the Commission on Constitution and Canons derive from Canon D-III.7 of the diocese.

The commission met on December 13, 2023, to implement changes to the Constitution and Canons made by the 208th Annual Convention. Details of these changes may be found in Exhibit A of the report of the secretary to convention.

The commission met on November 13, 2024, to review Resolutions 209.1, 209.2, and 209.3 and communicated its thoughts to the chair of the convention's legislative Committee on Constitution and Canons. Members of the commission had previously participated in the drafting of these three resolutions.

Members of the commission were informally consulted during the year on several occasions.

Submitted by Chuck Till

## COMMISSION ON MINISTRY (DIACONATE)

### **Statement of Purpose**

The role of the Commission on Ministry for the Diaconate (COM-D) is to advise and assist the bishops in the selection of persons through discernment of an individual's call to ministry for the vocational diaconate and in the guidance, education and pastoral care of the candidates during their formation.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The work varies depending on the parish/mission that each individual enters the process from and the location and makeup of the appointed internship sites. These Mission Strategy Goals are integrated into the broader formation and reflection of those in discernment. Additionally, we work with other committees and groups (as well as individual congregations) to see that historically underrepresented communities are supported in the discernment process.

All persons in the discernment process are required to attend Dismantling Racism and Safe Church in the early stages of the process. Outside coursework focusing on the call, role, and work of deacons is also in the initial stages of discernment. This course can point to these strategies and integrating them into the life and work of deacons as a whole.

Additionally, it is our hope that the formation and ordination of new deacons will contribute to vitality within individual congregations, communities in which they serve with parish volunteers, as well as the wider church.

Additionally, we have paid special attention to the intellectual and spiritual formation of those in discernment—added a day-long retreat with a retired deacon specializing in pastoral care and spiritual direction and having a COMD Chaplain available for persons in the process and available on meeting days.

It is our hope that all of this will greatly contribute to the preparation of new deacons to serve faithfully in the churches and our communities keeping all of the Mission Strategy Goals in mind.

### **What are your plans for the coming year?**

The formal discernment process has undergone many changes in the past two years. We are evaluating these changes as we work through this cohort. We currently have two candidates who will go before the COMD and eventually the Standing Committee for possible ordination in January 2025.

There are three people current in the internship phase of the process as of this writing.



Additionally, we are paying special attention to the intellectual and spiritual formation of those in discernment—adding a day-long retreat with a retired deacon specializing in pastoral care and spiritual direction, assigning a contact person from the COMD to each intern as well as having a COMD chaplain available for persons throughout the process and available on COM meeting days.

Our hope is to continue to evaluate this process and to bring best practices to the discernment process in our diocese. We will be reviewing other dioceses' processes and evaluating those against what we are doing for potential to bring worthwhile pieces to our process.

We will also work closely with the Bishop's Committee on the Diaconate for the information sessions about the diaconate—to ensure current and correct content and to hopefully bring heightened awareness to the diaconate in the Diocese of North Carolina.

Submitted by the Rev. Robin Sands

## COMMISSION ON MINISTRY-PRIESTHOOD

### **Statement of Purpose**

We discern God's movement in the lives of those exploring a call to ordained ministry and offer advisement and counsel to Bishop Sam Rodman regarding the education and evaluation of a person's formation as a priest in The Episcopal Church and Anglican tradition.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Racial Reckoning, Justice, and Healing is a part of the recruitment and formation of new clergy in The Episcopal Church generally and through our work to raise up candidates of color in particular. Each member of the commission and everyone who enters the ordination process must complete anti-racism training. We advance this diocese strategy by working to create opportunities not only for persons of color to succeed in formation and ministry, but for non-minority candidates to explore their own stories of racism and bias while learning to grieve and heal.

We prioritize the development of leadership in the diocese that can serve all of our parishes—those that are thriving and those that are in a more vulnerable season. The commission seeks ordained leaders who are able to adjust to the changing needs of the church and has made raising up bi-vocational leaders a priority as more parishes seek part-time leadership.

Our commission is primarily focused on formation. We attend to the formation of those seeking ordination through individual mentorship, spiritual direction, parish internships, Episcopal seminaries and Anglican studies programs, and other formation requirements such as Clinical Pastoral Education, anti-racism training, Title IV training, Safe Church training, General Ordination Exams, and Mental Health First Aid Training.

The commission's work with the formation of new priests is constantly focused on the present and future needs of The Episcopal Church with an emphasis on growth and response to the call of God who makes all things new.

Creation Care is not directly addressed in the work of the Commission on Ministry for the Priesthood. We have worked to transition to virtual meetings whenever possible to limit driving across the diocese. Our resources and files are kept digitally to reduce the paper needed in our processes. Creation Care is an increasingly common component of an individual's call to ministry and their formation at Episcopal seminaries.

### **What are your plans for the coming year?**

To continue the work of discernment with those who are interested in pursuing a call to Holy Orders.

Submitted by the Rev. Marion Sprott

## COSTA RICA COMPANION COMMITTEE

### **Statement of Purpose**

To create and grow relationships between people in our diocese and the Diocese of Costa Rica through mission, worship, prayer, and play

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

MANY more individual church mission experiences to help build new spaces/repair old spaces to invite communities all across the diocese of Costa Rica into their churches

Sacred Stories Pilgrimage

Black clergy and laity from across the diocese journeyed to Costa Rica to celebrate life and culture as well as have intentional conversations about race and reconciliation, remembering the Diocese of Costa Rica is a predominately Black church.

**What are your plans for the coming year?**

To continue to grow the number of churches interested in traveling to Costa Rica to further our relationships with each other.

Women's pilgrimage to discuss women's issues here and in the Diocese of Costa Rica

Bring Bishop Orlando and Roger to the diocese of NC for a several day visit to our churches and communities

Submitted by the Rev. Matt Addington

## DISCIPLINARY BOARD

### **Statement of Purpose**

Clergy take vows to uphold the “doctrine, discipline, and worship” of The Episcopal Church. When there is a question about whether a bishop, deacon or priest may have been involved in misconduct, the church has two responsibilities. One is to see that justice is done. The other is to provide pastoral care for all involved, including the accused clergy person. Both of these responsibilities are entrusted to the diocesan bishop, and the canons of the church govern how matters are to be handled.

In the Diocese of North Carolina these two responsibilities of the diocesan bishop are handled by two different groups of people. The Disciplinary Board, as described in Title IV of the Canons of The Episcopal Church, has the responsibility to investigate the matter, consider and decide whether a violation of the canons has taken place, and discern what must be done to bring about healing, reconciliation and justice for all involved. The Pastoral Response Team has the responsibility to provide pastoral care, under the guidance of the bishop, for each person and community impacted by a situation. The Pastoral Response Team has other gifts to offer clergy and congregations outside of the discipline process.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The ministry of the Disciplinary Board is to assure justice is done and to seek healing for all involved.

Also support the vitality of a congregation where misconduct may have occurred

**What are your plans for the coming year?**

We always seek to review how we have handled cases that have come before us and seek to learn from what we have done well, as well as improve where we could do better.

Submitted by the Rev. George Adamik

## ECUMENICAL AND INTERFAITH RELATIONS OFFICER

### **Statement of Purpose**

As we are all called to seek unity among fellow believers and understanding among other faith traditions, I seek to represent the diocese in conversations with other Episcopal interfaith and ecumenical officers, with the North Carolina Council of Churches, and with those of other faiths in the Triangle who are interested in sharing our beliefs and traditions, leading to deeper understanding of one another.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

This year's General Convention in Louisville considered and adopted a number of resolutions addressing ecumenical and interfaith relationships.

Among the ecumenical issues addressed were the following:

- Adopted proposal regarding full exchangeability of deacons in Evangelical Lutheran Church and the Episcopal Church. While the exchangeability of priests and bishops was part of the 2000 "Called to Common Mission," that agreement overlooked deacons. With the consent of their bishops, ELCA and Episcopal deacons are now fully able to serve in the other's congregations.
- Affirmed goal of full communion between the Episcopal Church and the United Methodist Church. The dialogue between TEC and the UMC has been going on for a long time, and the expectation is that this agreement should be up for final consideration at the 82nd General Convention in 2027.
- Commended the continuing dialogue between the Presbyterian Church of the USA and the Episcopal Church.
- Adopted the agreement "Sharing the Gifts of Communion" with Evangelical Lutheran Church in Bavaria, which establishes full communion between this church and TEC.

Also adopted at this year's General Convention were three resolutions approving pastoral guidance documents for interreligious relations. "Holding Difference Together: Episcopal Theological and Practical Guidelines for Interreligious Relations," "Christian-Jewish Relations Theological and Practical Guidance for Episcopalians," and "Christian-Muslim Relations: Theological and Practical Guidance for the Episcopal Church" are available online and offer helpful tips for congregations and individuals interested in engaging in conversations with our sisters and brothers of other faiths.

Finally, two additional acts of this General Convention that may be of interest:

- Adopted the use, with the consent of the bishop diocesan, of alternative texts for the Good Friday liturgy. Electronic resources at no cost should be coming out in time for planning this liturgy in 2025.

- Encouraging dioceses and congregations to find ways to mark the 1700th anniversary of the First Council of Nicaea in 325, which addressed the nature of the second person of the Trinity.

**What are your plans for the coming year?**

Continued engagement with ecumenical and interfaith partners.

I'm especially interested in hearing about any parishes that are actively pursuing ministry with United Methodist and PCUSA congregations—working together can be life-giving for our congregations and theirs.

Submitted by the Rev. Jill Beimdiek  
Ecumenical and Interfaith Officer of the Diocese

## EPISCOPAL CHURCH WOMEN

### **Statement of Purpose**

The mission of the Episcopal Church Women (ECW) is to empower women to do Christ's ministry in the world.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Racial Reconciliation and Social Justice- The Charlotte ECW Convocation hosted a screening of the film A Case for Love which was widely attended by about 70 Episcopalians and others in the Convocation.

As a Board, our members do not have direct authority over a congregation. However, as members of congregations, they can advocate for those goals and strategies outlined by the diocese. Additionally, members may be informed of resources available for implementation.

Establishing an atmosphere of gratitude in our parishes creates vitality and bonds parishioners together, as they contribute to a common purpose. The United Thank Offering, founded by the Episcopal Church Women, fosters the habit of expressing gratitude and encourages congregations to participate in bi-annual UTO Ingatherings through which parishioners demonstrate their gratitude to God for their daily blessings. The UTO is a well-known opportunity to express gratitude for blessings.

To date in 2024, the Episcopal Church Women Diocese of North Carolina has sent \$8208.62 United Thank Offering. Following our Fall Ingathering in November, another check will be sent to the UTO.

Our ECW Triennial delegates were very active in their assisting with the Bishop Curry Revival Service, unified T-shirt presentation of convention delegates and ECW Triennial Workshops

It was a pleasure to present Lynne Hoke as our ECW Honored Woman. She provides a much need service of archiving ECW Documents.

The purpose of Formation is to make disciples of Jesus. The Episcopal Church Women is an organization that, through its programs, supports and strengthens men and women on their spiritual journey. Outreach programs help community causes in various ways.

ECW has a Coordinator to oversee The Church Periodical Club in the Diocese. It is an independent, affiliated organization of the Executive Council of the Episcopal Church, dedicated to the worldwide Ministry of the Written Word and to the Promotion of Christian Mission.

It is the only organization in the Episcopal Church dedicated solely to providing free literature and related materials, both religious and secular, through grants to people all over the world who need and request them and who have no other source for obtaining them. Prayer books, books for seminarians, educational materials, medical textbooks, agricultural manuals, and books for those in local and global missions are some of the publications The Church Periodical Club supplies.

This year, our ECW sent \$854 for the Miles of Pennies program which provides grants to provide for the needs of children through high school. N Carolina enrolled seminarians will receive Book Grants based on money available at the end of the year. It should be noted that the ECW Board acts as a conduit for gathering donations from the parishes and submitting the same to the Church Periodical Club. It is our goal to have an active and enthusiastic CPC representative in every parish in the diocese.

The Episcopal Church Women in the Diocese of North Carolina are organized according to the seven geographical Convocations with each having a Convocation Chair on the Board. ECW branches report and share with each other their community projects, for example: Serving meals to the homeless through The City with Dwellings Outreach Project, Sock Drive, Center of Hope, and medical loan equipment closet. ECW Convocations readily share their activities with each other.

The ECW Board is contemplating producing an online compilation of Collaborations and resurrecting our Facebook Page and revising our website for easier access and better presentation of ECW activities.

We have revised our meetings by conducting our business and special programs virtually. All reporting is submitted via email; less paper is used for printing, reducing postage costs; We can reach a wider audience; a special advantage is the ability to store information online and enhance the archiving of our reports.

The Diocesan ECW administers and helps fund the Lex Mathews Scholarship program, named for the Rev. Lex Mathews who advocated for women's issues and headed Christian Social Ministries for the Episcopal Diocese of North Carolina before his death in 1985.

The scholarships are geared to women of the diocese, age 23 and older, who are seeking either:

- Specialized training in vocational or technical skills
- A degree or certification below the master's or doctorate level
- Continuing education courses for upgrading job skills

While preference is given to Episcopalians, non-Episcopalians may apply so long as they are sponsored by a member of an Episcopal church. The amount awarded each year depends upon how the selection committee evaluates each application as well as the financial interest generated by the scholarship fund. Generally, scholarship amounts run between \$500 and \$2,000 for one academic year and may be awarded again based on performance.



We granted our Missions ministry donations to micro-enterprises serving women in refugee camps who have ideas for businesses, but no access to capital and are unable to participate in the micro-enterprise programs.

Additionally, the Epiphany Ministry grant was awarded to The Boys and Girls Club of North Carolina to support programs that benefit their development.

We are seeking direction for continuing the mission of the organization. It is hoped that the 2023 Annual Meeting theme will provide some suggestions for moving forward.

**What are your plans for the coming year?**

We need to

- Revise our bylaws to accommodate the use of pervasive technology since the Pandemic
- Provide opportunities to improve computer literacy
- Develop responses/programs to help us live in a violent culture
- Seek ways to become more relevant

Submitted by Mary Hawkins

## EPISCOPAL FARMWORKER MINISTRY

### **Statement of Purpose**

The Episcopal Farmworker board serves to guide the ministry and add to the operating structure with a dotted line to the executive director. This is achieved through collaboration and the three focused committees of sustainability, finance, and personnel. The board is governed by an existing set of bylaws in partnership with the Episcopal Diocese of Eastern North Carolina.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

1. The board has continued implementing key activities around celebrations such as the Hispanic Heritage Day Festival.
2. With La Iglesia La Sagrada Familia's completion, the congregation surrounding the ministry is in a powerful and active position.
3. Many activities continued to be carried out, adding to the formation process, such as building backpacks for the community's youth, the Christman present drive, and the monthly food drive.
4. The collaboration of the five surrounding communities of the farming base adds excellent experiences to the ministry.
5. The joint effort of the garden boxes, the ministry, and La Sagrada Familia is keeping the bee population robust and adding herbs and other plants to the community.

A guiding principle for the Episcopal Farmworker Ministry (EFwM) is the portion of our Baptismal covenant that says, "Will you strive for justice and peace among all people and respect the dignity of every human being?"

The Episcopal Farmworker Ministry responds to the physical, emotional, and spiritual needs of farmworkers and their families and actively supports opportunities for them to self-direct. We seek to minister to farmworkers in three primary ways: through direct services, the development and support of programs that work toward empowering farmworkers, and by encouraging leadership development, advocacy, and education toward a systemic agricultural policy change.

In 2024, the Episcopal Farmworker Ministry has continued its impactful outreach to the primarily Latino community of farmworkers, processing plant workers and other immigrant families in eastern North Carolina, providing both emotional and physical support. EFwM has onboarded a new executive director, Mauricio Chenlo, as of August, and the staff has remained consistent. We are excited to have Chenlo on board; with this leadership he will deploy new ideas as well as many years of fundraising experience and faith building structures. EFwM provided direct services in the form of monthly food distributions, backpacks with school supplies, Christmas gifts, emergency food and clothing, hygiene kits, access to mental health services, immigration assistance, outreach to H2A workers, and the celebration of Hispanic Heritage. EFwM worked to empower new mothers with Chenlo's leadership around mental healthcare and support. The community has also taken on a joint activity with La Sagrada

Familia to maintain garden boxes through a Green Grant from the diocese. Through a grant from Welcoming America, EFwM sponsored sewing classes and youth activities that brought members of the community together. EFwM continued to partner with Episcopal Relief and Development to assist with post-hurricane home repairs. The ministry also provided immigration information, advice and assistance—adult English classes throughout the year. The deepening relationship with the congregation and leadership of Iglesia de la Sagrada Familia has resulted in a stronger shared ministry. Volunteers from the church are key to many of the community outreach programs.

The ministry has established a solid working budget through board, staff and the finance committee efforts that includes a working P&L statement as well as a grant tracker. EFwM's unwavering commitment to its mission is evident in its efforts to empower farmworkers and their families to access resources that will allow them to live safely and comfortably in the best way possible. We expect to enter 2025 in a strong and fruitful position.

**What are your plans for the coming year?**

We plan to continue working with our new executive director (Mauricio Chenlo) to put the ministry on a solid pathway of continued stewardship and financial stability. We also want to continue empowering the staff to "live into" the ministry's core principles in relationship with the community we collectively serve. We are encouraging the efforts to look at things differently and consider what lessons we have learned in a post-pandemic world.

Submitted by the Rev. Cuyler O'Connor

## EPISCOPAL RELIEF & DEVELOPMENT

### **Statement of Purpose**

Episcopal Relief & Development is the compassionate response of The Episcopal Church to human suffering in the world. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief & Development serves to bring together the generosity of Episcopalians and others with the needs of the world.

Episcopal Relief & Development faithfully administers the funds that it receives from the church and raises from other sources. It provides relief in times of disaster and promotes sustainable development by identifying and addressing the root causes of suffering.

Episcopal Relief & Development cherishes its partnerships within the Anglican Communion, with ecumenical bodies and with others who share a common vision for justice and peace among all people.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Episcopal Relief & Development partners with locally led organizations around the world to advance lasting change in communities impacted by injustice, poverty, disaster and climate change. We focus on four interconnected priorities: early childhood development, women and girls, climate resilience and disaster response.

### **What are your plans for the coming year?**

Episcopal Relief & Development will continue to build partnerships with local Episcopal and Anglican dioceses and related organizations based on need, capacity and available resources.

Submitted by Mark Landers

## FAIR SHARE APEALS BOARD

### **Statement of Purpose**

In accordance with Canon D-IV.4, the vestry of any parish or mission that finds that it will be unable to give the required amount to the Mission and Ministry Budget in the upcoming or current year due to financial exigencies arising after July 15 may apply for relief by stating its case in writing to the Fair Share Appeals Board. The Board shall consider the case and report its recommendation promptly in writing to the rector, vestry, and Diocesan Council. The Council may then grant such relief as it deems appropriate under the circumstances.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The Fair Share Appeals Board received one application from a parish seeking a reduction in its fair share asking for 2024. After prayerful review, deliberation and consideration of the facts and circumstances of the request based on the information provided to the Fair Share Appeals Board, the Fair Share Appeals Board determined that there were not extenuating circumstances to grant the parish's request for a reduction in its fair share asking for 2024. The Fair Share Appeals Board recommended to Diocesan Council that it not grant the parish's request for a reduction in its fair share asking for 2024, and Diocesan Council accepted the Fair Share Appeals Board's recommendation and denied the parish's request.

### **What are your plans for the coming year?**

To continue the prayerful review, deliberation, and consideration of any appeal the Fair Share Appeals Board receives.

Submitted by David Broughton

## GALILEE MINISTRIES OF EAST CHARLOTTE

### **Statement of Purpose**

Founded in 2015 by the Episcopal Diocese of North Carolina, Galilee Ministries of East Charlotte (GMEC) operates the Galilee Center where we share our buildings and grounds with other nonprofits that provide direct services and programs to those in need in East Charlotte. GMEC is a special mission of the Episcopal Diocese of North Carolina, as defined by Title D-V. Congregations/D-V.1 Missions (formerly Canon 20, Section 2). Our purpose is to provide radical Christian hospitality and welcome to our nonprofit partners, their clients, and our neighbors in East Charlotte. Galilee relies on the generosity and kindness of contributors such as the Episcopal Diocese of North Carolina, churches in the Charlotte convocation, other faith communities and congregations, individual donors, and grants to sustain our mission and share these gifts with the community we serve.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Earlier this year, Galilee embarked on its first formal strategic planning process led by consultant Andi Stevenson with Stevenson Wallace LLC. Andi designed and distributed four surveys – for the Board, Committee Member/Volunteers/Staff, Nonprofit Community Partners, and Congregations/Diocesan staff. They were due in early June, and we had a great response rate. In the latter half of June, Galilee held seven focus groups for Episcopal congregation members and for nonprofit community partners. We had meaningful participation from a variety of parishes and partners. In July, Galilee distributed a Community Member Survey in Spanish and English. This survey went to our neighbors and those who come to Galilee for direct services. A number of common themes came out of the two rounds of surveys and focus groups including but not limited to: need for ESL, food insecurity, job training, mental health care/education, and Galilee as a trusted partner, gathering place, and convener of community. The Galilee Board met in July and September for strategic planning workshops to review, refine, and come to consensus on draft vision and mission statements, goal pillars, and strategies—all crafted based on community input. Our timeline is to have an approved mission and vision statements, as well as goal pillars and strategies by year end. In the meantime, our efforts are focused on being with and advocating for anyone in need on the East Side of Charlotte and to assist all who walk through our doors.

**Racial Reckoning Justice and Healing:** Galilee serves a multi-cultural and multi-generational community. The partnerships we have at Galilee are core to advancing racial reckoning, justice, and healing. East Charlotte has traditionally been home to working-class families with pockets of lower-income individuals; however, gentrification on the East Side is changing the affordability and demographic composition of this part of Charlotte. We serve lower socio-economic individuals and families, as well as schools with mostly Hispanic and African American children from the neighborhood. The elderly and differently-abled are also included in those who are welcomed at Galilee—that includes our immediate neighbors who live at St. Andrew's Homes located behind Galilee.

We advance this mission strategy priority through collaboration and contributing our primary

assets (i.e., our buildings and grounds) to other nonprofits and grassroots organizations. Our partnerships, programs, and services are targeted to create community and connect people to opportunities and resources. Galilee is a trusted and welcoming space for organizations and individuals to meet and make connections and form new friendships. We share our buildings for worship services for various faiths, multi-national, and multi-racial congregations.

During 2024, some of the activities we have undertaken to advance this diocesan priority included:

- Galilee continues to host Sacred Ground for clergy which is facilitated by Galilee leadership.
- Organized a back-to-school supplies drive for Merry Oaks International Academy (neighborhood Title 1 elementary school) in conjunction with local parishes and the Greater Enrichment Program. The supplies drive benefitted students of color, for many of whom English is a second language.
- Organizations such as the Reimagining America Project and the Poor People's Campaign use our facilities for meetings and a place to gather.

**Congregational Vitality:** Galilee is a special mission of the diocese. While Galilee does not currently have a congregation of our own, we partner closely with churches across the Charlotte convocation who send volunteers to Galilee to serve in numerous ways. This year, we started a new effort called Galilee Sunday where staff and board members went to four different congregations in our convocation to raise awareness about Galilee through preaching and time during adult formation. We will continue with Galilee Sunday in 2025. We are fortunate to have many generous offers of time and talent. We also continue to receive donations and grants from churches and individuals, including both new and longtime friends of Galilee. Galilee is a sacred place where the convocation and community come together. It is a place of peace, transformation, and belonging.

**Formation:** This year, Galilee's board continued their formation and engagement with the DiSC Assessment, which is about communication and leadership style. This ongoing formation is essential to our success as Galilee finds itself in a period of reimagining around how we serve our community. Formation is being advanced through education as well as interacting and engaging with people from other countries, nationalities, races, ethnicities, backgrounds, and ages that you find at Galilee.

**Collaboration and New Communities:** Galilee was born out of collaboration and partnerships, and this continues to be our main strength. People from all walks of life come to Galilee and build community and meaningful connections. Galilee provides welcome and hospitality to a wide variety of people—from the homeless and hungry to neighborhood residents including the seniors and differently abled adults at St. Andrew's Homes to civic leaders to clergy and lay leaders from the Charlotte convocation and beyond. Galilee is a place of building belonging and beloved community. God's love is reflected everyday through the work we do at Galilee. Galilee serves as the host and space provider for a variety of local non-profits and other organizations—our in-house community partners—that provide services to those in need in the community. The groups and people they serve include:

- Action NC offers support and community organizing training to marginalized groups on a variety of topics including affordable housing, voting rights, and matters pertaining to seniors.
- Catholic Charities provides after-school and summer enrichment programs for children of refugees.
- Nourish Up provides groceries to people from all over Charlotte and all over the world. The pantry at Galilee is one of just a few locations that is designed to let clients shop for their own groceries.
- Galilee provides worship and rehearsal space for three worshipping congregations: the Ethiopian Evangelical Church of Charlotte, Matters to Mission Charlotte, and The Desiring God Community Church.
- Galilee hosts two wellness offerings during the week: Iyengar yoga on Wednesdays and tai chi for health on Fridays. These classes are open to the public and priced on a sliding scale.
- Gay Men's Chorus of Charlotte and Women's Chorus of Charlotte hold rehearsals and performances in Galilee's gorgeous nave space.
- This fall, Galilee welcomed two new programs. DefiningHER is a bi-monthly support group to create a community for mothers parenting alone to feel seen, heard, and loved. Digital Impact aims to reduce the use and change the perspective of alcohol and other substances among Latino youth and their families by learning about photography. Latino youth will learn a new form of expression, encourage family participation, learn about responsibilities, and work and connect with others.

This year, Galilee rekindled its partnership with Merry Oaks International Academy and Trinity Episcopal School through their service-learning program. We also made intentional efforts to reach out to our neighbors on Central Avenue.

In 2024, Galilee's leadership has focused on, and will continue to focus on, raising awareness about Galilee with other nonprofit and civic organizations in the community. We want the community to know that Galilee is a welcoming, accessible, and affordable place to gather on Charlotte's East Side.

Creation Care: Galilee is fortunate to be situated on over 2.5 acres of land with two buildings and beautiful green spaces in the heart of East Charlotte. Our Community Garden contains over 40 plots that are tended by families from around the world. Our front lawn, called the Galilee Green, includes a pollinator garden and an edible garden (figs and blueberries) which is open for everyone to enjoy. Our indoor hydroponic tower gardens provide fresh greens year-round. Galilee's leadership recognizes the need to upfit our facilities as requests for space usage increase. Caring for our building and grounds and investing in maintaining our physical assets remains our priority to do God's work in serving others.

### **What are your plans for the coming year?**

For the remainder of 2024 and into 2025, Galilee's board, staff, and partners will continue to show radical hospitality, welcome, provide gathering space, and facilitate opportunities for cross-cultural community and spiritual connections. We will continue to explore new avenues for



engaging the community, creating a sense of belonging, and meeting the needs of the community in East Charlotte and beyond.

In the coming year, Galilee's board and staff would like to focus on:

- Once Galilee's strategic plan is adopted, we will start working towards meeting our mission, goal areas, and strategies through implementing year one (of three) tactics.
- Designing and starting an inclusive, mid-week Episcopal worship service.
- Continuing to:
  - Strengthen relationships with neighbors around Galilee (e.g., Project 658, CMPD Eastway Division, Centro Medico Latino, Missionaries of Charity, Merry Oaks International Academy)
  - Listen to the needs of our community and congregations
  - Connect with parishes in the convocation to raise awareness about Galilee
  - Form strong, intergenerational community partnerships to address the needs of vulnerable populations
  - Develop a fundraising plan, including an event to celebrate Galilee's 10-year anniversary in 2025
  - Reimagine Galilee's monthly community partners meeting to foster more intentional communication and collaboration

Submitted by the Rev. Emily Parker

## GOOD SAMARITAN FUND

### **Statement of Purpose**

To distribute grants supporting programs operated by any non-profit organization (church or community-based) which provide economic opportunity, housing, education, health, social services access, and/or spiritual support for low-income African Americans in the greater Charlotte community.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Created in 1961 with the residual cash funds from the sale of the Good Samaritan Hospital in Charlotte, the Good Samaritan Fund has been distributing grants for over 55 years to organizations providing support for low-income African American communities in the greater Charlotte area. In 2022 the Good Samaritan Board initiated a 5-year plan to dedicate 90% of our annual funding to support Charlotte's two Episcopal mission churches: St. Michaels and All Angels and the Chapel of Christ the King.

In April of this year, the board met to distribute our 2024 fund distribution of \$47,000. As mentioned above, 45% of this distribution was awarded to St. Michael and All Angels and 45% was awarded to The Chapel of Christ the King, both in support of their ongoing programming. The additional 10% was distributed to A Better World (supporting a Read to Live initiative for low-income elementary and middle school students); Entryway (supporting an initiative providing housing/job skills to unhoused individuals with the goal of economic self-sufficiency); and St. Mark's Episcopal Church, Huntersville (providing maintenance funding for a local slave cemetery). All of these grants fulfill the requirements of the Good Samaritan Funds bylaws and support the diocesan mission strategic goals of Racial Reckoning, Justice, and Healing, in addition to Congregational Vitality and Formation.

### **What are your plans for the coming year?**

The Good Samaritan Fund board will continue to fund its priorities with a focus on the African American community within the Charlotte, NC community at-large.

Submitted by Mike McCrohan

## HISTORIC PROPERTIES COMMISSION

### **Statement of Purpose**

To direct and support the preserved historic churches and cemeteries of the Diocese.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Helped manage the preservation and maintenance of our preserved historic churches. Negotiated the sale and private transfer of one church and added a new church under direction of the Diocesan Council. Developed and began implementation of the identification and marking of neglected African-American burials in historic Episcopal cemeteries owned by the diocese. Developed a transition plan available to declining churches to become preserved historic churches as a way to maintain relationship with the diocese.

### **What are your plans for the coming year?**

Evaluate the addition of as many as six current parishes/missions to become preserved historic churches.

Preserve and mark African-American burial sections in cemeteries owned by the diocese.

Submitted by Claude Snow

## HISTORIOGRAPHER AND THE CHARTERED COMMITTEE FOR HISTORY AND ARCHIVES

### **Statement of Purpose**

By canon, the historiographer is charged with collecting, classifying, preserving, and publishing materials relating to the history of the diocese. The historiographer is also responsible for the oversight of the diocesan archives and for providing oversight and direction to the archivist. The chartered committee serves as a council of advice to the historiographer.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

In April, the committee hosted a diocesan History Day at Christ Church, Raleigh, and Old St. John's, Williamsboro, focused on the episcopate of our first elected bishop, John Stark Ravenscroft (1823-1830). This bicentennial observance was directed toward the racial history of our diocese and the need to tell Ravenscroft's story with attention to his racial attitudes and practices as a slaveholder.

The historiographer has also continued research and writing about the racial history of our church. In March, his article on the founding of St. Augustine's School in Raleigh was published in Anglican and Episcopal History. His account of ministry among African Americans in Pittsboro has been posted to the diocesan website. His research on All Saints', Warrenton has been incorporated into a National Register of Historic Places nomination. That nomination is currently under review by the staff of the State Office of Historic Preservation.

The historiographer and archivist are engaged in responding to research requests on racial subjects. The historiographer responds specifically to queries that concern matters of historical assessment and interpretation.

The archivist and historiographer worked with the bishops and diocesan staff, and with the rector and vestry of the Church of the Good Shepherd, Raleigh, to secure a lease for archival storage space for the materials that were previously held at our 200 W. Morgan property. The archivist oversaw the transfer of the archival materials to Good Shepherd and the procurement, assembly, and placement of new shelving units for approximately 500 document boxes. Besides archival storage, the new space affords room for records processing. This is a very workable arrangement, but it still necessitates keeping some archival material off site in a commercial climate-controlled storage facility elsewhere in Raleigh.

Researching and answering both internal and external requests remain top priorities for the archivist, with around 90 documented responses this past year. The ongoing processing and listing of our diocesan records in a searchable database will help facilitate current and future history research in and among multiple locations. During the "sorting out/packing up" process in advance of the relocation of Diocesan House in January 2024, the archivist also supervised the distribution of a room full of books, along with the disposition of surplus liturgical items such as

vestments, vessels, altar books, linens, processional crosses, stands, wall hangings, textile banners, flags, stands, miscellaneous ecclesiastical and other furniture. The archivist continues serving on the Diocesan House Relocation Committee, with some decisions remaining on interior design elements.

Away from the papers, boxes, shelves and lists, the Archivist participated in a variety of history/archives-related events: in Charlotte (March), to present a talk hosted by the Mecklenburg County Park and Recreation Department about the Chapel of St. Mary the Virgin, formerly part of our Thompson Orphanage and currently the only remaining building on the original site; in Louisville, KY (June), to receive the Triennial "Distinguished Woman" award from the Episcopal Church Women of this diocese; in nearby Rolesville (September), to witness the unveiling ceremony for a new memorial to George Taylor, the only currently identified victim of lynching in Wake County (1918); and in Hillsborough (September), to enjoy the history-filled 200<sup>th</sup> anniversary of St. Matthew's Church as a special guest.

**What are your plans for the coming year?**

The historiographer and archivist will continue their ongoing work of conducting research and responding to research requests. They will work with the chartered committee and other interested parties in hosting another History Day. For the upcoming 209<sup>th</sup> Annual Convention, the archivist is preparing a special exhibit highlighting the ministry of the Most Rev. Michael Curry.

Submitted by the Rev. N. Brooks Graebner

## INVESTMENT COMMITTEE

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The Investment Committee is pleased to report the following:

- A 8/31/24 market value for the EDNC Funds of \$50,568,686.38.
- The return YTD was 10.43% net of fees, and since the inception date returns were 8.30% net of fees with an inception date of 1/1/2017, which was slightly ahead of the custom benchmark of 8.26% for the same period.
- The funds are managed by Sterling Capital, a wholly owned subsidiary of Guardian Capital.

We will receive our next quarterly update on November 13<sup>th</sup>, 2024

Submitted by William Robert Newell

## KANUGA

### **Statement of Purpose**

To serve as a gathering place inviting all people to connect with each other, nature, and the Creator

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

It is challenging to write this report on the heels of Tropical Storm Helene. So many in our region are hurting, homeless, without power and basic needs. Kanuga itself has sustained devastating losses and damages. And another hurricane is readying itself to rain down on Florida. We pray for the thousands of souls suffering under these tragic events.

Was there a day before Helene? It seems like 2024 prior to Helene is a distant memory. I'll attempt to look back and report on what came "before."

Through the end of September, the fiscal year was looking strong, with solid financials, successful programs, and generous donors and volunteers fully engaged.

Mid-summer, we learned the exciting news that we received a grant from Trinity Wall Street to make possible a new program: Kanuga Leadership Residency. The project grant of \$370,000 will fund the creation of a hybrid leadership training program for clergy and lay leaders. The curriculum will advance The Episcopal Church's mission to restore all people to unity with God and each other in Christ.

In addition, we completed a thorough capital assessment of Kanuga's buildings, including cottages, guest houses, the chapel, and group meeting spaces. We prioritized the repairs or reconstruction needed and developed a main campus land plan.

The safety and security team continued its work with a professional consultant to complete revisions to our emergency preparedness procedures, run crisis simulations, and apply for a federal grant to support safety enhancements.

Our program team began work on re-envisioning youth offerings with an eye toward better aligning our traditional programs with current needs of youth across the country.

Infrastructure improvements this year included the following:

- Fishing Pier
- Dam
- Colhoun Room for Children
- Trails
- Cottage Roof Repairs

Foster Educational Garden welcomed weekly Good News Gardens from St. John's in the Wilderness Flat Rock. Together, we tended and harvested organic spices, flowers, and vegetables, donating hundreds of pounds of fresh produce to community members in need. We continued to nourish our honeybee colonies and began a mushroom cultivation project.

We hosted or plan to host a number of conferences, including AwakeningSoul, Renewal, Youth Week, Winterlight, Knitting & Quilting, Iconography, and Freedom to Seek with poet John Roedel and the Rev. Chantal McKinney. We continued the new concert series, "Music in the Pines," with musician-in-residence Simon de Voil as well as An Evening for All Souls. Two service events, Spring Clean and Homecoming, saw volunteers from within the Diocese of Western NC and beyond lending a hand to spruce up the gardens, grounds, and Chapel of The Transfiguration for the season.

We have been blessed and pleased to welcome parishes, dioceses, Spiritual Directors International, Daughters of the King, Good News Gardens of The Episcopal Church, more than 50 weddings, the nationally known Belgian Waffle cycling event, and many businesses and nonprofits. We invited the greater community to join us for special meals celebrating Easter, Mother's Day, and Thanksgiving, and worked with several parishes in our deanery to host a beautiful Feast of the Ascension event for families. It's truly been a wonderful year.

Now, back to today. Tropical Storm Helene was the most devastating weather event to impact Kanuga since the great flood of 1916. Fortunately, while the damage is great, it is not catastrophic. We will recover. That said, we have significant damage to at least two cottages as well as the lakefront pavilion. Trees are down on several other buildings and some roofs sustained wind damage. The lake level was so high that the lower portion of the pavilion flooded with several feet of water. Operations are temporarily suspended while we assess the damage and plan for the required repairs.

Hundreds have reached out to offer help with what will be a massive clean-up effort. This is deeply meaningful and the time for it will come, once campus is more secure. More immediately, philanthropic support is critical. During the coming months as we await the settlement of insurance claims, cash flow will be low while the need to make repairs will be high.

We will soon transition to serve as a resource for the greater community: housing nurses, doctors, first responders and others. Plans are also underway to support parish mission trips to the area for work that will last months, if not years.

Kanuga has always bounced back, by God's grace, and we know that this time we shall yet again. This holy place has been a refuge, a place of respite and renewal for almost 100 years. With God's help, nothing will stop us from preserving the legacy of that mission. My gratitude knows no end.

Respectfully submitted,  
The Rev. Michael R. Sullivan  
President / CEO



## MISSION ENDOWMENT BOARD

### **Statement of Purpose**

The Mission Endowment Board's mission is to support the innovation needed to implement mission strategy of the Diocese by making grants to applicants.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

### **What are your plans for the coming year?**

To have one grant cycle (November 30 deadline) in which we continue to receive applications and make grants, as appropriate. Should there be enough funds for a spring cycle, we will also make further grants available.

Submitted by the Rev. Robert Black

## MISSIONARY RESOURCE SUPPORT TEAM (MRST)

### **Statement of Purpose**

The Missionary Resource Support Team (MRST), a chartered committee of the Diocese of North Carolina, provides financial support to mission congregations, small parishes and newly established worshipping communities in the diocese who are intentionally carrying out the mission of the church, and that of the Diocese of North Carolina, in their unique ministry context.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

MRST has been in the process of working with the bishops, canons, and missionaries to make our processes more equitable and transparent for all. We've worked on this for the past few years, and MRST has subsequently changed quite a bit in its scope and mission. We have been able to identify ways to improve our process moving forward for all who wish to apply for this grant.

MRST serves to support communities that need a bit of financial help to help them dream and implement the mission that they have prayerfully discerned. Our goal in discerning our distribution of funds is to help those communities thrive and be able to do the good work they are called to do. We are also able to help ask questions of applicants to help them explore their current and future missions in their communities.

MRST believes that formation happens in many and various ways beyond the classroom. The process of applying for a grant and having conversations about how the grant would positively impact the community, we hear and call attention to the areas that formation is already being displayed in the church and their response. In addition to hearing how grants will financially impact the church, we also hear how the community of faith will be formed as well.

Having the benefit of talking with congregations that are actively dreaming of ways to live more fully in their call to be the hands and feet of Christ in our world, we hear about the wonderful ministries that are already taking place. Having this knowledge our committee can share with the council as well as other neighboring communities of faith about the work particular applicants are already doing and will do in the future as a result of the funds provided through the grant. This helps us make connections beyond the grant process to affect real and lasting collaboration between communities already in place.

The MRST Grants are available to any congregation that would like to use the funds for mission and ministry, including ministries that focus on Creation Care.

We have contacted each applicant and notified them of the award given to them through the approval of the Diocesan Council.

**What are your plans for the coming year?**

To continue to discern how these funds can be best used in support of congregations and our diocesan mission strategies.

Submitted by the Rev. Ginny Wilder

## MURDOCH MEMORIAL SOCIETY

### **Statement of Purpose**

The Francis J. Murdoch Society administers a trust fund governed by Canon 37 of the Diocese of North Carolina which exists to aid "fit persons who desire to prepare for the ministry of the Church" (Canon 37, Sec 3). Under all ordinary circumstances, this aid is given in the form of a loan to a person enrolled in a seminary and which becomes cancelable upon ordination. Otherwise it shall be in full legal force and effect until paid.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

In 2024 the Murdoch Society distributed awards totaling \$7,500 to three qualifying seminarians from the Diocese of NC. We continue to focus on supporting those most in need and are looking at ways to contribute to those seminarians who plan to return to NC for their ordained ministry.

### **What are your plans for the coming year?**

Distribute funds to seminarians, particularly those who will be returning to NC.

Submitted by the Rev. Marion Sprott

## NORTH CAROLINA COUNCIL OF CHURCHES

With 19 denominations representing over 6,200 congregations in N.C., the Council provides incarnational evidence of Christian Unity. By creating unity without expecting uniformity, member bodies collaborate on matters that contribute to the flourishing of God's creation. We are grateful to the Episcopal Diocese of North Carolina for their support and for the leadership on our Governing Board provided by the Rev. Sarah Woodard and the Rev. Jill Biemdiek, Durham, N.C.

**Faith Forward Democracy Network** engages faith leaders across the state as trusted community voices to reassure people that North Carolina elections are fair, safe, and secure. The Council website includes worship resources (prayers, liturgies, sermon suggestions) for congregations to incorporate into the ministry. We also offer a Faithful Voter Guide for those looking for ways to refract public policy issues through the lens of faith. For more information, contact [info@ncchurches.org](mailto:info@ncchurches.org).

- **Capital Punishment Abolition** has long been a priority for the Council. With our allies from N.C. Coalition for Alternatives to the Death Penalty we are focused on adding North Carolina to the list of states who no longer allow this arbitrary and retributive practice. For more information, contact [info@ncchurches.org](mailto:info@ncchurches.org).
- **Reproductive Rights** advocacy is about more than abortion, a decision best left to the pregnant person, her health care providers and her support network of family and friends. Reproductive rights include the right to have a child, the right not to have a child, and the right to raise that child in a safe, healthy environment. For more information, contact [info@ncchurches.org](mailto:info@ncchurches.org).
- **Gun Violence Prevention** advocacy focuses on telling the truth about gun violence in our country. We know the majority of gun deaths are suicides; the next highest number is homicides, usually among people who know each other or who are related to one another. Our work is to help people understand how guns end up in places that create great harm and what each of us can do to make all of us safer. For more information, contact [jennifer@ncchurches.org](mailto:jennifer@ncchurches.org).
- **The Opioid Overdose Response Program** educates people of faith about compassionate responses to these growing health concerns and opportunities to reduce the associated stigmas. We provide avenues to engage the overdose crisis by connecting congregations to resources in their communities. If you would like to host an event or learn more about this project, contact [donna@ncchurches.org](mailto:donna@ncchurches.org).
- **Cash Bail Reform** is a part of our criminal justice system coming under the microscope for its unfair application. It is also a misunderstood piece of the justice system, making it harder to reform. The Council has assembled a team of representatives from several of our member denominations to help educate all of us about Cash Bail Reform and advocate for better practices. For more information, contact [info@ncchurches.org](mailto:info@ncchurches.org).
- **Eco-Justice Connection (EJC)** is a multi-faith program area focusing on environmental and climate justice, with an emphasis on "advocating with compassion." A keystone initiative of EJC is NC Interfaith Power & Light. EJC's program mission is to educate, inspire, and mobilize people of faith and conscience to act on climate change as a moral imperative. For more information, contact [susannah@ncchurches.org](mailto:susannah@ncchurches.org).
- **Partners in Health and Wholeness (PHW)** provides tools to help faith communities form healthy habits by supporting congregation-based health ministries with resources. Current foci are mental health, substance use disorder, tobacco use cessation, healthy aging, healthy eating, and exercise. For more information, contact [phwinfo@ncchurches.org](mailto:phwinfo@ncchurches.org).
- **Confederate Monument Removal.** The Council has joined the work of the N.C. Commission on Racial and Ethnic Disparities in Criminal Justice to move confederate monuments from courthouse lawns. If you live in a county currently working on such an effort or would like to begin leading such an effort, please contact: [info@ncchurches.org](mailto:info@ncchurches.org).

Other areas of emphasis include paid family leave endorsement, fair courts advocacy, and voting rights and democracy advocacy. Resources are available online and our staff is available to help your congregation address any of the myriad concerns that arise in our contemporary setting. If you have any questions or are interested in more information, please contact us at [info@ncchurches.org](mailto:info@ncchurches.org), or call our office at 919-828-6501.

**90<sup>th</sup> Anniversary Celebration:** make plans now to join the Council in 2025 as we celebrate our 90<sup>th</sup> anniversary. The year will be filled with opportunities to connect to the mission of the Council and learn more about our justice advocacy work across the state. We will culminate the year with a day of learning and worshipping together.

Denominational members include Alliance of Baptists · African Methodist Episcopal Church · African Methodist Episcopal Zion Church · Christian Methodist Episcopal · Christian Church (Disciples of Christ) · Episcopal Church · Evangelical Lutheran Church in America · General Baptist State Convention · Metropolitan Community Churches · Mennonite Church USA · Moravian Church in America · Presbyterian Church (USA) · Reformed Church in America · Reformed Churches of God in Christ, International · Religious Society of Friends · United Church of Christ · Unity Fellowship Church Movement · United Methodist Church Southeastern District Church of the Brethren.

Jennifer E. Copeland, Executive Director  
[www.ncchurches.org](http://www.ncchurches.org)

## NORTH CAROLINA EPISCOPAL CHURCH FOUNDATION

### **Statement of Purpose**

"The purposes for which the Corporation is formed are to aid by making loans, grants, gifts, or otherwise, parishes, missions, or unorganized groups of the Protestant Episcopal Church in the Diocese of North Carolina, or institutions owned by the Diocese, in the erection, repair, renovation, or improvement of church buildings, grounds or property, the acquisition of church properties and the payment of priests or lay workers, under such rules and regulations as the Directors of this Corporation shall hereafter from time to time establish." (from 1955 charter)

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The North Carolina Episcopal Church Foundation was privileged to assist many worshiping communities and ministries in the diocese through individual grants totaling \$103,192.74 in addition to our contributions to the Sustainability Fund.

Forty percent of NCECF's spendable distribution goes to the Sustainability Fund, which provides a stable funding stream for the financially most vulnerable of our congregations, most of which are communities of color. We have also become aware that a sizable loan made in the past few years to a congregation of color was needed because of physical plant problems created when the church building was moved years ago by the city from a white neighborhood to a Black one. We are in discussion as to how we can bring some healing to that situation.

We gave Green Grants totaling \$35,000 to seven congregations to help them in reducing their carbon footprint, save money, and operate more sustainably.

We assisted vulnerable missions and parishes with \$29,500 in Mission Grants for bricks and mortar needs. One of these grants enabled the church to expand a feeding ministry that also teaches culinary skills. These grants relieve church budgets so that more money can be spent on mission and ministry and thus give a boost to congregational vitality.

We also made \$12,112.64 in Innovation Grants. These funds, made available during COVID, assist churches in upgrading technology.

Our largest single grant was to repair the facility of the former St. Mark's, Raleigh, so that it could become a community center and collaborate with surrounding agencies in assisting those in need.

### **What are your plans for the coming year?**

Having approached the limit of our available monies for the first time, the NCECF will monitor our granting schedule to insure that some funds remain available for late in the year.

We will continue to listen to the needs and dreams of the diocese and support those, showing good stewardship of the funds entrusted to us.

Submitted by the Rev. Bradley Mullis

## PASTORAL RESPONSE TEAM

### **Statement of Purpose**

The diocese's Pastoral Response Team is a group of lay and ordained women and men annually appointed by the bishop for their collective professional experience in the fields of pastoral care, spirituality, psychology, congregational life, law, and conflict mediation.

Members of the team are available to provide valuable insight, resources, and planning for clergy, employees, vestries and congregations who are dealing with sensitive pastoral situations that require pastoral, psychological, legal, and/or professional counsel. These situations could include church employees, lay or ordained, or church members.

The team's canonical agendum is to facilitate the pastoral response mandated in matters of ecclesiastical discipline by the provisions of the Canons of the General Convention of The Episcopal Church (Title IV. Canon 8.) The work of the team extends beyond this mandate, however, as members of the team have been called upon to bring wisdom and guidance to congregations in situations where the normal pastoral resources of the congregation are at their limits.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

In the past year, the PRT has been involved mostly in background discussions and half-day meetings, building team capacity and offering counsel to the bishop and the canon to the bishop. We have fielded a number of calls through the PRT hotline. We have been directly and actively involved in a major incident in the diocese addressing a situation of race-based violence. We have offered programs for clergy on building lives of prayer and reflection in a supportive community. The majority of our work thus aligns with mission goals 1, 2, and 3.

**What are your plans for the coming year?**

We will continue to meet quarterly to build team capacity and remain available to the diocese for consultation and action at the bishop's direction.

Submitted by the Rev. Robert Fruewirth



## PENICK VILLAGE & CHAPEL OF THE TRANSFIGURATION

### **Statement of Purpose**

Penick Village is a Life Plan Community situated in Southern Pines. Our mission statement is as follows: "Penick Village is a faith-based nonprofit organization, Penick Village's mission is to cultivate a friendly and safe community where residents have the freedom to focus on their wellness and relationships while living to life's fullest potential."

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

From the office of the CEO;

"Penick Village's success is shown by the remarkable scores from its resident surveys which are a testament to the high-quality life care provided. These outstanding results have spurred positive developments in both sales and marketing, leading to full occupancy and reserved capacity.

"At the heart of these achievements is Penick Village's unwavering commitment to Bishop Penick's vision—ensuring support for those who have outlived their resources through no fault of their own. On average we help support 20 residents through the Benevolent Assistance program which raised close to \$1,000,000 this year. However, a persistent need remains, and we hope that individuals will continue to support our residents, allowing us to uphold the mission of Penick Village and ensure that no resident is ever turned away. It is evident that Penick Village is thriving in many ways, and we are most grateful for all the assistance given to our community."

From the office of the chaplain:

Penick offers numerous opportunities for spiritual wellness on campus including weekly Bible studies, worship services in all communities, holistic programs of meditation, opportunities for volunteering both on and off campus, and spiritual care during end-of-life transition.

In the past year, Penick Village also welcomed the Reverend Lisa Vickers to our staff as a deacon, focusing mainly on support to our health care residents and participating in Sunday worship liturgies.

Last year we partnered with Emmanuel Church for an intergenerational Lenten program with the parish's youth group. We also partnered with the diocesan retired clergy group by hosting their bi-annual gathering at Penick Village with a presentation on "Creative Aging."

Our chaplain continues to serve as the diocesan chaplain to retired clergy in the Sandhills and is diocesan chaplain to the Daughter's of the King.

To assist and support our staff, Penick continues its "Theide Fund" program offering grants and loans for emergency situations, financial and medical hardships, and education support.

In 2024, a new education program was launched. It is called The Van Camp Futrell Employee Scholarship Program and described as: "Created in honor of Cheryl S. Futrell's dedication and expanded with the generosity of Robert "Rip" Van Camp, this fund supports the educational goals of Penick Village." This initiative will support multiple staff members yearly with funds for tuition in traditional college programs as well as trade schools.

**What are your plans for the coming year?**

From the Office of the CEO:

"Strong engagement metrics have bolstered confidence among stakeholders, securing financing for a significant construction project. Set to begin by the end of 2024, this is Penick Village's largest expansion in its 60-year history. The project includes 44 new independent living residences, a state-of-the-art wellness center, a new welcome / guard house, and extensive renovations to the healthcare building."

From the Office of the Chaplain:

In the coming year, the spiritual care department hopes to increase volunteer opportunities for residents both on and off campus; continue its partnership with Emmanuel Church's youth group through another intergenerational Lenten program; expand education and training in dementia-related topics across campus; offer several programs on campus to engage the topic of racial reconciliation including through movies, presentations and conversations.

Our chaplain will also continue to serve as chaplain to retired clergy of the Sandhills and diocesan chaplain to the Daughter's of the King.

Submitted by the Rev. Colette Bachand

## RACIAL JUSTICE AND RECONCILIATION COMMITTEE

### **Statement of Purpose**

To further racial reckoning, justice, and reconciliation throughout the diocese.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

At the direction of Bp. Rodman, the RJRC's focus is on the first mission strategy goal, Racial Reckoning Justice and Healing. Our member activities to date in 2024 include:

1. Provided feedback to diocesan leadership on the Diocesan Hiring Practices Report.
2. Submitted recommendations to diocesan leadership in response to the January 2024 Bishops' Ball incident.
3. Participated in multiple events throughout the diocese, including:
  - a. Blessed Absalom Jones Celebration, St. Augustine's University, Raleigh (February)
  - b. "Wilmington's Lie" Book Study and Pilgrimage to Wilmington (March/April)
  - c. Diocesan History Day at Christ Church, Raleigh (April)
  - d. Luncheon Roundtable hosted by Christ Church, Raleigh (July)
  - e. Pauli Murray Service hosted by St. Titus', Durham (July)
4. Promoted anti-racism education and awareness:
  - a. Co-sponsored a two-day visit to Durham by Cole Arthur Riley, author of "This Here Flesh" and "Black Liturgies."
  - b. Funded seats for 20+ clergy and lay leaders from multiple parishes to attend a two-day Racial Equity Training workshop, including all eight members of the 2023/24 Johnson Service Corps cohort and staff.
  - c. Distributed 40 book study kits to parishes around the diocese which included Jemar Tisby's book "How to Fight Racism" along with the accompanying DVD and study guide.
5. Collaborated with the Reparations and Restitution Ministry:
  - a. Three RJRC members attended the Confronting Whiteness Conference with a theme of "Reparations" hosted by Myers Park Baptist Church in Charlotte (February).
  - b. Co-chairs Lew Myers and Cathy Rimer-Surles met with the Reparations Committee to discuss collaboration efforts (June).
  - c. Lew and Cathy attended The Episcopal Church's "Reparations Summit" in Arlington hosted by Virginia Theological Seminary (September).
6. Began Pilot Diocesan Outreach Initiative:
  - a. Identified six parishes that will serve as initial "Mentors" to parishes seeking to increase their racial justice and reconciliation activities and initiatives.
  - b. Identified several potential "Mentee" parishes and have begun the process of matching them with Mentor parishes..

**What are your plans for the coming year?**

1. Advise diocesan leadership on diocesan hiring practices and on other issues relating to Racial Justice and Reconciliation that may arise throughout the year.
2. Fund anti-racism education and pilgrimages for diocesan staff, clergy, and lay leaders throughout the diocese.
3. Host retreats and gatherings for committee members and other stakeholders.
4. Conduct outreach to parishes and convocations throughout the diocese to increase their engagement with racial reckoning, justice, and reconciliation.
5. Increase the RJRC's visibility through the diocesan website and by active participation in diocesan events.
6. Offer regular Dismantling Racism Workshops throughout the diocese. (Jenny Beaumont, Formation)
7. Support Reparations and Restitution Ministry activities and programming. (The Rev. Canon Lindsey Ardrey, Reparations)

Submitted by Cathy Rimer-Surles and Lew Myers

## SAINT MARY'S SCHOOL (RALEIGH)

### **Statement of Purpose**

Saint Mary's School, a community dedicated to academic excellence and personal achievement, prepares young women for college and life.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

As an all-girls Episcopal high school with local, long-distance domestic, and international students, Saint Mary's strives to provide students with both breadth and depth academically while also forming them as young women of spiritual integrity and future leaders. In the past year we have continued to emphasize the importance of dialogue across divisions and relationships across identities, striving to keep human dignity at the forefront of our discussions and activities. We have multiple active formation opportunities available to students that go beyond the required twice-weekly chapel services and Sunday evening Vespers meditations. We have also begun expanding our course offerings in Religious Studies, opened our Community Service program to new partnerships and possibilities, and increased the frequency of interfaith education and observances.

### **What are your plans for the coming year?**

1. Continuing to innovate our worship life and empower students (and adults) to share messages of spiritual depth with the community.
2. Assessing the current Religious Studies program and continuing to expand course offerings and content.
3. Developing partnerships with a small number of local nonprofits through the Community Service program.
4. Intentionally honoring the voices, stories, and experiences of students from a diverse variety of cultures, backgrounds, and traditions.

Submitted by the Rev. Maggie Stoddard

## SEWANEE THE UNIVERSITY OF THE SOUTH

### **Statement of Purpose**

Located on a 13,000-acre Domain on the Cumberland Plateau in Tennessee, the University of the South is a premier liberal arts college and seminary of The Episcopal Church that cultivates academic excellence, community values, and environmental stewardship and produces informed, self-aware, and participatory citizens for our democracy and servant-leaders for the world. The role of the Board of Trustees is to embody the university and sustain its existence and manifest the relationship of the university with The Episcopal Church.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The Board of Trustees held its annual meeting on October 3-4.

Overall, the university is strong and healthy. A new strategic plan "Elevating Mind, Heart, and Place" has been approved, charting a path of progress through 2030, and laying the groundwork for the next capital campaign.

While currently operating at a deficit and drawing from the endowment for operations, a "Deficit Elimination Attack Team" has been formed and tasked with exploring options for getting back on more stable financial footing.

The upcoming accreditation process will be led by Provost Scott Wilson.

Thirteen new tenure-track faculty have been hired, including 3 who are part of the Truth, Racial Healing, and Transformation cohort. New faculty/staff housing is being built.

Following Peter Gray's resignation, an interim is in place and a search for the next university chaplain will be underway soon.

There are 504 new students in the college—482 first-years and 22 transfers, representing 37 states and territories and 14 countries outside the U.S. The college welcomed 8 transfer students from Birmingham-Southern following their sudden closing.

The School of Theology has moved back into Hamilton Hall following an extensive renovation. The seminary welcomed 13 new M.Div. students this fall, and 29 new students total.

Education for Ministry will roll out new content in June for the 50th anniversary of EFM.

A new exchange program welcomes seminarians from Sri Lanka and Malawi to study at Sewanee, while also giving American students the opportunity to travel for contextual learning.

Dr. Renia R. Dotson, C'88, a surgeon in Greenville, Mississippi, is the new chair of the Board of Regents.

The Names and Places Committee has transitioned to the Heritage and Healing Committee, and will be following up on the recommendations related to names and memorials on campus with ties to the Confederacy.

Submitted by the Rev. Carmen Germino

## ELLA AND LEICESTER SWINDELL MAJOR SPEAKERS FUND

### **Statement of Purpose**

Our purpose is to through prayer consider what the diocese can do to expand the tent and help others to know that they are God's beloved.

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

We are creating a comic book that identifies the LGBTQ+ people in scripture and the LGBTQ+ experiences in scripture. This work is not necessarily for people in the diocese but to let those in this community know that they are God's beloved.

### **What are your plans for the coming year?**

Finish the comic and distribute it to the LGBTQ+ community and pass it along to the diocese.

Submitted by the Rev. Matt Addington



## THOMPSON CHILD & FAMILY FOCUS

### **Statement of Purpose**

Thompson's mission is to serve children & families through healing, teaching, worship, and play. Our vision is to ensure all children are healthy, all families are thriving, and all communities are strong.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

Regarding Racial Reckoning, Justice & Healing - Thompson works to serve youth and families of all ethnicities, races, and national origins. We aim to serve the most marginalized and ensure healing. Our Equity & Inclusion Committee strives to foster an inclusive environment and educate our staff to honor, respect, and celebrate our differences.

Regarding Congregational Vitality - Thompson welcomes folks from congregations to engage with our agency, staff, and programs via volunteerism through giving of time, talent, and treasure.

Regarding Formation - Thompson is a 501(c)(3) nonprofit and does serious, transformative work with youth and families. We understand that changing lives changes everything.

Regarding Collaboration and New Communities - Thompson actively seeks collaborative partnerships to support youth and families in communities throughout NC. We welcome groups who wish to engage with those experiencing trauma and those seeking mentorship.

Regarding Creation Care - Thompson encourages conservation of resources, completes energy assessments agency-wide, and seeks ways to lessen our waste/carbon footprint.

### **What are your plans for the coming year?**

As we continue our fiscal year into 2025, Thompson seeks to positively impact more clients with high-quality services, continue to develop our leadership, and continue to engage with our communities to ensure we're nurturing lasting partnerships.

Submitted by Andrea Smith

## TREASURER

### **Statement of Purpose**

Safeguarding the financial affairs of the diocese

**Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

The Treasurer's primary responsibilities include safeguarding the assets of the Diocese of North Carolina and assisting the CFO with the financial reporting and budget of the diocese.

All diocesan Common Trust funds are conservatively invested.

To ensure returns on diocesan investments meet or exceed established 1-year, 3-year, and 5-year benchmark levels, The treasurer and the chief financial officer work closely with Sterling Capital, the diocese's Common Trust investment management firm.

The treasurer and the CFO attend the quarterly portfolio review meetings with Sterling Capital Management representatives. In these meetings, investment market conditions and trends are reviewed and discussed.

The treasurer and the CFO work closely with Truist Bank management to significantly improve the efficient processing of receipts and disbursements and enhance the safeguarding of all bank funds.

The treasurer and the CFO increased the interest earned on funds deposited in Truist Bank. This was accomplished by renegotiating the basic interest rate earned from deposited funds and transferring funds from basic Truist Bank accounts to Truist Bank money market accounts.

The treasurer assisted the CFO in the diversification of the diocese's banking arrangements by adding Bank of America as one of its business banks.

The treasurer serves as a member of various diocesan boards and committees including the Audit and Finance Committee, the Planning Committee, the Mission Endowment Board, the 200 West Morgan Street Proceeds Distribution Recommendations Task Force, and the Diocesan Council.

The Audit and Finance Committee expanded the number of churches it helped with their financial reporting and the completion of their 2023 audits. "Churches Helping Churches"

Small churches and other churches are encouraged to seek the assistance of the Audit and Finance Committee whenever financial reporting assistance is needed.

Members of the Audit and Finance Committee include qualified parishioners from various churches within our diocese, with extensive financial experience in church financial reporting and private industry financial reporting. Experienced financial professionals within our diocese

are encouraged to join the Audit and Finance Committee Team.

The treasurer attends the Diocesan Council meetings and presents the latest consolidated Common Trust diocesan investment performance reports, the latest key economic indicators report, and the latest Mission and Ministry financial performance variance reports.

**What are your plans for the coming year?**

Work with the CFO, committees, and boards to extend God's Beloved Community while safeguarding the assets of the diocese.

Submitted by Gilbert Small

## TRINITY CENTER

### **Statement of Purpose**

Trinity Center welcomes guests of all ages and backgrounds to experience God's creation through work, study, and play on the North Carolina coast.

### **Describe the work of your committee, commission or board during the past year, paying special attention to the five mission strategy goals, which are. 1.) Racial Reckoning, Justice and Healing, 2.) Congregational Vitality, 3.) Formation, 4.) Collaboration and New Communities, and 5.) Creation Care.**

I am happy to be able to report to Diocesan Convention that Trinity Center has come through another year of success while being grateful for being spared from many of the storms that have affected various camps and conference centers throughout the Southeast. We have been made aware once again of the threats possible to our business and campus. This year, we have been fortunate!

The Strategic Plan adopted in 2024 by the Board of Managers continues to guide the work being done on the campus by the staff and the Board of Managers. The focus of the plan this year has mostly been on facilities and site management. Due to wear and tear and environmental challenges, the Sound to Sea staff bungalows became an unavoidable issue that needed to be addressed. In May, renovations were completed on one of the bungalows to make it habitable for the staff. Staff who are housed there now report a high level of satisfaction with the much-improved housing.

The second Sound to Sea bungalow's repairs are so extensive that it will need to be razed and a new structure built in its place. The Board of Managers has developed a plan of construction and financing to begin this project at the beginning of 2025. The Sound to Sea staff who were housed in the second bungalow are now being housed in the Pelican House until completion of the project.

The maintenance and repair of a property like Trinity Center is ongoing and constant. The Facilities Committee of the Board of Managers is planning and researching further improvements to the campus to be ready to begin following completion of the Sound to Sea bungalow project. Projects for consideration are improvements to the kitchen and dining area, the renovation of the housing clusters and improvements to accessibility of the campus. These are long-term projects that will take considerable financing to make possible. The board is committed to working to find the means to do this work. The Alice Hoffman Fund has been established with disbursements being made to Trinity Center for the last 3 years. This fund was established with proceeds from the sale of Trinity Center land. This fund will allow for some of the more urgent projects we have identified to proceed.

Other committee work from the Board of Managers has been to establish a "Trinity Ambassadors" program to facilitate communication between Trinity Center and local parishes. The Finance Committee has been hard at work putting together the budget for 2025. And the Governance Committee continues to work towards establishments of policies and procedures to improve the operations of the Board of Managers, to improve communication with the diocesan

committees and to support the work of John Koch, executive director.

Staffing continues to be a challenge for Trinity Center. Service industry jobs are difficult to fill in an area where cost of living expenses exceeds salaries. We have been fortunate to find workers to staff the kitchen and housekeeping staff while making adjustments when positions in other areas come open. Especially in the maintenance area, we have begun to make a shift towards hiring outside contractors to do some of the work needed as opposed to hiring more maintenance workers. Again, a huge thank you to the incredible staff!

Summer camp at Camp Trinity was well attended this year. A staff of 21 served just under 600 campers ranging from rising 2nd-12th grades. MaryBeth Bradberry worked hard to keep camp safe and fun for campers from all over North Carolina. We are excited to begin using online registration for Camp Trinity in 2025. We are hopeful this will benefit both families and the camp staff as we work out the kinks!

Sound to Sea was busy and full for both school groups and summer day camps. Trinity Center hosted 76 school groups with 3,280 children from places as far away as Illinois and as close as Morehead City. Summer camp offered programs daily for 340 children in the area and was full with a waitlist all summer.

Trinity hosted around 17,340 bednights (a bednight is one person, spending one night) in 2024 thus far and served over 52,000 meals! The staff and board continue to think creatively to fill empty space on the calendar and attract new business. The staff works tirelessly to welcome all guests and provide a top-notch experience for visitors. We are grateful for their efforts.

As chair of the Board of Managers, I feel lucky to be on the team working hard to keep Trinity Center moving forward. The challenges are many, but the efforts of the excellent staff, led by Executive Director John Koch, are what really keeps it all going on campus.

Submitted by Barbara Whitesides  
Chair, Trinity Center Board of Managers  
2024