JOURNAL

OF THE

TWO HUNDRED AND EIGHTH ANNUAL CONVENTION

OF THE

DIOCESE OF NORTH CAROLINA

IN

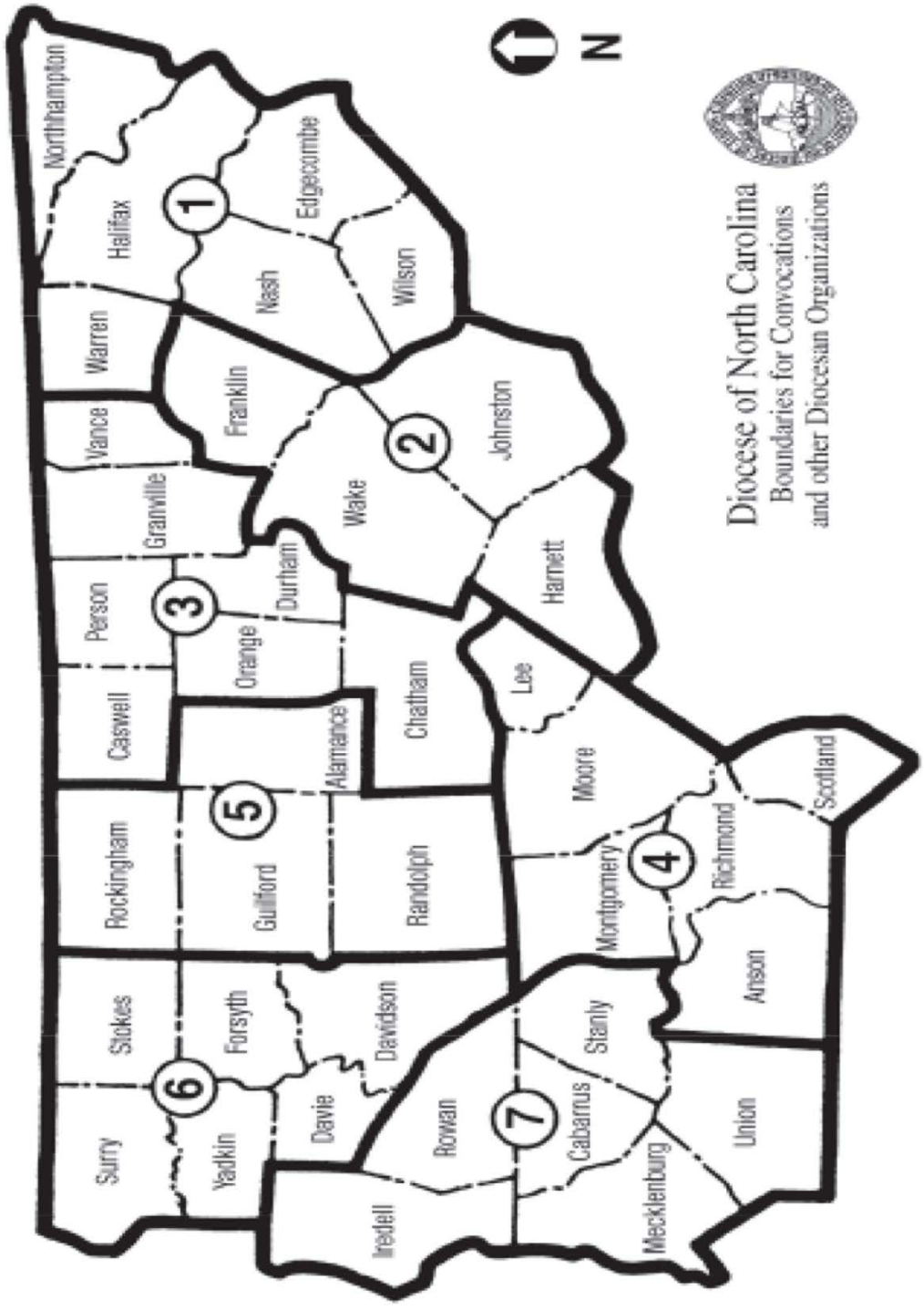
THE EPISCOPAL CHURCH

Winston-Salem
North Carolina
November 17-18, 2023

DIOCESAN OFFICE

Diocesan House
4800 Six Forks Road, Suite 300
Raleigh, NC 27609
919-834-7474 | 1-800-448-8775
Fax: 919-834-7546
www.episdionc.org

DIOCESAN MAP



CONVOCATIONS OF THE DIOCESE OF NORTH CAROLINA

Convocation boundaries are shown in the map opposite. Below is a list of convocations by towns and cities.

1. Rocky Mount
- Battleboro
- Halifax
- Jackson
- Littleton
- Ridgeway
- Roanoke Rapids
- Rocky Mount
- Scotland Neck
- Speed
- Tarboro
- Warrenton
- Weldon
- Wilson

2. Raleigh
- Cary
- Clayton
- Erwin
- Fuquay-Varina
- Louisburg
- Raleigh
- Smithfield
- Wake Forest

3. Durham
- Chapel Hill
- Durham
- Henderson
- Hillsborough
- Oxford
- Pittsboro
- Roxboro

4. Sandhills
- Ansonville
- Hamlet
- Laurinburg
- Rockingham
- Sanford
- Seven Lakes
- Southern Pines
- Wadesboro

5. Greensboro
- Asheboro
- Burlington
- Eden
- Greensboro
- Haw River
- High Point
- Mayodan
- Reidsville

6. Winston-Salem
- Advance
- Clemmons
- Cooleemee
- Elkin
- Fork
- Kernersville
- Lexington
- Mount Airy
- Walnut Cove
- Winston-Salem

7. Charlotte
- Albemarle
- Charlotte
- Cleveland
- Concord
- Davidson
- Huntersville
- Monroe
- Mooresville
- Salisbury
- Statesville
- Waxhaw

OFFICERS AND STAFF

(As of September 2024)

Bishops and Assistants

The Rt. Rev. Samuel Rodman, *Bishop Diocesan*

The Rt. Rev. Jennifer Brooke-Davidson, *Assistant Bishop*

Elizabeth Dawkins, *Executive Assistant to the Bishop*

Patricia Sarazen, *Executive Assistant to the Assistant Bishop*

Officers of the Diocese

Martin H. Brinkley, *Chancellor*

Henry C. "Chip" Howes Jr., *Vice-chancellor*

Marks Arnold, *Vice-chancellor*

Charles L. Till, *Secretary of the Convention*

Gilbert V. Small, *Treasurer of the Diocese*

The Rev. Dr. N. Brooks Graebner, *Historiographer of the Diocese*

Canons and Canon Missioners

Canon Catherine Massey, *Canon to the Bishop*

The Rev. Canon Lindsey Ardrey,
Canon Missioner for Diocesan Restitution and Reparations Ministry

The Rev. Canon Earnest Graham, *Canon Missioner for Regional Ministry (Northwest)*

The Rev. Canon Franklin Morales, *Canon Missioner for Latino/Hispanic Ministry*

The Rev. Canon Kathy Walker, *Canon Missioner for Back Ministries*

Mission Strategy

Joy Shillingsburg, *Mission Strategy Coordinator*

Transition Ministry

The Rev. Marion Sprott, *Transition Ministry Officer*

Adult and Lifelong Formation

Jenny Beaumont, *Missioner for Adult and Lifelong Formation*

Youth and Young Adult Ministries

Lisa Aycock, *Lead Youth Missioner*

Leah Dail, *Assistant Youth Missioner*

The Rev. Steve Cheyney, *Campus Minister, UNC-Charlotte Campus Ministry*

The Rev. James Franklin III, *Young Adult Missioner for Winston-Salem*

Dr. Sam Laurent, *Campus Minister, The Episcopal Center at Duke University*

The Rev. Kevin Lloyd, *Campus Minister, Davidson College*

The Rev. Hershey Mallette Stephens,
Dean of the Chapel and Spiritual Life, Saint Augustine's University

The Rev. Caleb Tabor, *Young Adult Missioner, Episcopal Campus Ministry-Raleigh*

Julie Tonneson, *Campus Minister, LEAF*

The Rev. Mary Cat Young, *Campus Minister, UNC-Chapel Hill*

Finance and Insurance

Maria Gillespie, *Chief Financial Officer*

Erin Sweeney, *Benefits and Finance Coordinator*

Becky Poynter, *Accountant*

Communications

Christine McTaggart, *Communications Director*

Summerlee Walter, *Communications Coordinator*

Archives

Lynn Hoke, *Project Archivist*

The Diaconate

The Ven. Jan Lamb, *Archdeacon*

The Rev. Beth McKee-Huger, *Regional Deacon (Northwest)*

The Jesse Ball Dupont Grants Coordinator

The Rev. Rebecca Yarbrough

Ecumenical and Interfaith Relations Officer

The Rev. Jill Beimdiek

Liturgical Officers

The Rev. Jacob Pierce

The Rev. Gus Chrysson

Liaison to the North Carolina Council of Churches

The Rev. Jill Beimdiek

CANONICAL COMMISSIONS AND COMMITTEES

(As of the adjournment of the 208th Annual Convention)

STANDING COMMITTEE

(Constitution, Article VIII, Canon 9)
Elected by Convention

2024	2025	2026
Alice Freeman	The Rev. Kristin Edrington	Gertrude Murchison
The Rev. Pamela Haynes, *president*	Mary Wellman	The Rev. Linda Nye
The Rev. Greg Jones	The Rev. David Umphlett	David Tamer

DIOCESAN COUNCIL

(Canon 15)
Elected by Convention

2024	2025	2026
The Rev. Jim Bernacki	The Rev. Valerie Davis	Jerry Garrett
David Bland	Pam Harvey	The Rev. Michelle Roach
Wilhelmina Rae Mitchell	Sherry Owens	Claude Snow
Abby Van Noppen	Al Ragland	Jane Thorne
The Rev. Miriam Saxon	The Rev. Ginny Wilder	The Rev. Maryann Younger

TRUSTEES OF THE DIOCESE

(Canon 10)
Elected by Convention on the nomination of the Bishop

The Bishop Diocesan, *ex officio*
The Treasurer of the Diocese, *ex officio*
The Chancellor of the Diocese, *ex officio*

2024	2025	2026
John Constance	The Rev. Chip Edens	Paula McClain
The Rev. Jemonde Taylor	Steve Mason, *secretary*	The Rev. Milton Williams

INVESTMENT COMMITTEE

W. Robert Newell, *chair*
Brick Brown
Summer Finch
Larry Maddison
Bailey Vaughan

DISCIPLINARY BOARD

(Canon 31)
Elected by Convention on nomination of the Bishop

2024	2025	2026
The Rev. George Adamik, *president*	Laurie Austin	The Rev. Joyce Corbin Allen
The Rev. Gregory Jacob	The Rev. Darby Everhard	The Rev. Todd Dill
Meg McCann	Tom Fennimore	The Rev. Sanford Key

CONVOCATION DEANS AND WARDENS

(Canon 19)

Convocation	Dean	Warden
Charlotte	The Rev. Amanda Stephenson	Alf Badgett
Durham	The Rev. Gabe Lamazares	Martina Gardener Woods
Greensboro	The Rev. Wheigar Bright	Charles Wray, Jr.
Raleigh	The Rev. Bob Thomas	Vacant
Rocky Mount	The Rev. Sonny Browne	Carol Putney
Sandhills	The Rev. Bruce Heyvaert	Vacant
Winston-Salem	The Rev Sarah Morris	Sharon Hammill

COMMISSION ON MINISTRY

(Canon 32)
Appointed by the Bishop

PRIESTHOOD

2024	2025	2026
The Rev. Robert Black	The Rev. Garry Edwards	The Rev. Karen Connor McGugan
Susan Campbell	Phyllis Pickett	Lois Sauer
The Rev. Sarah Carver	The Rev. Daniel Reeves	The Rev. Marion Sprott, *chair*
		Martina Gardner Wood

DIACONATE

2024	2025	2026
The Rev. Josh Bowron	Rae Mitchell	The Rev. Velinda Hardy
The Rev. Lisa Frost-Phillips	Mike Pratt	The Rev. Jan Lamb
The Rev. Marion Sprott	The Rev. Robin Sands	Eileen Slade
The Rev. Nancy Vaders	Steve White	The Rev. Caleb Tabor, *co-chair*

TRUSTEES OF THE FRANCIS J. MURDOCH MEMORIAL SOCIETY

(Canon 37)

Nominated by the Bishop, confirmed by Convention

2024	2025	2026
The Rev. Hershey Mallette Stephens	Yolanda Anderson	Alexander Motten
The Rev. Jonathan Pucik	The Rev. Marion Sprott, *chair*	The Rev. Mawethu Ncaca

COMMISSION ON CONSTITUTION AND CANONS

(Canon 12)

Appointed by the Bishop

Martin Brinkley, Chancellor, *ex officio*
Chuck Till, Secretary of the Diocese, *ex officio*

2024	2025	2026
The Rev. John Talk, *chair*	Joe Ferrell	The Rev. Cat Connolly
Marks Arnold	The Rev. Julie Murdock	Susan Hargove

COMMISSION ON HISTORIC PROPERTIES

(Canon 45)

Appointed by the Bishop

Claude H. Snow, *chair*
The Rev. N. Brooks Graebner, Historiographer, *ex officio*
Lynn Hoke, Archivist, *ex officio*
Chuck Till, Diocesan Council Liaison

2024
The Rev. Brian Benton, St. Anna's, Littleton
Betsy E. Brown, St. Andrew's & St. George's, Woodleaf
Nicholas Long, St. John's, Williamsboro

Claude H. Snow, *chair*
Open, St. James, Kittrell, clergy representative

2025
Michael Brewer, member-at-large
Tom Church, member-at-large
Olivia Taylor Feduccia, Holy Trinity, Townsville
Open, St. Luke's, Northampton County

2026
The Rev. Lindsey Ardrey, representative-at-large
The Rev. Daniel Cenci, Grace Church, Lawrence
Willa Dickens, Church of the Advent, Enfield
Elizabeth Matheson, St. Mary's Chapel, Hillsborough (Orange County)
The Rev. Hershey M. Stephens, representative-at-large

HISTORIC CHURCH COMMITTEES

Appointed by the Bishop

St. Andrew's & St. George's, Woodleaf
Betsy E. Brown, *chair*
Robert Bailey
Linda Bailey
Fraley Bost
Marilyn Bost
Patricia Duff
Suzanne Goodson
Grady Hall
Molly Kennerly
Bob Kennerly
Susan Thomas
Jane Watson
Judy Wood
Larry Wood
The Rev. Sarah Blaies

St. James', Kittrell
The Rev. Sally French, *clergy representative*

St. Luke's, Northampton County
The Rev. Sonny Browne, *clergy representative*

Church of the Advent, Enfield
Ann Newbern, *chair*
Suzann Anderson
Willa Dickens
Charles Harris
Linda Jobe
Gayle Locke
The Rev. E. T. Malone, Jr.
Elton Newbern
Joyce Ross
Ernie Ross
Celia Strickland
Andrew Wirtz

Holy Trinity, Townsville
Olivia Taylor Feduccia, *chair*
Richard Davis IV
Alan Feduccia
Nancy Tarry Gray
The Rev. E. T. Malone, Jr.
Allene Taylor Morton

St. Anna's, Littleton
The Rev. Brian Klawiter-Benton, *chair*
B. T. Brown
Samuel Darden
Bambi Edwards
The Rev. Brooks Graebner
Bill Heflin
Blair Henry
The Rev. James Johnson
Hope Neuer
Moira Vaderwood
Dru York

St. Mary's Chapel, Orange County
Elizabeth W. Matheson, *co-chair*
Larry Roberts, *co-chair*
Peggy Bianco Baucom
Sally Jackson
Nathan Isley
Sally Jackson
Polly Roberts
The Rev. Miriam Saxon
Cynthia Walker
Iva Walker
JoAnna Walker
Wayne Walker

St. John's, Williamsboro
The Rev. Donald Lowery, *chair*
Anne Almand
Nicholas Andrews
Richard Davis IV
Mary Ann Evans
Alan Feduccia
Olivia Taylor Feduccia
Lucy G. Gray
Evelyn Harris
Marcia Hartness
Scott Hartness
The Rev. John Heinemeier
Clarence Lemons
Nicholas Long, Jr.
The Rev. James L. Pahl, Jr.
Ronnie Perkinson
Al Stainback
Greg Taylor
Kathy Taylor
Leon Terry
Ida Yancey

Grace Church, Lawrence
The Rev. Daniel Cenci, *chair*
Yvonne Ellis, *vice-chair*
Karen M. Johnson, *treasurer*
Linda Flanary, *secretary*
Jackie Andrews
Shawna Andrews
Phyliss Mueller
E. Ray Rogister
Carolyn Walston

MISSION ENDOWMENT BOARD

(Canon 18.1)
Nominated by the Bishop, confirmed by Convention

The Rev. Robert Black, *chair*
Representative, *Standing Committee representative*
Representative, *Diocesan Council, Dept. Congregational Development*
Gwendolyn High, *member-at-large*

The Rev. David Lynch, *member-at-large*
Lew Myers, *member-at-large*
Gilbert Small, *Diocesan Council, Dept. Finance*
The Rev. Milton Williams, *Trustees of the Diocese representative*

FAIR SHARE APPEALS BOARD

2024	2025	2026
The Rev. Sarah Hollar	Jim Curtis	David Broughton
Bob Moore	The Rev. Linda Nye	Vickie Hammie
Alice Robbins	Nancy Young	The Rev. Nick VanHorn

COMMITTEES OF THE 208TH ANNUAL CONVENTION

Dispatch of Business
Martha B. Alexander, *chair*
Chuck Till, *Secretary of Convention*
The Rt. Rev. Samuel S. Rodman
The Rt. Rev. Jennifer Brooke-Davidson
The Rev. John Talk, *Constitution and Canons*
The Rev. Helen Svoboda-Barber, *Credentials*
The Rev. George Greer, *Elections*
The Rev. Robert Black, *Administration of the Diocese*
The Rev. Audra Abt, *Faith and Morals*
The Rev. Rebecca Yarbrough, *National and International Concerns*
The Rev. Caleb Tabor, *Social Concerns*

Administration of the Diocese
The Rev. Robert Black, *chair*
The Rev. Sara Ardrey-Graves
Patricia Barnes
Jerry Garrett
Chipper Long
The Rev. Hershey Mallette Stephens

Elections
The Rev. George Greer, *chair*
Greg Shields

Credentials
The Rev. Helen Svoboda-Barber, *chair*
The Rev. Sarah Carver

Constitution and Canons
The Rev. John Talk, *chair*
Alf Badgett
David Bland
Megan Carlson
The Rev. Bruce Heyvaert
The Rev. Greg Jones

National and International Concerns

The Rev. Rebecca Yarbrough, *chair*
Jane Deaton
The Rev. Garry Edwards
The Rev. Maureen Flak
Jerry Landry
Stan Meiburg
Julius Nimmons
The Rev. Leon Spencer

Social Concerns

The Rev. Joan Kilian, *chair*
Maureen Davis
Israel Jaimes
Tim Knapp
The Rev. Emily Parker
The Rev. Rick Sigler
The Rev. Caleb Tabor

Faith and Morals

The Rev. Audra Abt, *chair*
Septina Florimonte
The Rev. Amy Huacani
The Rev. Kevin Matthews
The Rev. Ryan Parker
The Rev. Daniel Wall

BOARDS OF DIOCESAN INSTITUTIONS

TRUSTEES OF THE UNIVERSITY OF THE SOUTH

Elected by Convention

2025	2026	2027
Richard Ammons	Robert Husted	The Rev. Carmen Germino

TRUSTEE OF ST. MARY'S SCHOOL

Appointed by the Bishop

Daniel Walker

DIRECTORS OF THE NORTH CAROLINA EPISCOPAL CHURCH FOUNDATION

Appointed by the Bishop

The Rev. Bradley Mullis, *chair*
The Rev. Sealy Cross
The Rev. Ginny Inman
Bill Lorenz
Lewis Moore
Frank Muir
Elizabeth Pope
The Rev. Paula Rachal
The Rev. Michelle Roach
Maryanne Sarda
Tom Wellman
Maria Gillespie, *staff liaison*

CHARTERED COMMITTEES

DEPARTMENT OF BUSINESS AFFAIRS AND ADMINISTRATION

Chartered Committee on Grants

Alf Badgett, *chair*
Martina Gardner-Woods
Sharon Hammill
Marshall Harvey
Laurie Holden
Lalor Smith
Charles Wray, Jr

DEPARTMENT OF CHRISTIAN FORMATION

Chartered Committee on Lifelong Christian Formation

The Rev. David Frazelle, *chair*
Sarah Allred
Amy Campbell
Albert Ervin
Ed Gash
The Rev. Ginny Inman
Ingrid Nunez
Marcia Moore
Brenda Randall
The Rev. Monnie Riggin
The Rev. Lauren Villemuer-Drenth
The Rev. Kathy Walker
The Rev. Ginny Wilder, *Diocesan Council rep*
Abby Van Noppen, *Diocesan Council rep*

DEPARTMENT OF OUTREACH

Chartered Committee on Environmental Ministry

2024	2025	2026
Scott Evans Hughes, *consultant*	Barbara Halbert	The Rev. Jill Bullard
David Tamar	Stan Meiburg	Joseph Rabenstine
	Neil Pederson	Caroline Stephenson
	Norm Wood	

Chartered Committee on Global Mission

2024	2025	2026
The Rev. Rebecca Yarbrough, *co-chair*	The Rev. Matt Addington, *Costa Rica Committee chair*	The Rev. Mawethu Ncaca
Dora Mbuwayesango, *co-chair*	Jill Conrad	Johanna Tatlow
The Rev. Miriam Saxon, *Botswana Committee chair*	Faith Hamilton	
John McHenry	The Rev. Rob Travis	

Chartered Committee on Global Mission – Costa Rica Companion Diocese Subcommittee

2024	2025	2026
The Rev. Louise Anderson	John Frederick	The Rev. Matt Addington
Mav Hankey	Lyn Holt	Barbara Duffy
Allie Norman	Bruce Jenkins	Shelly Kappauf
	Laura Konitzer	The Rt. Rev. William Gregg
	The Rev. Rebecca Yarbrough	*at-large*

Chartered Committee on Global Mission – Botswana Companion Diocese Subcommittee

The Rev. Miriam Saxon, *chair*
The Rev. Dr. Leon Spencer
Martha B. Alexander
The Rev. Jamie L'Enfant Edwards
Alice Freeman
The Rev. Fred Horton
Laura Konitzer
Lewis Myers
The Rev. Warren Pittman
Diane Steinhaus
The Rev. Stephanie Yancy
Leah Dail, *ex officio*

DEPARTMENT OF YOUTH AND YOUNG ADULTS

Chartered Committee on Youth

Kylee Addington
Cait Belingon
Ben Bergen
Grace Eppenhimer
Colton Giltzow
Alexandra Gonzalez
Tripp Graves
Rebecca O'Donnell
Mary Taylor
Leo Tlacxani
Lisa Aycock, *staff liaison*
Leah Dail, *staff liaison*

Chartered Committee on Campus and Young Adult Ministry

The Rev. Virginia Wilder, *Diocesan Council rep*
The Rev. Kevin Lloyd, *Davidson College*
Jerry Landry, *Davidson College*
Sam Laurent, *Duke University*
Laura Nichols, *Duke University*
Julie Tonnesen, *Elon/LEAF*
Julie Branon, *Elon/LEAF*
The Rev. Caleb Tabor, *NCSU*
Paul Flanagan, *NCSU*
The Rev. Steve Cheyney, *UNC-C*
Calilee Franklin, *UNC-C*
Mike Hoffman, *UNC-C, chair*
The Rev. Mary Cat Young, *UNC-CH*
Jean DeSaix, *UNC-CH*

The Rev. Kevin Matthews, *UNC-G*
Noel Melton, *UNC-G*
The Rev. James Franklin, *Winston-Salem*
Elizbeth Mabry, *Winston-Salem*
The Rev. Sarah Woodard, *NCCU*
The Rev. Hershey Mallette Stephens, *Saint Augustine's University*
Joyce Bannerman, *Saint Augustine's University*
Julia Tyler, *Johnson Service Corps*

DEPARTMENT OF BUSINESS AND ADMINISTRATION

Chartered Committee on History and Archives

The Rev. N. Brooks Graebner, *chair*
Margo Acomb
George Brine
Albert Cadogan
Allen Cronenberg
Duke Fentress
The Rev. Gregory Jacobs
Araminta Johnson
Lynn Hoke, *diocesan archivist, ex officio*
Chuck Till, *secretary of the Diocese, ex officio*

Chartered Committee on Remuneration and Insurance

Sammy Anderson, *chair*
The Rev. Robert Black
Al Ragland
William Urquhart

DEPARTMENT OF CONGREGATIONAL SUPPORT AND DEVELOPMENT

Missionary Resource Support Team

The Rev. Ginny Wilder, *chair*
Chuck Collier
The Rev. Keith Esposito
The Rev. Pamela Haynes
Robin Williams

Chartered Committee on Hispanic Ministry

2024	2025
The Rev. Greg Brown, *chair*	The Rev. John Gibson
The Rev. Jose Daniel Pinell	The Rev. Ginny Wilder
Anabel Zambrano	Open lay appointment

BISHOP'S COMMITTEES

BISHOP'S COMMITTEE ON THE DIACONATE

The Rev. Beth McKee-Huger, *ex officio*
The Rev. Jan Lamb, *ex officio*

2025	2024
Dale Finocci	Chip Carter, *chair*
The Rev. Randall Keeney	The Rev. Scott Balderson
The Rev. Sallie Simpson	The Rev. Vernon Cahoon
The Rev. Sarah Woodard	The Rev. Joyce Cunningham

EPISCOPAL FARMWORKER MINISTRY

Diocese of North Carolina

2024	2025
Cuyler O'Connor, *bishop's rep.*	Jennifer Cardenas
Open	Meg Smith

Diocese of East Carolina

2024	2025
Rev. Nan Cekuta, *bishop's rep.*	Denise Yglesias Varela
James Green	Open
Geraldine Hegeman	

BISHOP'S COMMITTEE ON LITURGY

The Rev. Jacob Pierce, *co-chair*	The Rev. Darby Everhard
Dr. Mark Ardrey-Graves, *co-chair*	The Rev. Lisa Fischbeck
The Rev. Gus Chrysson	Lewis Moore
John Cummins	The Rev. Imogen Rhodenhiser

BISHOP'S COMMITTEE FOR RACIAL JUSTICE AND RECONCILIATION

Lew Myers, *co-chair*	Harry Lakers
Cathy Rimer-Surles, *co-chair*	Jenny Mable
Althea Alton	Jack Payden-Travers
Faith Hamilton	Donnie Simmons
Maurice Holland	

BISHOP'S COMMITTEEE ON AFFORDABLE HOUSING

The Rev. Beth McKee-Huger, *co-chair*
Mary Reca Todd, *co-chair*
Al Benshoff
Tony Hawkins
The Rev. Pamela Haynes
Robert Kucab
Chipper Long
Bo Proctor
The Rev. Rebecca Yarbrough

BISHOP'S COMMITTEE: EXAMINING CHAPLAINS

The Rev. John Wall, Jr., *chair*
The Rev. Lisa Fischbeck
The Rev. N. Brooks Graebner
Dr. Ken Hoglund
The Rev. Dr. Fred Horton
Dr. Araminta Johnson
Dr. Sam Laurent
The Rev. Dr. Marion Thullbery

BISHOP'S COMMITTEE: PASTORAL RESPONSE

The Rev. Robert Freuhwirth, *chair*
The Rev. Philip Bass
Jan Freeman
The Rev. Gabe Lamazares
Ken Marsh
The Rev. Julie Murdoch
The Rev. Warren Pittman
The Rev. James T. Prevatt
Tom Robins
Robert Rubin
The Rev. Amanda Stephenson
The Rev. Nancy Titus
Ruth Wiley
The Rev. Stephanie Yancy

BISHOP'S COMMITTEE: THE SWINDELL SPEAKERS FUND

The Rev. Matt Addington, *co-chair*
The Rev. Lisa Fischbeck, *co-chair*
Jenny Beaumont
Jeremy Clos
Laurie Holden
The Rev. Gabriel Lamazares
Priscilla Swindell, *ex officio*

BISHOP'S COMMITTEE: PRISON MINISTRY

The Rev. David Stanford, *chair*
David Bland
The Rev. Mark Davidson
The Rev. Jamie Edwards
Martin Fowler
Chipper Long
Vivian Rogers-Cannon

BISHOP'S COMMITTEE: CHAPLAINS TO THE RETIRED CLERGY

The Rev. Robert Cook, Greensboro, *co-chair*
Sandra Cook, Greensboro, *co-chair*
Connie Johnson, Durham, *co-chair*
The Rev. Colette Bachand, Sandhills
The Rev. Barbara Cooke, Winston-Salem
The Rev. George Greer, Rocky Mount
The Rev. Stuart Hoke, Charlotte
The Rev. Mary Reese, Charlotte
The Rev. Marion Thullbery, Durham
Open, Raleigh

BISHOP'S COMMITTEE: THE GOOD SAMARITAN FUND

2024	2025	2026
Mike McCrohan, *chair*	Flo Sessoms	Tony Craighead
The Rev. Kathy Walker, *staff liaison*	Kimberly Rockas	John Frederick

DIRECTORY OF CHURCHES

(As of August 2024)

ADVANCE
Ascension
183 Fork-Bixby Rd 336-998-0857
27006-7217
ascension-fork.org

ALBEMARLE
Christ Church
428 Pee Dee Ave 704-982-1428
28001-4934
P.O. Box 657
28002-0657
christchurchalb.org

ANSONVILLE
All Souls'
Hwy 52 704-694-4672
28007
207 White Store Ave
28170

ASHEBORO
Good Shepherd
505 Mountain Rd 336-625-5234
27205-4219
goodshepherdasheboro.org

BATTLEBORO
St. John's
211 E Main St
Battleboro, NC 27809
P.O. Box 557
Battleboro, NC 27809-0557

BURLINGTON

Holy Comforter
320 E Davis St 336-227-4251
27215-5821
P.O. Box 1336
27216-1336
hc-b.org

CARY

St. Paul's
221 Union St 919-467-1477
27511-3763
stpaulscary.org

CHAPEL HILL

Advocate
8800 Seawell School Rd 919-219-4437
27516-9251
8410 Merin Rd
27516
theadvocatechurch.org

Chapel of the Cross
304 E Franklin St 919-929-2193
27514-3619
thechapelofthecross.org

Holy Family
200 Hayes Rd 919-942-3108
27517-5633
chfepiscopal.org

CHARLOTTE

Christ Church
1412 Providence Rd 704-333-0378
28207-2543
christchurchcharlotte.org

Chapel of Christ the King
425 E 17th St 704-334-3097
28206-3407
christthekingcharlotte.org

CHARLOTTE

Holy Comforter 704-332-4171
2701 Park Rd
28209-1311
holycomforter-clt.org

St. John's
1623 Carmel Rd 704-366-3034
28226-5015
saintjohns-charlotte.org

St. Martin's
1510 E Seventh St 704-376-8441
28204-2410
stmartins-charlotte.org

St. Michael & All Angels
4228 Hovis Rd 704-399-3151
28208
PO Box 11318
28220-1318
smaaec.org

St. Peter's
115 W 7th St 704-332-7746
28202-2127
st-peters.org

CLAYTON

Grace
111 Lee Ct 919-553-2810
27520
P.O. Box 752
27528-0752
graceclayton.org

CLEMMONS

St. Clement's
3600 Harper Rd 336-766-4323
27012-8681
P.O. Box 1547
27012-1547
stclementsepiscopal.com

CLEVELAND
Christ Church
Old Highway 70 704-278-4652
27013
P.O. Box 37
27013-0037
christchurchcleveland.org

CONCORD
All Saints'
525 Lake Concord Rd Ne 704-782-2024
28025-2925
allsaintsconcord.org

COOLEEMEE
Good Shepherd
141 Church St 336-284-4500
27014
P.O. Box 1047
27014-1047

DAVIDSON
St. Alban's
301 Caldwell Lane 704-892-0173
28036
saintalbans-davidson.org

DURHAM
Iglesia El Buen Pastor 919-682-3301
1852 Liberty St
27703-2271
elbuenpastordedurham.com

St. Joseph's 919-286-1064
1902 W Main St
27705-4838
saintjosephsdurham.org

St. Luke's
1737 Hillandale Rd 919-286-2273
27705-3045
stlukesdurham.org

DURHAM

St. Philip's
403 E Main St 919-682-5708
27701-3719
stphilipsdurham.org

St. Stephen's
82 Kimberly Dr 919-493-5451
27707-5446
ssecdurham.org

St. Titus'
400 Moline St 919-682-5504
27707-2348
sttitusdurham.org

EDEN

Epiphany
538 Henry St 336-623-9410
27288-6103
epiphanyeden.org

St. Luke's
600 Morgan Rd 336-627-4668
27288-2526
stlukeseden.com

ELKIN

Galloway Memorial
312 W Main St 336-526-2172
28621-3314
P.O. Box 747
28621-0747

ERWIN

St. Stephen's
201 Denim Dr 910-897-5291
28339-2125
ststephenserwin.org

FUQUAY-VARINA

Trinity
1128 S Main St 919-552-1056
27526-9700
P.O. Box 821
27526-0821
trinityfuquay.org

GREENSBORO

All Saints'
4211 Wayne Rd 336-299-0705
27407-7314
allsaintsgreensboro.org

Holy Spirit
3910 Yanceyville St 336-358-1706
27405-3350
holyspiritgreensboro.org

Holy Trinity
607 N Greene St 336-272-6149
27401-2023
holy-trinity.com

Redeemer
901 E Friendly Ave 336-275-0033
27401-3103
redeemerepiscopalgso.org

St. Andrew's
2105 W Market St 336-275-1651
27403-1718
standrewsgso.org

St. Barnabas
1300 Jefferson Rd 336-294-1282
27410-3529
stbarnabasgreensboro.net

St. Francis
3506 Lawndale Dr 336-288-4721
27408-2804
stfrancisgreensboro.org

HALIFAX
St. Mark's
King Street 252-536-4312
27839
P.O. Box 234
27839-0560

HAMLET
All Saints'
217 Henderson St 910-582-0861
28345-3311
P.O. Box 687
28345-0687

HAW RIVER
St. Andrew's
US 70 336-578-3623
27258
P.O. Box 1088
27258-1088
saintandrewshawriver.org

HENDERSON
Holy Innocents
210 S Chestnut St 252-492-0904
27536-4223
churchoftheholyinnocents.org

St. John's
Main Street 252-492-0082
27536
P.O. Box 974
27536-0974

HIGH POINT
St. Christopher's
303 Eastchester Dr 336-869-5311
27262-7628
st-christopher.org

HIGH POINT
St. Mary's 336-886-4756
108 W Farriss Ave
27262-3008
stmarysepisc.org

HILLSBOROUGH
St. Matthew's
210 Saint Marys Rd 919-732-9308
27278-2518
P.O. Box 628
27278-0628
stmatthewshillsborough.org

HUNTERSVILLE
St. Mark's
8600 Mount Holly Huntersville Rd 704-399-5193
28078-8475
stmarksnc.com

JACKSON
Saviour
Calhoun And Church Street
27845
P.O. Box 613
27845-0613

KERNERSVILLE
St. Matthew's
1110 Salisbury St 336-996-4422
27284-3302
P.O. Box 1173
27285-1173
stmattskville.org

LAURINBURG
St. David's
506 Azure Ct 910-276-1757
28352
P.O. Box 334
28353-0334
stdavidslaurinburgnc.org

LEXINGTON
Grace
419 S Main St 336-249-7211
27292-3234
gracechurchlexington.org

LITTLETON
St. Alban's
300 Mosby Ave 252-586-4700
27850-7813
P.O. Box 955
27850-0955
stalbanslittleton.org

LOUISBURG
St. Matthias' 919-853-2278
Street:
340 South Main St.
27816
Mailing:
245 Laurel Mill Rd
27549-7946
stmatthiaslouisburg.org

St. Paul's
305 N Church St 919-496-4180
27549-2417
P.O. Box 247
27549-0247
stpaulsepiscopal.org

MAYODAN
Messiah
114 S 2nd Ave 336-548-2801
27027-2712
mayodanepiscopalchurch.com

MONROE
St. Paul's
116 S Church St 704-289-8434
28112-5605
P.O. Box 293
28111-0293
spechurch.org

MOORESVILLE
St. James'
851 Shinnville Rd 704-664-7115
28115-7111

St. Patrick's
201 Fairview Rd 704-663-5659
28117-9512
welcomestpat.org

MOUNT AIRY
Trinity
172 N Main St 336-786-6067
27030-3808
P.O. Box 1043
27030-1043
trinitymtairy.com

OXFORD
St. Cyprian's
408 Granville St 919-693-6463
27565-3673
stcypriansoxford.org

OXFORD

St. Stephen's
140 College St 919-693-9740
27565
ststephensoxford.org
The Rev. Vincent Kopp – Rector

PITTSBORO

St. Bartholomew's
204 W Salisbury St 919-542-5679
27312-9483
saint-barts.org

RALEIGH

Christ Church
120 E Edenton St 919-834-6259
27601-1014
P.O. Box 25759
27611
christchurchraleigh.org

Good Shepherd
121 Hillsborough St 919-831-2000
27603
cgs-raleigh.org

Nativity
8849 Ray Rd 919-846-8338
27613-1232
nativityonline.org

St. Ambrose
813 Darby St 919-833-8055
27610-4017
stambroseraleigh.org

St. Michael's
1520 Canterbury Rd 919-782-0731
27608-1106
holymichael.org

RALEIGH
St. Timothy's
4523 Six Forks Rd 919-787-7590
27609-5709
sttimothys.org

REIDSVILLE
St. Thomas'
315 Lindsey St 336-349-3511
27320-3649
P.O. Box 72
27323-0072
stthomasreidsville.org

RIDGEWAY
Good Shepherd
Ridgeway Rd & Warrenton St
27589
P.O. Box 70
27570-0070
goodshepherdridgeway.org

ROANOKE RAPIDS
All Saints'
700 Roanoke Ave 252-537-3610
27870
635 Hamilton St
27870-2703
allsaintsrr.org

ROCKINGHAM
Messiah
202 N Lawrence St 910-895-4739
28379-3668
P.O. Box 1313
28380-1313

ROCKY MOUNT

Good Shepherd
231 N Church St 252-442-1134
27804-5404
goodshepherdrmt.org

St. Andrew's
301 S Circle Dr 252-443-2070
27804-3613
saint-andrews-church.org

ROXBORO

St. Mark's 336-597-2171
422 N Main St
27573-5037
P.O. Box 1071
27573-1071
stmarksroxboro.org

SALISBURY

San Mateo
4401 Statesville Blvd 704-636-0821
28147-7463

St. Luke's
131 W Council St 704-633-3221
28144-4320
stlukessalisbury.net

St. Matthew's
4401 Statesville Blvd 704-636-0821
28147-7463

St. Paul's
930 S Main St 704-637-9404
28144-6453
P.O. Box 1852
28145-1852
stpaulssalisburync.org

SANFORD
St. Thomas'
312 N Steele St 919-774-8644
27330
stthomassanford.org

SCOTLAND NECK
Trinity
1305 Main St 252-826-4616
27874-1346
P.O. Box 372
27874-0372

SEVEN LAKES
St. Mary Magdalene
1143 Seven Lakes N 910-673-3838
27376-9757
P.O. Box 456
27376
stmmsevenlakes.org

SMITHFIELD
San Jose Mission
218 S Second St
27577

St. Paul's
218 S 2nd St 919-934-2675
27577-4532
stpaulssmithfieldnc.org

SOUTHERN PINES
Emmanuel
340 S Ridge St 910-692-3171
28387-6036
emmanuel-parish.org

SPEED
St. Mary's
169 Kilquick Rd
27886

STATESVILLE
Trinity
801 Henkel Rd 704-872-6314
28677-3215
P.O. Box 1103
28687-1103
trinitysvl.org

TARBORO
Calvary
411 E Church St 252-823-8192
27886-4403
P.O. Box 1245
27886-1245
calvarytarboro.org

St. Luke's
301 Panola St
27886-4551
P.O. Box 64
27886-0064

St. Michael's
3204 Western Blvd
27886-1828 252-823-4926
P.O. Box 331
27886-0331
stmichaelstarboro.org

WADESBORO
Calvary
308 E Wade St 704-693-3223
28170-2231
P.O. Box 942
28170-0942
calvarywadesboro.org

WAKE FOREST
St. John's
834 Durham Rd 919-556-3656
27587-8792
stjohnswf.com

WALNUT COVE
Christ Church
Summit Avenue 336-591-7727
27052
P.O. Box 476
27052-0476
christchurchwalnutcove.org

WARRENTON 252-257-2557
Emmanuel
127 N Main St
27589
P.O. Box 704
27589-0704

WAXHAW
St. Margaret's
8515 Rea Rd 704-243-3523
28173-6801
saintmargarets.net

WELDON
Grace
Washington Avenue 252-536-4312
27890
P.O. Box 308
27890-0308

WILSON
Iglesia de la Guadalupana
106 Reid St SE 252-206-9996
27893
PO Box 4032
27893

WILSON

St. Mark's
106 Reid St SE 252-206-9996
27893
PO Box 4405
27893-0405
https://stmarkswilsonnc.org/

St. Timothy's
202 North Goldsboro Street 252-291-8220
27894
P.O. Box 1527
27894-1527
sttimothyswilson.org
The Rev. Paul H. Castelli - Rector

WINSTON-SALEM

Christ's Beloved Community/Comunidad Amada de Cristo
3205 S. Main St.
Winston-Salem, NC 27127
www.belovedws.org

St. Anne's
2690 Fairlawn Dr 336-768-0174
27106-3802
P.O. Box 11437
27116-1437
stannes-ws.org

St. Paul's
520 Summit St 336-723-4391
27101-1115
stpauls-ws.org

St. Stephen's
810 Highland Ave 336-724-2614
27101-4209
ststephensepiscopal-nc.org

St. Timothy's
2575 Parkway Dr 336-765-0294
27103-3522
sttimothysws.org

PRESERVED HISTORIC CHURCHES

Historic Properties Commission, Episcopal Diocese of North Carolina
(As of July 2024)

Note: The Historic Churches Committee was established in 1989 by Diocesan Convention. With the 1997 restructuring of the Diocese, this Committee became the Historic Properties Commission.

CHURCH OF THE ADVENT, ENFIELD
Organized 1874 – Built 1880
Designated 2015

ST. JAMES'S CHURCH, KITTRELL
Organized 1860 – Built 1861
Designated 1990; became active mission for a time,
then returned to Preserved Historic Church status

GRACE CHURCH, LAWRENCE
Organized 1891 – Built 1894
Designated 1991

ST. ANNA'S CHURCH, LITTLETON
Organized 1893 – Built c. 1896
Designated 2011

ST. LUKE'S CHURCH, NORTHAMPTON COUNTY
Organized & Built c. 1859
Designated 2007

ST. MARY'S CHAPEL, ORANGE COUNTY
Organized 1759 – Built 1859
Active committee prior to Historic Properties Commission

ST. JOHN'S CHURCH, WILLIAMSBORO
Organized 1771 – Built 1773
Active committee prior to Historic Properties Commission

ST. ANDREW'S CHURCH, WOODLEAF
Organized & Built 1840
Active committee prior to Historic Properties Commission

ST. GEORGE'S CHURCH, WOODLEAF
Organized & Built 1893
Designated 2007

LIVING HISTORIC CHURCHES

Historic Properties Commission, Episcopal Diocese of North Carolina

(List update of January 2023)

This list includes churches that have received Living Historic Church status by application to the Historic Properties Commission and those currently listed on the National Register of Historic Places (in italics). The churches are listed alphabetically, by name of the town in which they are currently located.

CHURCH NAME & LOCATION	CONSECRATED
Church of the Ascension, Advance	1909
St. John's Church, Battleboro	*1896*
St. Athanasius Church & Church of the Holy Comforter, Burlington	*1880* *1912*
Church of the Advocate, Chapel Hill (originally as *St. Philip's*, *Germanton*)	*1894*
Chapel of the Cross, Chapel Hill	*1848* *1925*
St. Luke's Church, Eden	*1907*
St. Martin's, Charlotte	1937
Christ Church, Cleveland	*1827*
St. Philip's, Durham	1912
St. Stephen's, Erwin	1923
St. Mark's Church, Halifax	*1855*
St. Mary's, High Point	1947
St. Matthew's, Hillsborough	1826
St. Mark's Church, Huntersville	*1896*
Church of Our Saviour, Jackson	1851
Grace Church, Lexington (now a Chapel)	*1903*
St. Alban's, Littleton	1904
St. Paul's, Monroe	1934
St. James's Church, Mooresville	1857
Trinity Church, Mt. Airy	*1900*
Messiah, Mayodan	*1906*

CHURCH NAME & LOCATION	CONSECRATED
St. Stephen's Church, Oxford	1903
St. Bartholomew's Church, Pittsboro	1833
Christ Church, Raleigh (Landmark)	*1854*
St. Mary's Chapel, Raleigh (built 1855)	*1907*
Saint Augustine's University Chapel, Raleigh	*1897*
Chapel of the Good Shepherd, Ridgeway	*1911*
St. Paul's Church, Rowan County	1912
St. Luke's, Salisbury	1828
St. Matthew's Church, Salisbury	1912
Trinity Church, Scotland Neck	*1903*
Emmanuel Church, Southern Pines	1900
Calvary Church, Tarboro	1868
St. Luke's Church, Tarboro	1899
Calvary Church, Wadesboro (now includes All Souls, Ansonville)	1894 1896
Christ Church, Walnut Cove (was Church of the Holy Comforter until 1892)	1887
Emmanuel Church, Warrenton	1824
Grace Church, Weldon	*1889*
St. Timothy's, Wilson	1919
St. Paul's Church, Winston-Salem	*1929*

CLERGY CANONICALLY RESIDENT IN THE DIOCESE

In order of canonical residence in the Diocese
(as of December 31, 2023)

Title	Bishop	Ordained Bishop
XII Bishop Diocesan	Samuel S. Rodman III (1102)	15-Jul-17
VI Suffragan	Anne Hodges-Copple (1076)	15-Jun-13
IX Diocesan Resigned	Robert Whitridge Estill (741); Dec'd 10/9/19	15-Mar-80
V Suffragan Resigned	James Gary Gloster (920)	27-Jul-96

Canonical Residence	Priest	Ordained Priest
21-Feb-45	The Rev. Robert Hicks	21-Nov-45
29-Jun-58	The Rev. William Patterson, Jr	8-Feb-59
1-Aug-64	The Rev. Claude Collins	20-Dec-58
29-Jun-65	The Rev. Thomas Walker	3-Dec-67
29-Jun-65	The Rev. James Prevatt, Jr.	29-Jun-66
29-Jun-66	The Rev. Philip Byrum	24-Jun-66
1-Jul-66	The Rev. Paul Morrison	9-Jan-65
17-Dec-66	The Rev. Wendell Phillips	17-Dec-66
1-Feb-70	The Rev. Keith Reeve	6-Jan-68
24-Jun-72	The Rev. John Wall, Jr.	24-Jun-74
28-Jun-72	The Rev. William Coolidge	23-Jun-73
22-Jun-74	The Rev. David Wright	14-Jun-75
1-Oct-74	The Rev. George Magoon	21-Dec-57
20-Jul-75	The Rev. G. Ken Henry	19-Feb-72
1-Oct-76	The Rev. Hugh Whitesell	3-Jun-64
1-Aug-78	The Rev. Walter Edwards, Jr.	22-Nov-55
7-Nov-79	The Rev. Robert Hamilton	1-May-71
8-Jan-80	The Rt. Rev. J. Gary Gloster	21-Dec-62
31-Oct-81	The Rev. Charles Hocking	27-May-65
29-Jun-82	The Rev. Dr. William Shows	24-Jun-83
1-Dec-82	The Rev. Stephen Elkins-Williams	14-Jun-75
17-Jan-83	The Rev. William Smyth	21-Dec-80
25-Apr-83	The Rev. Antoinette Wike	30-Apr-84
31-May-83	The Rev. Bruce Lawrence	2-Dec-67
1-Jun-83	The Rev. Geoffrey Georgi	27-Dec-74
1-Mar-84	The Rev. Jerry Fisher	19-May-79
15-May-84	The Rev. Richard Smith	17-Dec-61
16-Jun-84	The Rev. Fred Thompson	30-Jun-85
1-Feb-85	The Rev. David Williams	15-Apr-73
25-Apr-85	The Rev. John Shields	25-Apr-86
30-May-85	The Rev. Dr. Rachel Haynes	27-Jun-80
2-Jun-85	The Rev. Henry Presler	7-Jun-86
8-Jun-85	The Rev. Elizabeth Saunders	21-Jun-86
11-Jun-85	The Rev. Dr. Fred Horton	11-Jun-86
29-Jul-85	The Rev. Frederick Warnecke, Jr.	30-May-59
1-Nov-85	The Rev. Janet Watrous	22-Jun-78
14-Dec-85	The Rev. James Craven, III	29-Dec-95
21-Apr-86	The Rev. N. Brooks Graebner	3-May-87
16-Jun-86	The Rev. Robert Cook, Jr.	29-Jun-74
26-Jun-86	The Rev. Victoria Jamieson-Drake	2-Jul-87
14-Dec-86	The Rev. Edward Scott	15-Dec-87
14-Dec-86	The Rev. W. Jennings, III	10-Dec-73
22-Jan-87	The Rev. Raymond Taylor, Jr.	2-Mar-63
13-Jul-87	The Rev. Stephen Pogoloff	25-Mar-80
30-Aug-87	The Rev. Julie Clarkson	18-Sep-88
14-Sep-87	The Rev. Anne Hodges-Copple	24-Sep-88

Canonical Residence	Priest	Ordained Priest
20-Jun-88	The Rev. Thomas Ehrich	21-Dec-77
1-Jan-89	The Rev. Catherine Jane Bruce	18-Jun-88
16-May-89	The Rev. Frederick Pinkston, Jr.	14-Jul-82
3-Jun-89	The Rev. Timothy Patterson	15-Jul-90
3-Jun-89	The Rev. Dr. Patty Earle	29-Jun-90
1-May-90	The Rev. Howard Backus	16-Feb-73
17-Jun-90	The Rev. Lada Hardwick	19-Jan-93
30-Jun-90	The Rev. Randal Foster	29-Jun-91
12-Aug-90	The Rev. Fred Paschall	10-Jun-79
10-Nov-90	The Rev. John Gibson	16-Nov-91
31-Dec-90	The Rev. Samuel Mason	18-Dec-73
1-May-91	The Rev. Rebecca Holmes	10-Dec-84
1-Jun-91	The Rev. E. Malone, Jr.	13-Jun-98
18-Jan-92	The Rev. Lisa Fischbeck	23-Jan-93
15-Jun-92	The Rev. E.Sealy Cross	15-Jun-93
20-Jun-92	The Rev. Charles Riddle, III	24-Jun-64
14-Jan-93	The Rev. Fiona Bergstrom	21-Dec-95
2-Apr-93	The Rev. Jay James	14-Dec-85
16-Jul-93	The Rev. Philip Wiehe	31-Jan-76
1-Dec-93	The Rev. Mary Curtis	2-Feb-92
4-Apr-94	The Rev. Dr. Winston Charles	6-Dec-74
24-May-94	The Rev. Randall Keeney	20-May-89
1-Sep-94	The Rev. Nancy Allison	14-Sep-88
10-Jun-95	The Rev. Kenneth Kroohs	29-Jun-96
1-Jul-95	The Rev. Sally Harbold	18-Dec-92
15-Aug-95	The Rev. Martin McCarthy	4-Jun-79
30-Nov-95	The Rev. Jamie L'Enfant Edwards	29-Jun-96
14-Dec-95	The Rev. Warren Pittman	4-Jan-75
1-Jan-96	The Rev. Marion Thullbery	14-Sep-86
2-Jan-96	The Rev. Dr. Robert Sawyer	6-Dec-80
1-Mar-96	The Rev. Gale Cooper	30-Aug-91
18-Mar-96	The Rev. Martha Hedgpeth	10-Feb-83
29-Jun-96	The Rev. Bradley Mullis	21-Jun-97
29-Jun-96	The Rev. Lisa Frost-Phillips	21-Jun-97
11-Mar-97	The Rev. Charles Benz	1-Jul-79
20-Jun-97	The Rev. Louise Oakes	30-Jan-94
8-Oct-97	The Rev. Donald Goodheart	1-Feb-75
20-Jun-98	The Rev. Elizabeth Dowling-Sendor	1-May-99
15-Oct-98	The Rev. William Marchl, III	8-Jul-93
20-Oct-98	The Rev. Michael Zumpf	20-Dec-92
11-Jan-99	The Rev. Lorraine Ljunggren	4-Jan-92
13-Jan-99	The Rev. James Melnyk	19-May-90
11-May-99	The Rev. L. Murdock Smith, III	11-Jun-83
1-Jul-99	The Rev. Dr. Louis Oats	1-May-81
19-Jul-99	The Rev. William Bennett, Jr.	1-Dec-94
7-Sep-99	The Rev. Verdery Kerr	27-Jan-77
9-Nov-99	The Rev. Dr. Michael Battle	12-Dec-93
22-Nov-99	The Rev. Nicolas Menjivar, IV	16-Mar-74
6-Dec-99	The Rev. Barbara Platt-Hendren	17-May-86
20-Mar-00	The Rev. George Adamik	3-Nov-79
17-Jun-00	The Rt. Rev. Michael B. Curry	9-Dec-78
1-Mar-01	The Rev. Canon Marie Fleischer	29-Jul-74
14-Mar-01	The Rev. Robert Rachal	1-Dec-91
1-Jun-01	The Rev. Paula Rachal	26-May-01
23-Jun-01	The Rev. Constance Connelly	10-Jul-02
5-Jul-01	The Rev. David Pittman	12-Dec-73
29-Jan-02	The Rev. William Morley	16-Dec-78

Canonical Residence	Priest	Ordained Priest
22-Jun-02	The Rev. Barbara Cooke	5-Mar-03
22-Jun-02	The Rev. Chantal McKinney	26-Apr-03
14-Aug-02	The Rev. William Maddox, III	1-Dec-70
7-Sep-02	The Rev. David McGuinness	10-Jun-73
19-Dec-02	The Rev. Elaine Kebba	1-Jan-80
31-Dec-02	The Rev. Douglas Bailey	1-Dec-64
9-Apr-03	The Rev. Susan Eastman	1-Jan-83
14-Jun-03	The Rev. Sarah Hollar	18-Jan-04
28-Oct-03	The Rev. Letitia Smith	18-Dec-99
1-Feb-04	The Rev. Dr. Tom King	1-Jan-96
16-Feb-04	The Rev. David Buck	24-Oct-04
15-Jun-04	The Rev. Susan Sherard	18-Jan-86
19-Jun-04	The Rev. David Frazelle	4-Jun-05
19-Jun-04	The Rev. Virginia Inman	29-Jan-05
25-Oct-04	The Rev. Samuel Greg Jones	20-Jun-99
1-Nov-04	The Rev. Leon Spencer	8-Dec-89
1-Dec-04	The Rev. Edwin Cox	17-Nov-84
26-Jan-05	The Rev. Jennifer Clarke Brown	1-Jan-97
22-Jun-05	The Rev. George Greer	13-Jan-01
26-Jun-05	The Rev. James P. Pahl, Jr.	6-Jan-06
26-Jun-05	The Rev. Laura Gettys	7-Jan-06
21-Sep-05	The Rev. Barbara Burgess	22-Feb-97
4-Oct-05	The Rev. Hector Sintim	24-Dec-89
1-Nov-05	The Rev. Donald Lowery	23-Apr-88
1-Nov-05	The Rev. Robert Kaynor	1-May-80
17-Dec-05	The Rev. Sarah Ball-Damberg	24-Jun-06
31-May-06	The Rev. Kevin Matthews	3-Mar-85
19-Dec-06	The Rev. Rhonda Lee	4-Dec-05
19-Feb-07	The Rev. Polly Hilsabeck	21-Dec-85
21-Feb-07	The Rev. Henry Edens III	1-Jan-97
19-May-07	The Rev. Miriam S. Saxon	19-Dec-07
1-Aug-07	The Rev. Holly Gloff	14-Jan-07
15-Oct-08	The Rev. James B. Bernacki	1-Jun-90
28-Jan-09	The Rev. Margaret Buerkel-Hunn	1-Jan-05
25-Mar-09	The Rev. Todd R. Dill	25-Jun-04
31-May-09	The Rev. Sally Brower	23-Mar-99
13-Jun-09	The Rev. Robert W. Black, Jr.	16-Jan-10
30-Jun-09	The Rev. Elizabeth W. Ely	23-May-90
26-Aug-09	The Rev. Steven C. Rice	6-Aug-05
20-Oct-09	The Rev. Sudduth R. Cummings	21-Dec-71
23-Nov-09	The Rev. Darby O. Everhard	19-Jun-04
11-Jan-10	The Rev. David Umphlett	21-Dec-04
27-Jan-10	The Rev. Bradford R. Smith	31 Jan. 04
19-Jun-10	The Rev. Lauren M. Kilbourn	9-Nov-11
7-Sep-10	The Rev. Linda W. Nye	15-Dec-07
8-Nov-10	The Rev. James P. Adams	12-Dec-97
17-Nov-10	The Rev. Richard A. Williams	24-Feb-78
10-Dec-10	The Rev. Nancy L. J. Cox	10-Jan-96
29-Mar-11	The Rev. Catherine A. Caimano	22-Jan-00
18-Jun-11	The Rev. Martha C. Brimm	28-Apr-12
19-Jul-11	The Rev. Joshua D. Bowron	18-Jun-11
19-Jul-11	The Rev. Juliana T. Lindenberg	8-Jan-11
19-Jul-11	The Rev. Audra Abt	6-Mar-11
23 Oct. 11	The Rev. Amy Huacani	12-Mar-06
3-Jan-12	The Rev. Wilberforce Mundia	Dec. 1981
24 Feb. 12	The Rev. Ann Horton Burts	13-May-95
5-Mar-12	The Rev. Sarah Blaies	16-Jan-11

Canonical Residence	Priest	Ordained Priest
04 Sep. 12	The Rev. Lauren Winner	17-Dec-11
29 Oct. 12	The Rev. Robert Jemonde Taylor	21 Nov. 09
29 Oct. 12	The Rev. Ann Patterson Willett	24 Jan. 07
12-Dec-12	The Rev. Jose de Jesus Sierra (Alfonso)	2008 Received
29-Jun-13	The Rev. James D. Franklin III	5-Jan-14
1-Jul-13	The Rev. Paul S. Winton	11-Dec-96
12-Jan-14	The Rev. Lito Santos	3-Nov-73
2-Sep-14	The Rev. Matthew Johnson	12-Jun-08
30-Sep-14	The Rev. Helen Svoboda-Barber	2-Dec-98
22 Oct. 14	The Rev. D. Dixon Kinser	30-Mar-08
4-Mar-15	The Rev. Dr. Cathy Deats	12-Jun-96
24-Mar-15	The Rev. Stephanie P. Yancy	20-Jan-07
8-Aug-15	The Rev. Reggie Payne-Wiens	6-Jun-98
19-Aug-15	The Rev . Joe Tyler Mitchell	22-Jun-13
10-Sep-15	The Rev. Melanie A. Mudge	12-Feb-00
7-Oct-15	The Rev. Jacob Evan Pierce	22-Aug-15
22-Oct-15	The Rev. John G. Talk IV	Jun 21 2003
28-Oct-15	The Rev. M. Alton Plummer	28-Jun-08
10-Nov-15	The Rev. Earnest Graham	29-Dec-01
8-Dec-15	The Rev. Sara Ardrey-Graves	8-Jan-11
20-Jun-15	The Rev. Joyce Corbin Allen	20-Dec-15
20-Jun-15	The Rev. Nathan Kirkpatrick	20-Dec-15
20-Jun-15	The Rev. Daniel Reeves	20-Dec-15
20-Jun-15	The Henry Caleb Tabor	20-Dec-15
20-Jun-15	The Rev. Daniel Shea Wall	20-Dec-15
4-Apr-16	The Rev. Dr. Richard Miles	14-Jan-06
7-Jun-16	The Rev. Timothy V. Hushion	15-Feb-12
20-Jun-16	The Rev. Gregory McIntyre	17-Sep-11
8-Aug-16	The Rev. Elizabeth Marie Melchionna	23-Aug-07
11-Jun-16	The Rev. Javier Almendarez Bautista	17-Dec-16
11-Jun-16	The Rev. Greg Farrand	17-Dec-16
11-Jun-16	The Rev. Amy Duggins	14-Jan-17
31-Jan-17	The Rev. Sarah Carver	9-Feb-08
7-Feb-17	The Rev. Amanda Stephenson	10-Dec-16
15-Jul-17	The Rt. Rev. Samuel S. Rodman	19-Mar-88
10-Aug-17	The Rev. Tyrone Fowlkes	6-Dec-08
26-Oct-17	The Rev. Virginia C. Wilder	30-Jun-12
28-Nov-17	The Rev. Peregrine M. Kavros	14-Dec-91
2-Mar-18	The Rev. Richard K. Galloway	29-Oct-11
12-Mar-18	The Rev. Sarah H. Phelps	6-Jan-07
2-May-18	The Rev. C. Steven Teague	30-Dec-00
25-Sep-18	The Rev. Gregory B. F. Brown	8-Dec-01
22-Oct-18	The Rev. Carmen Germino	10-Dec-11
11-Dec-18	The Rev. Milton C. Williams	2-Feb-97
11-Dec-18	The Rev. John R. Jacobs	12-Dec-00
11-Dec-18	The Rev. J. Carr Holland	29-May-77
15-Dec-18	The Rev. Vincent J. Kopp	9-Jun-18
9-Jan-19	The Rev. Sarah Carper Morris	6-Oct-12
8-Jan-19	The Rev. Peter M. Floyd	16-Jan. 09
5-Mar-19	The Rev. Allen Waller	17-Jun-17
20-Mar-19	The Rev. Mary Davila	18-Dec-05
12-Feb-19	The Rev. Julie Murdoch	13-Jun-04
7-May-19	The Rev. Robert Fruehwirth	15-Aug-97
31-May-19	The Rev. Gus P. Chrysson	27-Apr-19
2-Jul-19	The Rev. Colette Bachand	10-Jan-09
17-Jul-19	The Rev. Patricia M. Grace	8-Jan-05
29-Jul-19	The Rev. Alfred Tisdale	16-Jan-10

Canonical Residence	Priest	Ordained Priest
29-Jul-19	The Rev. Imogen Rhodenhiser	11-Jun-16
6-Nov-19	The Rev. Hunter Silides	4-Dec-93
8-Jun-19	The Rev. Marion Sprott	14-Dec-19
8-Jun-19	The Rev. Nicholas VanHorn	14-Dec-19
11-Dec-19	The Rev. Stephen D. Becker	1-Apr-93
15-Jan-20	The Rev. Joseph Browne	24-Feb-05
2-Feb-20	The Rev. Christine Payden-Travers	1-May-85
17-Feb-20	The Rev. Joan Kilian	13-Dec-97
27-Feb-20	The Rev. Kathleen Walker	21-Jul-18
21-Sep-20	The Rev. Jill Beimdiek	18-Dec-04
15-Oct-20	The Rev. Dee Shaffer	18-Jun-09
1-Dec-20	The Rev. Maggie Stoddard	10-Jun-17
12-Dec-20	The Rev. Matthew Addington	6-Jun-20
12-Dec-20	The Rev. Joseph S. Sroka	4-Apr-20
15-Dec-20	The Rev. Connor Gwin	5-Dec-15
9-Jan-21	The Rev. Edmund Pickup, Jr.	31-May-89
24-Feb-21	The Rev. Mary Catherine Young	20-Jan-07
3-Mar-21	The Rev. Kevin Lloyd	24-Nov-02
3-Mar-21	The Rev. Joshua Case	21-Jun-14
26-Mar-21	The Rev. Brent A. Melton	8-Apr-06
22-Jul-21	The Rev. Jonathan Pucik	12-Dec-20
24-Sep-21	The Rev. Kate Byrd	24-Jan-15
29-Sep-21	The Rev. Richard J. Clark, Jr.	27-Jun-09
1-Oct-21	The Rev. Jose Daniel Pinell Mendieta	22-Aug-20
1-Oct-21	The Rev. Maryann Younger	17-Oct-20
1-Nov.-2021	The Rev. Robert P. Travis	16-Dec-06
5-Jun-21	The Rev. Angela Compton-Nelson	11-Dec-21
5-Jun-21	The Rev. Alice Graham Grant	11-Dec-21
5-Jun-21	The Rev. Mawethu Ncaca	11-Dec-21
5-Jun-21	The Rev. Marisa Sifontes	11-Dec-21
12-Jan-22	The Rev. Gabriel Lamazares	8-Jan-11
8-Mar-22	The Rev. John Garry Edwards	13-Jan-17
11-May-22	The Rev. Catherine Connolly	Petertide 2019
25-May-22	The Rev. Edward Kelaher	31-Mar-01
14-Sep-22	The Rev. Philip Zoutendam	15-Jan-21
21-Sep-22	The Rev. Stephen Mazingo	8-Dec-07
26-Sep-22	The Rev. Foster Mays	30-Jun-13
16-Jun-22	The Rev. Hugh Tudor-Foley	31-Oct-92
1-Nov-22	The Rev. Ricardo S. Medina-Salabarria	11-Feb-21
1-Nov-22	The Rev. Erika L. Takacs	26-Jun-08
9-Nov-22	The Rev. Lucy Strandlund	19-Dec-20
21-Nov-22	The Rev. Allen Pruitt	1-Jul-07
4-Jun-22	The Rev. Phillip Bass	10-Dec-22
4-Jun-22	The Rev. Keith Esposito	10-Dec-22
4-Jun-22	The Rev. Josiah Daniels	17-Dec-22
2-Feb-23	The Rev. Grayce Rowe	23-Jun-94
21-Jun-23	The Rev. Lindsey Ardrey	1-Jul-21
1-Aug-23	The Rev. Robert Beauchamp	17-Dec-99
2-Aug-23	The Rev. Michelle Roach	23-Jul-16
1-Oct-23	The Rev. Morris K. Thompson, III	16-Jan-16
6-Nov-23	The Rev. Valerie Mayo	13-Mar-21
6-Nov-23	The Rev. David Nichols	13-Dec-22
17-Nov-23	The Rev. Fred M. (Mac) Brown	14-Jan-14
3-Jun-23	The Rev. Ryan Parker	9-Dec-23
3-Jun-23	The Rev. Andrew Phillips	9-Dec-23
3-Jun-23	The Rev. Karen Connor McGugan	9-Dec-23

Canonical Residence	Deacons	Ordination to Diaconate
4-Oct-87	The Rev. Barbara Armstrong	4-Oct-87
4-Oct-87	The Rev. Charles Oglesby	4-Oct-87
4-Oct-87	The Rev. Virginia Going	4-Oct-87
2-Oct-88	The Rev. Patricia Shoemaker	2-Oct-88
2-Oct-88	The Rev. Meta Ellington	2-Oct-88
9-Jun-90	The Rev. Harriette Sturges	9-Jun-90
25-May-91	The Rev. Mary Kroohs	25-May-91
30-May-92	The Rev. William Joyner, Jr.	30-May-92
31-May-92	The Rev. Katherine Johnson	31-May-92
6-Jun-93	The Rev. Elizabeth McKee-Huger	6-Jun-93
29-Apr-95	The Ven. Nan Cushing	29-Apr-95
6-Jan-96	The Rev. Nancy Titus	6-Jan-96
29-Jun-96	The Rev. Helen Jenner	29-Jun-96
19-Jan-97	The Rev. Thomas Bland, Sr.	19-Jan-97
20-Dec-97	The Rev. Albert Moore	20-Dec-97
12-Jun-99	The Rev. Russell Settles	12-Jun-99
24-Jun-99	The Rev. Talmage Bandy	24-Jun-99
28-May-00	The Rev. Duncan Jones	28-May-00
19-May-01	The Rev. Velinda Hardy	19-May-01
10-Jun-01	The Rev. Frederick Barwick, III	10-Jun-01
17-Dec-03	The Rev. Christie M. Dalton	5-Oct-02
13-Jun-04	The Rev. Bonnie Duckworth	13-Jun-04
13-Jun-04	The Rev. William Pendleton	13-Jun-04
13-Jun-04	The Rev. Foss Smithdeal	13-Jun-04
13-Sep-04	The Rev. Deborah Blackwood	13-Sep-04
16-May-05	The Rev. Candace Snively	16-May-05
9-Nov-05	The Rev. Louise Anderson	9-Nov-05
3-Jun-06	The Rev. Hugh Tilson, Jr.	3-Jun-06
3-Jun-06	The Rev. Jan Lamb	3-Jun-06
3-Jun-06	The Rev. Evelyn Morales	3-Jun-06
20-Nov-07	The Rev. Jane V.F. Holmes	5-Jun-04
14-Jun-08	The Rev. Jill S. Bullard	14-Jun-08
14-Jun-08	The Rev. Maggie K. Silton	14-Jun-08
14-Jun-08	The Rev. Rebecca R. Yarbrough	14-Jun-08
20-Jun-09	The Rev. Eugene Humphreys	20-Jun-09
20-Jun-09	The Rev. Sarah Woodall	20-Jun-09
29-Mar-09	The Rev. Robert Thomas	31 Oct. 98
1-Jun-10	The Rev. Louane V. Frey	21-Oct-00
19-Jun-10	The Rev. Vernon Cahoon	19-Jun-10
18-Apr-11	The Rev. Marilyn Mitchell	17-Sep-05
18-Feb-12	The Rev. W. David Lynch	18-Feb-12
18-Feb-12	The Rev. Michael R. Bradshaw	18-Feb-12
18-Feb-12	The Rev. Nancy Vaders	18-Feb-12
25-Jan-14	The Rev. Sallie Simpson	25-Jan-14
25-Jan-14	The Rev. Frances Browne	25-Jan-14
24-Jan-15	The Rev. Leslie Bland	24-Jan-15

Canonical Residence	Deacons	Ordination to Diaconate
24-Jan-15	The Rev. Brooks Johnson	24-Jan-15
24-Jan-15	The Rev. Daniel Laird	Jan 24 15
24-Jan-15	The Rev. Joan Sherrill	24-Jan-15
24-Jan-15	The Rev Elaine Tola	24-Jan-15
8-Dec-15	The Rev. Lauren Villemuer-Drenth	19-Nov-05
20-Feb. 16	The Rev. Larry Brown Conrad, Jr.	20-Feb-16
28-Jan-17	The Rev. Scott Balderson	28-Jan-17
28-Jan-17	The Rev. Mark Davidson	28-Jan-17
28-Jan-17	The Rev. Lynn Plummer	28-Jan-17
28-Jan-17	The Rev. Richard Sigler	28-Jan-17
5-May-18	The Jean Monroe Porter Riggin	5-May-18
5-May-18	The Rev. Jacqueline Rutledge Jones Whitfiel	5-May-18
5-Jan-19	The Rev. Robin Osborne Sands	5-Jan-19
4-Jan-20	The Rev. Emily Parker	4-Jan-20
4-Jan-20	The Rev. Wendy Merrill	4-Jan-20
2-Nov-20	The Rev. Ruthann Savage-King	2-Jun-18
20-Mar-21	The Rev. Joseph Dzugan	20-Mar-21
20-Mar-21	The Rev. Maureen Flak	20-Mar-21
20-Mar-21	The Rev. Pamela Haynes	20-Mar-21
20-Mar-21	The Rev. Kristin Edrington	20-Mar-21
21-May-22	The Rev. Valerie Colbert	21-May-22
21-Jan-23	The Rev. Katherine Wisz	21-Jan-23
21-Jan-23	The Rev. Sherry Storrs	21-Jan-23
27-Jan-24	The Rev. Kelly Nicole Ryan	27-Jan-24
27-Jan-24	The Rev. Cuyler O'Connor	27-Jan-24

NECROLOGY

(November 18, 2022 – November 16, 2023)

CLERGY

The Rev. Ralph Smith
Supply

The Rev. Rod Reinecke
Founding Vicar, St Paul's, Cary
Chaplain, North Carolina State University
St Timothy's, Winston-Salem
Holy Comforter, Burlington
St Paul's, Winston-Salem

The Rev Glenn Busch
St Mary's, High Point
The Rev Bob Haden
St John's, Charlotte

The Rev. Noah Howard
Founding Vicar, St Michael's, Tarboro
St John's, Battleboro
St Mary's, Speed
Good Shepherd, Cooleemee
Yadkin Valley Cluster

The Rev. Jack Ogburn
St Andrew's, Haw River
Good Shepherd, Asheboro

The Rev. Joe Hayworth
St Matthew's, Kernersville
All Saints, Greensboro
Christ, Albemarle
St Thomas, Sanford

The Rev. David Musgrave
Supply

The Rev. Sara Batson
Trinity, Fuquay-Varina
Nativity, Raleigh

LAITY

Lyndon Jordan
St Paul's, Smithfield
Diocesan Council

Winifred Holland
Penick Village, Southern Pines

Kathleen Dunn
St Luke's, Salisbury

208TH ANNUAL CONVENTION ROSTER OF THE CLERGY ORDER

(With seat, voice and vote)

Voting privileges are held by members of the Clergy order who are (1) canonically resident and regularly serving in the Diocese, a parish or mission in union with the Convention, or another recognized ministry within the Diocese, and (2) clergy known by the Bishop to be canonically and actually resident in this Diocese and engaged in active ministry. Other members of the Clergy Order who are canonically and actually resident in the Diocese have seat and voice only.

Asterisk (*) indicates clergy in attendance on November 16, 2023.

*	The Rev.	Audra	Abt
*	The Rev.	George	Adamik
*	The Rev.	James	Adams
*	The Rev.	Matthew	Addington
	The Rev.	Alicia	Alexis
*	The Rev.	Joyce Corbin	Allen
	The Rev.	Stephanie	Allen
*	The Rev	Javier	Almendarez Bautista
*	The Rev.	Lindsey	Ardrey
*	The Rev.	Sara	Ardrey-Graves
*	The Rev.	Javier	Arias
*	The Rev.	Colette	Bachand
*	The Rev	Scott	Balderson
*	The Rev.	Sarah	Ball-Damberg
*	The Rev.	Phillip	Bass
*	The Rev.	Robert	Beauchamp
*	The Rev.	Stephen	Becker
	The Rev.	Jill	Beimdiek
	The Rt. Rev.	Scott	Benhase
	The Rev.	William	Bennett
	The Rev.	Brian	Benton
*	The Rev.	James	Bernacki
*	The Rev.	Robert	Black
	The Rev.	Sarah	Blaies
*	The Rev.	Joshua	Bowron
*	The Rev.	Wheigar	Bright
*	The Rt. Rev.	Jennifer	Brooke-Davidson
*	The Rev.	Gregory	Brown
*	The Rev.	Mac	Brown

*	The Rev.	Sonny	Browne
*	The Rev.	Jill	Bullard
*	The Rev.	Candice	Burgess
*	The Rev.	Kate	Byrd
*	The Rev.	Vern	Cahoon
*	The Rev.	Catherine	Caimano
*	The Rev.	Sarah	Carver
*	The Rev	Joshua	Case
*	The Rev.	Paul	Castelli
*	The Rev.	Gus	Chrysson
*	The Rev.	Richard	Clark
*	The Rev.	Valerie	Colbert
*	The Rev.	Franklyn	Colebrooke
*	The Rev.	Angela	Compton-Nelson
*	The Rev.	Catherine	Connolly
*	The Rev.	Nancy	Cox
*	The Rev.	Teri	Daily
*	The Rev	Mark	Davidson
	The Rev.	Mary	Davila
*	The Rev. Dr.	Cathy	Deats
*	The Rev.	Todd	Dill
*	The Rev.	Bonnie	Duckworth
*	The Rev.	Joe	Dzugan
*	The Rev.	Henry	Edens
*	The Rev.	Jamie	Edwards
*	The Rev.	John Garry	Edwards
*	The Rev.	Keith	Esposito
*	The Rev.	Darby	Everhard
*	The Rev.	Lisa	Fischbeck
*	The Rev.	Maureen	Flak
*	The Rev.	Peter	Floyd
*	The Rev.	James	Franklin
*	The Rev.	David	Frazelle
*	The Rev.	Lisa	Frost-Phillips
*	The Rev.	Robert	Fruehwirth
*	The Rev.	Carmen	Germino
*	The Rev.	Holly	Gloff
	The Rt. Rev.	Gary	Gloster
*	The Rev. Dr.	Brooks	Graebner
*	The Rev. Canon	Earnest	Graham

*	The Rev.	Alice	Graham Grant
*	The Rev.	George	Greer
*	The Rt. Rev.	William	Gregg
	The Rev.	Connor	Gwin
*	The Rev.	Pamela	Haynes
*	The Rev.	Bob	Henderson
*	The Rev	Bruce	Heyvaert
	The Rev.	Stuart	Hoke
	The Rt. Rev.	Anne	Hodges-Copple
*	The Rev.	Amy	Huacani
	The Rev.	Eugene	Humphreys
*	The Rev.	Virginia	Inman
*	The Rev.	Greg	Jacobs
	The Rev	Brooks	Johnson
*	The Rev.	Greg	Jones
	The Rev.	Susan	Keedy
*	The Rev.	Randall	Keeney
*	The Rev.	Edward	Kelaher
*	The Rev.	Sanford	Key
*	The Rev.	Joan	Kilian
*	The Rev.	Dixon	Kinser
*	The Rev	Nathan	Kirkpatrick
*	The Rev.	Kenneth	Kroohs
*	The Rev.	Mary	Kroohs
	The Rev.	Gabriel	Lamazares
*	The Rev.	Jan	Lamb
*	The Rev. Canon	Rhonda	Lee
*	The Rev.	Kevin	Lloyd
*	The Rev.	Kevin	Matthews
*	The Rev.	Valerie	Mayo
*	The Rev.	Foster	Mays
*	The Rev.	Stephen	Mazingo
*	The Rev.	Karen Connor	McGugan
*	The Rev.	Gregory	McIntyre
*	The Rev.	Elizabeth	McKee-Huger
	The Rev.	Chantal	McKinney
*	The Rev.	Ricardo	Medina
*	The Rev.	Elizabeth Marie	Melchionna
*	The Rev.	Brent	Melton
*	The Rev.	Wendy	Merrill

*	The Rev.	Franklin	Morales
*	The Rev.	Sarah	Morris
*	The Rev.	Brad	Mullis
*	The Rev.	Mawethu	Ncaca
*	The Rev.	Linda	Nye
*	The Rev.	Emily	Parker
*	The Rev.	Ryan	Parker
*	The Rev.	Christine	Payden-Travers
*	The Rev.	Reggie	Payne-Wiens
	The Rev.	William	Pendleton
*	The Rev.	Sarah	Phelps
	The Rev.	Andrew	Phillips
*	The Rev	Jacob	Pierce
*	The Rev.	Daniel	Pinell
*	The Rev.	Warren	Pittman
*	The Rev	Lynn	Plummer
*	The Rev.	Allen	Pruitt
*	The Rev.	Jonathan	Pucik
*	The Rev.	Paula	Rachal
*	The Rev.	Robert	Rachal
*	The Rev	Daniel	Reeves
*	The Rev.	Imogene	Rhodenhiser
*	The Rev.	Steven	Rice
*	The Rev.	Monnie	Riggin
*	The Rev.	Michelle	Roach
*	The Rt. Rev.	Samuel	Rodman
*	The Rev.	Robin	Sands
	The Rev.	Elizabeth	Saunders
*	The Rev.	Miriam	Saxon
*	The Rev.	Justice	Schunior
	The Rev.	Russell	Settles
	The Rev.	John	Shields
*	The Rev	Rick	Sigler
	The Rev.	Hunter	Silides
*	The Rev.	Sallie	Simpson
*	The Rev. Dr.	Hector	Sintim
*	The Rev.	Bradford	Smith
*	The Rev.	Candace	Snively
*	The Rev.	Leon	Spencer
*	The Rev.	Marion	Sprott

*	The Rev.	Joe	Sroka
*	The Rev.	Hershey	Stephens
*	The Rev	Amanda	Stephenson
	The Rev.	Margaret	Stoddard
*	The Rev.	Sherry	Storrs
*	The Rev.	Daniel	Strandlund
*	The Rev.	Lucy	Strandlund
*	The Rev.	Helen	Svoboda-Barber
*	The Rev	Caleb	Tabor
*	The Rev.	Erika	Takacs
*	The Rev.	John	Talk
	The Rev.	Jemonde	Taylor
*	The Rev.	Robert	Thomas
*	The Rev.	Morris	Thompson
*	The Rev.	Robert	Travis
	The Rev.	David	Umphlett
*	The Rev.	Nancy	Vaders
*	The Rev.	Nicolas	VanHorn
*	The Rev.	Lauren	Villemuer-Drenth
*	The Rev.	Kathleen	Walker
*	The Rev.	Dan	Wall
*	The Rev.	Allen	Waller
*	The Rev.	Kristin	Whittaker
*	The Rev.	Virginia	Wilder
*	The Rev.	Milton	Williams
	The Rev. Dr.	Lauren	Winner
*	The Rev.	Kate	Wisz
*	The Rev.	Sarah	Woodard
*	The Rev.	Rebecca	Yarbrough
*	The Rev.	Mary Cat	Young
*	The Rev.	Maryann	Younger

208TH ANNUAL CONVENTION ROSTER OF THE CLERGY

(With seat and voice)

Voting privileges are held by members of the Clergy order who are (1) canonically resident and regularly serving in the Diocese, a parish or mission in union with the Convention, or another recognized ministry within the Diocese, and (2) clergy known by the Bishop to be canonically and actually resident in this Diocese and engaged in active ministry. Other members of the Clergy Order who are canonically and actually resident in the Diocese have seat and voice only.

The Rev.	Harrison	Abernathy
The Rev.	Nancy	Allison
The Rev.	Kurt	Alsiyao
The Rev.	Diane	Amidon
The Rev.	Louise	Anderson
The Rev.	Barbara	Armstrong
The Rev.	Beth	Arnold
The Rev.	Howard	Backus
The Rev.	Douglas	Bailey
The Rev.	Talmage	Bandy
The Rt. Rev.	David	Bane
The Rev.	Melanie	Barbarito
The Rev.	Frederick	Barwick
The Rev. Dr.	Michael	Battle
The Rev.	Fiona	Bergstrom
The Rev.	Deb	Blackwood
The Rev.	Leslie	Bland
The Rev.	Thomas	Bland
The Rev.	Mike	Bradshaw
The Rev.	Martha	Brimm
The Rev. Dr.	Sally	Brower
The Rev.	Jennifer	Brown
The Rev.	Robert	Brown
The Rev.	Gaye	Brown
The Rev.	Frances	Browne
The Rev.	Jane	Bruce
The Rev.	David	Buck
The Rev.	Ann	Burts
The Rev.	Philip	Byrum
The Rev.	John	Campbell
The Rev.	Katherine	Campbell
The Rev.	Alison	Carmody

The Rev.	Janice	Chalaron
The Rev. Dr.	Winston	Charles
The Rev.	Julie	Clarkson
The Rev.	Constance	Connelly
The Rev.	Larry	Conrad
The Rev.	Robert	Cook
The Rev.	Barbara	Cooke
The Rev.	William	Coolidge
The Rev.	Gale	Cooper
The Rev.	Edwin	Cox
The Rev.	Frances	Cox
The Rev.	James	Craven
The Rev.	Sealey	Cross
The Rev.	Paul	Crowell
The Rev.	Mary	Curtis
The Rev.	Nan	Cushing
The Rev.	Christie	Dalton
The Rev.	Gail	Davis
The Rev.	John	DeBeer
The Rev.	Patricia	DeBeer
The Rev.	Elizabeth	Dowling-Sendor
The Rev.	Jeanine	Driscoll
The Rev.	Ben	Duffy
The Rev.	Amy	Duggins
The Rev.	Kimberly	Dunn
The Rev. Dr.	Patty	Earle
The Rev.	Susan	Eastman
The Rev.	Carl	Edwards
The Rev.	Walter	Edwards
The Rev.	Thomas	Ehrich
The Rev.	Stephen	Elkins-Williams
The Rev.	Meta	Ellington
The Rev.	Elizabeth	Ely
The Rev.	Jason	Eslicker
The Rev.	Darby	Everhard
The Rev.	Greg	Farrand
The Rev.	Jerry	Fisher
The Rev.	Marie	Fleischer
The Rev. Dr.	Randall	Foster
The Rev.	Tyrone	Fowlkes

The Rev.	Clarke	French
The Rev.	Louane	Frey
The Rev.	Janet	Fuller
The Rev.	Justin	Gabbard
The Rev.	Richard	Galloway
The Rev.	John	Gibson
The Rev.	Virginia	Going
The Rev.	Donald	Goodheart
The Rev.	Harry	Grace
The Rev.	Patricia	Grace
The Rev.	Robert	Hamilton
The Rev.	Patricia	Hanen
The Rev. Dr.	Sally	Harbold
The Rev.	Velinda	Hardy
The Rev.	Dale	Hathaway
The Rev. Dr.	Rachel	Haynes
The Rev.	Martha	Hedgpeth
The Rev.	Virginia	Heistand
The Rev.	Scott	Hennessy
The Rev.	George	Henry
The Rev.	Amanda	Highben
The Rev.	Polly	Hilsabeck
The Rev.	Charles	Hocking
The Rev.	Christopher	Hogin
The Rev.	Carr	Holland
The Rev.	Sarah	Hollar
The Rev.	Jane	Holmes
The Rev.	Rebecca	Holmes
The Rev.	Fred	Horton
The Rev.	Karin	Howard
The Rev. Dr.	Raymond	Howe
The Rev.	Beverly	Huck
The Rev.	Mary Beth	Humphrey
The Rev.	Margaret Buerkel	Hunn
The Rev.	Miller	Hunter
The Rev.	Timothy	Hushion
The Rev.	Russell	Ingersoll
The Rev.	John	Jacobs
The Rev.	Jay	James
The Rev.	Victoria	Jamieson-Drake

The Rev.	Worth	Jennings
The Rev.	Katherine	Johnson
The Rev.	Matthew	Johnson
The Rev. Dr.	Russell	Johnson
The Rev.	Sarah	Johnston
The Rev.	Duncan	Jones
The Rev. Dr.	William	Joyner
The Rev.	Peregrine	Kavros
The Rev.	Robert	Kaynor
The Rev.	Elaine	Kebba
The Rev.	John	Keith
The Rev.	Verdery	Kerr
The Rev.	Lauren	Kilbourn
The Rev.	Donald	Kimmick
The Rev. Dr.	Tom	King
The Rev.	Luke	Klingstedt
The Rev.	Vincent	Kopp
The Rev.	Sarah	Koppelberger
The Rev	Daniel	Laird
The Rev.	Keith	Lane
The Rev.	Armand	LaVallee
The Rev. Dr.	Bruce	Lawrence
The Rev.	John	Lewellen
The Rev.	Juliana	Lindenberg
The Rev.	Lorraine	Ljjunggren
The Rev.	Donald	Lowery
The Rev. Dr.	David	Lynch
The Rev.	Arthur	Mack
The Rev.	William	Maddox
The Rev.	George	Magoon
The Rev.	E. T.	Malone
The Rev.	William	Marchl
The Rev.	Samuel	Mason
The Rev. Dr.	Kathryn	Mathewson
The Rev.	Martin	McCarthy
The Rev.	Elaine	McCoy
The Rev.	Nick	McDonald
The Rev.	Jean	McGraw
The Rev.	David	McGuinness
The Rev. Dr.	James	Melnyk

The Rev.	Nicolas	Menjivar
The Rev.	Richard	Miles
The Rev.	Edward	Mills
The Rev.	Marilyn	Mitchell
The Rev.	Albert	Moore
The Rev.	Evelyn	Morales
The Rev. Dr.	William	Morley
The Rev.	Melanie	Mudge
The Rev.	George	Muir
The Rev. Dr.	Wilberforce	Mundia
The Rev.	Julie	Murdoch
The Rev.	David	Nichols
The Rev.	William	Noble
The Rev. Dr.	Louis	Oats
The Rev. Dr.	Fred	Paschall
The Rev.	Timothy	Patterson
The Rev.	Wendell	Phillips
The Rev.	Edmund	Pickup
The Rev.	David	Pittman
The Rev.	Barbara	Platt-Hendren
The Rev.	Alton	Plummer
The Rev.	Stephen	Pogoloff
The Rev.	Woodson	Powell
The Rev.	Henry	Presler
The Rev.	James	Prevatt
The Rev.	Mary	Reese
The Rev.	Keith	Reeve
The Rev.	Ann	Rhyne
The Rev.	Jesus	Rojas
The Rev.	Grayce	Rowe
The Rev.	Lito	Santos
The Rev.	Ruthann	Savage-King
The Rev. Dr.	Robert	Sawyer
The Rev.	Shawn	Schreiner
The Rev.	Edward	Scott
The Rev.	David	Sellery
The Rev.	Susan	Sherard
The Rev.	Joan	Sherrill
The Rev.	Patricia	Shoemaker
The Rev. Dr.	Derek	Shows

The Rev.	Jose	Sierra Alfonso
The Rev.	George	Silides
The Rev.	Margaret	Silton
The Rev.	Gayanne	Silver
The Rev.	Harmon	Smith
The Rev.	Letitia	Smith
The Rev. Dr.	Murdock	Smith
The Rev.	Richard	Smith
The Rev.	Stephen	Smith
The Rev.	Susannah	Smith
The Rev.	Teddra	Smith
The Rev.	Foss	Smithdeal
The Rev.	William	Smyth
The Rev.	David	Stanford
The Rev.	Leslie	Steffensen
The Rev.	Harriette	Sturges
The Rev.	Raymond	Taylor
The Rev	Steven	Teague
The Rev.	Peter	Thomas
The Rev.	Christopher	Thompson
The Rev.	Fred	Thompson
The Rev.	Marion	Thullbery
The Rev.	Hugh	Tilson
The Rev.	Alfred	Tisdale
The Rev.	Nancy	Titus
The Rev	Elaine	Tola
The Rev.	James	Tucker
The Rev.	Hugh	Tudor-Foley
The Rev.	Jean	Vail
The Rev.	Barry	Vaughn
The Rev.	Joan	Vella
The Rev.	Taylor	Vines
The Rev.	William	Wagner
The Rev.	Elizabeth	Walker
The Rev.	Robert	Walker
The Rev. Dr.	Samuel	Walker
The Rev.	Thomas	Walker
The Rev.	John	Wall
The Rev.	Ludwig	Wallner
The Rev.	Frederick	Warnecke

The Rev.	Janet	Watrous
The Rev.	Jaqueline	Whitfield
The Rev.	Hugh	Whitesell
The Rev.	Philip	Wiehe
The Rev.	Donald	Wiesner
The Rev.	Antoinette	Wike
The Rev.	David	Williams
The Rev.	Henrietta	Williams
The Rev.	Richard	Williams
The Rev.	Paul	Winton
The Rev.	Middleton	Wootten
The Rev.	Jo Ann	Wootten
The Rev.	Stephanie	Yancy
The Rev.	Philip	Zoutendam
The Rev.	Michael	Zumpf

DELEGATES TO THE 208TH ANNUAL CONVENTION

of the Episcopal Diocese of North Carolina

Members of the Lay Order

Delegate Name	**Church**
Karen Deadmon	Church of the Ascension, Advance
Bryan Eagle	Church of the Ascension, Advance
Church of the Ascension, Advance Count	**2**
Wayne Davis	Christ Church , Albemarle
Maureen Davis	Christ Church , Albemarle
Christ Church , Albemarle Count	**2**
Char Holsworth	Church of the Good Shepherd, Asheboro
Norval Kraft	Church of the Good Shepherd, Asheboro
Midge Noble	Church of the Good Shepherd, Asheboro
Church of the Good Shepherd, Asheboro Count	**3**
Paige Ysteboe	Holy Comforter, Burlington
Holy Comforter, Burlington Count	**1**
Tom Fransen	St. Paul's , Cary
Heather Gates	St. Paul's , Cary
Karen Smith	St. Paul's , Cary
Vickie Johnson	St. Paul's , Cary
St. Paul's , Cary Count	**4**
Paul Ashdown	Chapel of the Cross, Chapel Hill
David Dasher	Chapel of the Cross, Chapel Hill
Jenny Mabie	Chapel of the Cross, Chapel Hill
Strother Murray-Ndinga	Chapel of the Cross, Chapel Hill
John Pegram	Chapel of the Cross, Chapel Hill
Roman Perun	Chapel of the Cross, Chapel Hill
Chapel of the Cross, Chapel Hill Count	**6**
Leah Frerichs	Church of the Advocate, Chapel Hill
Sarah Swann	Church of the Advocate, Chapel Hill
Church of the Advocate, Chapel Hill Count	**2**
Caroline Christman	Church of the Holy Family, Chapel Hill
Fred Mason	Church of the Holy Family, Chapel Hill
Iris Miller	Church of the Holy Family, Chapel Hill
Karyn Hlad Miller	Church of the Holy Family, Chapel Hill
John Paul	Church of the Holy Family, Chapel Hill
Church of the Holy Family, Chapel Hill Count	5

Delegate Name	**Church**
Martha Alexander	Christ Church, Charlotte
Sean Bird	Christ Church, Charlotte
JD Ey	Christ Church, Charlotte
Laurie Howell	Christ Church, Charlotte
Mary Klutz	Christ Church, Charlotte
Ned Waller	Christ Church, Charlotte
Christ Church, Charlotte Count	**6**
Karen Crane	Holy Comforter , Charlotte
Mary Monahan	Holy Comforter , Charlotte
Sissy Poland	Holy Comforter , Charlotte
Kathy Trotter	Holy Comforter , Charlotte
Holy Comforter , Charlotte Count	4
Sarah Morgan	St. John's , Charlotte
Erin Richardson	St. John's , Charlotte
St. John's , Charlotte Count	**2**
Heather Carty-Ward	St. Martin's, Charlotte
Liza Loeber	St. Martin's, Charlotte
Sloan Snyder	St. Martin's, Charlotte
Diane Strngis	St. Martin's, Charlotte
St. Martin's, Charlotte Count	**4**
Sharon Hunter	St. Michael and All Angels, Charlotte
Annie "Flo" Sessoms	St. Michael and All Angels, Charlotte
St. Michael and All Angels, Charlotte Count	**2**
John Frederick	St. Peter's, Charlotte
Lyn Holt	St. Peter's, Charlotte
Desmond Keller	St. Peter's, Charlotte
Dave Lavoie	St. Peter's, Charlotte
Julie Warner	St. Peter's, Charlotte
St. Peter's, Charlotte Count	**5**
Markell McPhearson	Grace Episcopal Church, Clayton
Grace Episcopal Church, Clayton Count	**1**
Yoshi Nagaishi	St. Clement's, Clemmons
Leslie Pugh	St. Clement's, Clemmons
Kirsten Russ	St. Clement's, Clemmons
St. Clement's, Clemmons Count	**3**
Mike Smith	Christ Church, Cleveland
Christ Church, Cleveland Count	**1**

Delegate Name	Church
Al Benshoff	All Saints' , Concord
Al Bonnyman	All Saints' , Concord
Mary Frances Burkett	All Saints' , Concord
Jan Millar	All Saints' , Concord
All Saints' , Concord Count	**4**
Jack Jerome	Church of the Good Shepherd, Cooleemee
Church of the Good Shepherd, Cooleemee Count	**1**
Henry Badgett	St. Alban's , Davidson
Jerry Landry	St. Alban's , Davidson
David Pylipow	St. Alban's , Davidson
Ashley Romero	St. Alban's , Davidson
St. Alban's , Davidson Count	**4**
Mauricio Chavez	Iglesia El Buen Pastor , Durham
Abundio Gonzalez	Iglesia El Buen Pastor , Durham
Antonio Medina	Iglesia El Buen Pastor , Durham
Iglesia El Buen Pastor , Durham Count	**3**
Lauren Norton	St. Joseph's, Durham
Paul Siceloff	St. Joseph's, Durham
St. Joseph's, Durham Count	**2**
Anne Burgess	St. Luke's, Durham
Kathryn Daily	St. Luke's, Durham
Nancy Mamlin	St. Luke's, Durham
St. Luke's, Durham Count	**3**
Rebecca Hix	St. Philip's, Durham
Paul Jacobson	St. Philip's, Durham
Robin Kneeburg	St. Philip's, Durham
Alexander (Alec) Motten	St. Philip's, Durham
St. Philip's, Durham Count	**4**
Michael Brewer	St. Stephen's , Durham
Megan Carlson	St. Stephen's , Durham
Lucian Roughton	St. Stephen's , Durham
St. Stephen's , Durham Count	**3**
Keith Bishop	St. Titus', Durham
Cheryl Myers	St. Titus', Durham
St. Titus', Durham Count	**2**

Delegate Name	Church
Beth Ewing	Epiphany, Eden
Caysey Petty	Epiphany, Eden
Epiphany, Eden Count	**2**
Frances Bright	St. Luke's , Eden
William Rorrer	St. Luke's , Eden
St. Luke's , Eden Count	**2**
David Redden	Galloway Memorial , Elkin
Galloway Memorial , Elkin Count	**1**
Chelsea Clark	Trinity, Fuquay-Varina
Todd Truffin	Trinity, Fuquay-Varina
Trinity, Fuquay-Varina Count	**2**
Jo Collins	All Saints', Greensboro
Gene Simpson	All Saints', Greensboro
All Saints', Greensboro Count	**2**
Edwin Powell	Church of the Holy Spirit, Greensboro
Omar Salcedo	Church of the Holy Spirit, Greensboro
Church of the Holy Spirit, Greensboro Count	**2**
Eunice Jones-Obeng	Church of the Redeemer, Greensboro
Floyd Mosely	Church of the Redeemer, Greensboro
Church of the Redeemer, Greensboro Count	**2**
Linda Brown	Holy Trinity, Greensboro
Bill Drake	Holy Trinity, Greensboro
Bill Furlow	Holy Trinity, Greensboro
Libby Haile	Holy Trinity, Greensboro
May Toms	Holy Trinity, Greensboro
Connie Wojtek	Holy Trinity, Greensboro
Holy Trinity, Greensboro Count	**6**
Barbara Van Cleve	St. Andrew's, Greensboro
Doug Sanecki	St. Andrew's, Greensboro
Sandy Shelton	St. Andrew's, Greensboro
St. Andrew's, Greensboro Count	**3**
JoEllen McFarland	St. Barnabas', Greensboro
Chris Merriman	St. Barnabas', Greensboro
Anna Sibley	St. Barnabas', Greensboro
St. Barnabas', Greensboro Count	**3**

Delegate Name	Church
Vara Cox	St. Francis', Greensboro
Catherine Isaacs	St. Francis', Greensboro
George Patterson	St. Francis', Greensboro
Bill Sternbergh	St. Francis', Greensboro
St. Francis', Greensboro Count	**4**
Andrew Leager	St. Andrew's , Haw River
St. Andrew's , Haw River Count	**1**
Richard Davis	Church of the Holy Innocents, Henderson
Rix Edwards	Church of the Holy Innocents, Henderson
Roberta Scott	Church of the Holy Innocents, Henderson
Church of the Holy Innocents, Henderson Count	**3**
Leigh Edwards	St. John's , Henderson
St. John's , Henderson Count	**1**
Wilbert Camm	St. Christopher's , High Point
Fred Watts	St. Christopher's , High Point
St. Christopher's , High Point Count	**2**
Stephanie Gardner-Cole	St. Mary's , High Point
David Moore	St. Mary's , High Point
David Penley	St. Mary's , High Point
Pat Simcox	St. Mary's , High Point
St. Mary's , High Point Count	**4**
Martha McCamy	St. Matthew's , Hillsborough
John Oxaal	St. Matthew's , Hillsborough
Jeff Thompson	St. Matthew's , Hillsborough
St. Matthew's , Hillsborough Count	**3**
David Fahey	St. Mark's, Huntersville
Suzanne Ferguson	St. Mark's, Huntersville
Johanna Tatlow	St. Mark's, Huntersville
St. Mark's, Huntersville Count	**3**
James Moore	Church of the Saviour, Jackson
Church of the Saviour, Jackson Count	**1**
Leigh Cannon	St. Matthew's , Kernersville
St. Matthew's , Kernersville Count	**1**

Delegate Name	**Church**
MaryJo Adams	St. David's , Laurinburg
St. David's , Laurinburg Count	**1**
Bob Husted	Grace Episcopal Church, Lexington
Susan Terrell	Grace Episcopal Church, Lexington
Grace Episcopal Church, Lexington Count	**2**
Rodney Reynolds	St. Paul's, Louisburg
Maury York	St. Paul's, Louisburg
St. Paul's, Louisburg Count	**2**
Jane Price	Church of the Messiah, Mayodan
Church of the Messiah, Mayodan Count	**1**
Steve Clyburn	St. Paul's , Monroe
Robert Heath	St. Paul's , Monroe
St. Paul's , Monroe Count	**2**
Ted Kratt	St. Patrick's , Mooresville
Cynthia Kratt	St. Patrick's , Mooresville
Kat Sykes	St. Patrick's , Mooresville
St. Patrick's , Mooresville Count	**3**
Jesse Slate	Trinity, Mount Airy
Lee Wilsonwithers	Trinity, Mount Airy
Trinity, Mount Airy Count	**2**
Henrietta Green-Pitre	St. Cyprian's, Oxford
St. Cyprian's, Oxford Count	**1**
Jerry Broyal	St. Stephen's , Oxford
Jenny Koinis	St. Stephen's , Oxford
St. Stephen's , Oxford Count	**2**
Tiffany Lawrie	St. Bartholomew's , Pittsboro
Angela Romatzick	St. Bartholomew's , Pittsboro
St. Bartholomew's , Pittsboro Count	**2**
Edwin Braswell	Christ Church, Raleigh
Mary Lewis James	Christ Church, Raleigh
Suzy Lamb	Christ Church, Raleigh
Tacker LeCarpentier	Christ Church, Raleigh
Chip Payne	Christ Church, Raleigh
Charlotte Wooten	Christ Church, Raleigh
Christ Church, Raleigh Count	**6**

Delegate Name	Church
Jacob Ferguson	Church of the Good Shepherd, Raleigh
Harry Johnson	Church of the Good Shepherd, Raleigh
Grace Sved	Church of the Good Shepherd, Raleigh
Jeff Whittaker	Church of the Good Shepherd, Raleigh
Church of the Good Shepherd, Raleigh Count	**4**
Harlan Hagge	Church of the Nativity, Raleigh
Diana Hudgens	Church of the Nativity, Raleigh
Perry Suk	Church of the Nativity, Raleigh
Cuyler O'Connor	Church of the Nativity, Raleigh
Church of the Nativity, Raleigh Count	**4**
Phyllis Gray	St. Ambrose, Raleigh
George Jones, Jr.	St. Ambrose, Raleigh
Julius Nimmons	St. Ambrose, Raleigh
Kendra Paiz	St. Ambrose, Raleigh
St. Ambrose, Raleigh Count	**4**
Will Lingo	St. Michael's , Raleigh
Root Edmonson	St. Michael's , Raleigh
Marty Munt	St. Michael's , Raleigh
Winston Page	St. Michael's , Raleigh
Melissa Raley	St. Michael's , Raleigh
Alan Sibert	St. Michael's , Raleigh
St. Michael's , Raleigh Count	**6**
Kathryn Carroll	St. Timothy's, Raleigh
Septina Florimonte	St. Timothy's, Raleigh
St. Timothy's, Raleigh Count	**2**
Jerry Garrett	St. Thomas', Reidsville
Elayne Garrett	St. Thomas', Reidsville
St. Thomas', Reidsville Count	**2**
Marsha West	Chapel of the Good Shepherd, Ridgeway
Chapel of the Good Shepherd, Ridgeway Count	**1**
Patricia Barnes	All Saints', Roanoke Rapids
Edwin Imasuen	All Saints', Roanoke Rapids
All Saints', Roanoke Rapids Count	**2**
Sabrina Fox	Church of the Messiah, Rockingham
Church of the Messiah, Rockingham Count	**1**

Delegate Name	**Church**
Corey Folta	Church of the Good Shepherd, Rocky Mount
James Ervin	Church of the Good Shepherd, Rocky Mount
John Lea	Church of the Good Shepherd, Rocky Mount
Church of the Good Shepherd, Rocky Mount Count	**3**
Leslie Hall	St. Andrew's, Rocky Mount
Tim Knapp	St. Andrew's, Rocky Mount
George Vargha	St. Andrew's, Rocky Mount
St. Andrew's, Rocky Mount Count	**3**
Graham Corriher	St. Luke's, Salisbury
Heather Duncan	St. Luke's, Salisbury
Stephanie Phoenix	St. Luke's, Salisbury
Greg Shields	St. Luke's, Salisbury
St. Luke's, Salisbury Count	**4**
Katie Coffield	St. Paul's , Salisbury
St. Paul's , Salisbury Count	**1**
Cindy Julich	St. Thomas', Sanford
John Kirkman	St. Thomas', Sanford
St. Thomas', Sanford Count	**2**
Laura Douglass	St. Mary Magdalene's, Seven Lakes
Jim Douglass	St. Mary Magdalene's, Seven Lakes
St. Mary Magdalene's, Seven Lakes Count	**2**
Allison Elsee	St. Paul's , Smithfield
Pat Hovorka	St. Paul's , Smithfield
Allen Wellons	St. Paul's , Smithfield
St. Paul's , Smithfield Count	**3**
Jane Deaton	Emmanuel Episcopal Church, Southern Pines
Sandy Lampros	Emmanuel Episcopal Church, Southern Pines
Katherine Stewart-Kelley	Emmanuel Episcopal Church, Southern Pines
Mary Lou Vaughan	Emmanuel Episcopal Church, Southern Pines
Emmanuel Episcopal Church, Southern Pines Count	**4**
Kim Dockery	Trinity Episcopal Church, Statesville
Trevla Pulliam	Trinity Episcopal Church, Statesville
Katherine Smith	Trinity Episcopal Church, Statesville
Trinity Episcopal Church, Statesville Count	**3**

Delegate Name	Church
Jay Cutler	Calvary Episcopal Church, Tarboro
Julie Thomas	Calvary Episcopal Church, Tarboro
Jane Thorne	Calvary Episcopal Church, Tarboro
Calvary Episcopal Church, Tarboro Count	**3**
Jane Breaux	St Luke's, Tarboro
St Luke's, Tarboro Count	**1**
Martha Flinchum	Calvary Episcopal Church, Wadesboro
Steven Long	Calvary Episcopal Church, Wadesboro
Calvary Episcopal Church, Wadesboro Count	**2**
Betty Bland	St. John's , Wake Forest
David Bland	St. John's , Wake Forest
Ken Marsh	St. John's , Wake Forest
Bill Van Cleave	St. John's , Wake Forest
St. John's , Wake Forest Count	**4**
Joel Brown	Christ Church, Walnut Cove
Christ Church, Walnut Cove Count	**1**
Jenny Cianciolo	St. Margaret's , Waxhaw
Hugh Laughlin	St. Margaret's , Waxhaw
Erin Nelson	St. Margaret's , Waxhaw
Lisa Williams	St. Margaret's , Waxhaw
St. Margaret's , Waxhaw Count	**4**
Israel Jaimes	La Iglesia Guadalupana , Wilson
Tomasa Martinez	La Iglesia Guadalupana , Wilson
Martha Ortiz	La Iglesia Guadalupana , Wilson
La Iglesia Guadalupana , Wilson Count	**3**
Alice Freeman	St. Mark's , Wilson
St. Mark's , Wilson Count	**1**
Thomas Farmer	St. Timothy's, Wilson
Dante Pittman	St. Timothy's, Wilson
Carol Putney	St. Timothy's, Wilson
Brent Walston	St. Timothy's, Wilson
St. Timothy's, Wilson Count	**4**
Laura Blalock	St. Timothy's , Winston Salem
Jane Bowser	St. Timothy's , Winston Salem
Beverly Davis	St. Timothy's , Winston Salem
Shannon Hurley	St. Timothy's , Winston Salem
St. Timothy's , Winston Salem Count	**4**

Delegate Name	**Church**
Ana Apaseo	Christ's Beloved Community, Winston-Salem
Christ's Beloved Community, Winston-Salem Count	**1**
Stan Meiburg	St. Anne's, Winston-Salem
Martha Murphy	St. Anne's, Winston-Salem
Donna Williams	St. Anne's, Winston-Salem
St. Anne's, Winston-Salem Count	**3**
Scott Adams	St. Paul's, Winston-Salem
Deb Dunn	St. Paul's, Winston-Salem
Laura Edmundson	St. Paul's, Winston-Salem
Annette Lynch	St. Paul's, Winston-Salem
Richard Rogers	St. Paul's, Winston-Salem
David Wils	St. Paul's, Winston-Salem
St. Paul's, Winston-Salem Count	**6**
Gertrude Murchison	St. Stephen's, Winston-Salem
St. Stephen's, Winston-Salem Count	**1**
Lay Delegates Subtotal	**240**

JOURNAL OF PROCEEDINGS
of the 208th Annual Convention
of the Diocese of North Carolina

Registration for the 208th Annual Convention of the Diocese of North Carolina began at 4:00 p.m., Thursday, November 16, 2023 at the M. C. Benton Convention Center in Winston-Salem, North Carolina. For this and future Conventions, the processes for registration and credentialing were combined. At 5:00 p.m. the Committee on Dispatch of Business met to review arrangements for the Convention. At 7:45 p.m., a program entitled "The Art of Telling Our Stories" was led by The Rev Kathy Walker. Pre-recorded presentations were given by Mr. Bruce Jenkins, Chapel of the Christ the King, Charlotte and Ms. Valeria Dove, St Stephen's, Winston-Salem. The discussion panel consisted of the Rev. Walker; the Rev. Reggie Payne-Wiens, Chapel of Christ the King, Charlotte; the Rev. Michelle Roach, Redeemer, Greensboro; and the Rev. Hershey Mallette Stephens, Chaplain, St Augustine's University.

Pursuant to the determination of the 207th Annual Convention, the 208th Annual Convention gathered on Friday, November 17, 2023. The theme of Convention was Christian Formation. Registration opened at 8:00 a.m. Mr. Charles L. Till, Secretary of Convention, conducted a question-and-answer session for clergy and lay delegates at 9:15 a.m.

The Rt. Rev. Samuel Rodman, Bishop Diocesan XII of the Diocese, called Convention to order at 10:00 a.m. The Rev. Helen Svoboda-Barber, Chair of the Committee on Credentials, certified that a quorum was present in both the clergy order and the lay order. The Holy Eucharist was celebrated, the Rt. Rev. Jennifer Brooke-Davidson, Bishop Assistant, preaching and Bishop Rodman celebrating. The Rt. Rev. Orlando Gomez Segura, Bishop of Costa Rica, was also present.

Bishop Rodman called Convention to order for the First Legislative Session at 11:52 a.m. Bishop Rodman and Convention welcomed a group from the Diocese of Botswana. Bishop Rodman moved adoption of the published agenda of Convention, which adopted the motion by voice vote. Bishop Rodman appointed Mr. Marks Arnold as Parliamentarian of Convention and Ms. Martha Alexander as Chair of the Committee on Dispatch of Business. Bishop Rodman nominated Mr. Till as Secretary of Convention, which elected Mr. Till by voice vote. Bishop Rodman nominated Mr. Gilbert Small as Treasurer of the Diocese. Convention elected Mr. Small by voice vote.

Bishop Rodman announced nominations and appointments that required action by Convention: Mr. Martin Brinkley as Chancellor of the Diocese; Mr. Arnold and Mr. Chip Howes as Vice-Chancellors; the Rev. Dr. Brooks Graebner as Historiographer of the Diocese; the Rev. Milton Williams and Ms. Paula McClain as Trustees of the Diocese; the Rev. Todd Dill, The Rev. Joyce Corbin Allen, and the Rev. Sanford Key to the Disciplinary Board; and the Rev. Mawethu Ncaca and Mr. Alexander Motten as Trustees of the Francis J. Murdoch Memorial Society. Bishop Rodman moved to elect or to confirm these nominations and appointments, as the case may be, *en banc*; Convention adopted the motion by voice vote.

Bishop Rodman announced other appointments not requiring action by Convention, including the following legislative committees of the 208th Annual Convention:

Administration of the Diocese – The Rev. Robert Black, Chair; the Rev. Mallette Stephens, the Rev. Sara Ardrey-Graves, Mr. Jerry Garrett, Mr. Chipper Long, and Ms. Patricia Barnes.

Elections – The Rev. George Greer, Chair; and Mr.Greg Shields.

Credentials – The Rev. Svoboda-Barber, Chair; and the Rev. Sarah Carver.

Constitution and Canons – The Rev. John Talk, Chair; the Rev. Bruce Heyvaert, the Rev. Greg Jones, Mr. Alf Badgett, Ms. Megan Carlson, and Mr. David Bland.

National and International Concerns – The Rev. Rebecca Yarbrough, Chair; the Rev. Leon Spencer, the Rev. Maureen Flak, the Rev. Garry Edwards, Mr. Julius Nimmons, Ms. Jane Deaton, Mr. Stan Meiburg, and Mr. Jerry Landry.

Social Concerns – The Rev. Joan Kilian, Chair; the Rev. Rick Sigler, the Rev. Emily Parker, the Rev. Caleb Tabor, Mr. Tim Knapp, Mr. Israel James, and Ms. Maureen Davis.

Faith and Morals – The Rev. Audra Abt, Chair; the Rev. Kevin Matthews, the Rev. Daniel Wall, the Rev. Ryan Parker, the Rev. Amy Huacani, and Ms. Septina Florimonte.

Dispatch of Business - Ms. Alexander, Chair; Bishop Rodman; the Rev. Svoboda-Barber, the Rev. Black, the Rev. Greer, the Rev. Talk, the Rev. Yarbrough, the Rev. Kilian, the Rev. Abt, and Mr. Till.

Prior to Convention, the following persons had been properly nominated for elected office: Standing Committee, clergy order, the Rev. Linda Nye; Standing Committee, lay order, Mr. David Tamer; Diocesan Council, clergy order, the Rev. Maryann Younger; Diocesan Council, lay order, Mr. Bill Drake, Mr. Claude Snow, Ms. Jane Thorne, and Mr. Jerry Garrett; and Trustee, University of the South, clergy order, the Rev. Carmen Germino, the Rev. Joshua Bowron, and the Rev. Robert Travis. The Secretary solicited late nominations. The Rev. Roach was duly nominated for Diocesan Council, clergy order; the Rev. Edwards for Standing Committee, clergy order; and Ms. Gertrude Murchison for Standing Committee, lay order. Bishop Rodman moved that late nominations be closed, and Convention adopted the motion by voice vote.

The Secretary moved that there being two nominees for two positions on Diocesan Council, clergy order, such nominees be elected by acclamation. Convention adopted the motion by voice vote. The Secretary moved that there being two nominees for two positions on Standing Committee, lay order, such nominees be elected by acclamation. Convention adopted the motion by voice vote.

Prior to Convention, ten resolutions had been duly submitted: 208.1, On Episcopal Elections; 208.2, On Modernizing the Pre-Convention Process; 208.3, On Convention Credentials and

Election Committees; 208.4, On Departments of Diocesan Council; 208.5, On Use of Teleconferencing; 208.6, On Mental Health; 208.7, On Guiding Principles for World Mission; 208.8, On Negative Stereotypes; 208.9, On the Most Reverend Michael Bruce Curry; and 208.10, On Affordable Housing. The Secretary solicited late resolutions. None were offered. Bishop Rodman moved that late resolutions be closed, and Convention adopted the motion by voice vote.

The Secretary announced that his report to Convention was filed. The Secretary noted that pursuant to Canon D-IV.4, Section 4, he recorded a change in status of Grace, Weldon from a parish to a mission effective November 9, 2023. The Secretary informed Convention that he received an application from the Church of the Advocate, Chapel Hill, currently a mission, to enter into union with Convention as a parish. The Secretary certified that all canonical requirements for their application have been met and moved that Church of the Advocate, Chapel Hill be admitted into union with Convention as a parish. Convention adopted the motion.

Bishop Rodman gave his annual address to Convention.

Bishop Rodman introduced the seminarians of the Diocese. Following announcements and grace spoken by Ms. Alexander, Convention recessed for lunch at 12:45 p.m.

At 2:03 p.m. Bishop Rodman called Convention to order. The Secretary conducted a test of the Election Runner system to cast ballots. Following an introduction by Bishop Brooke-Davidson, the Rev. Dr. Rich Melheim began his address to the Convention on Christian Formation. Bishop Rodman announced the referral of resolutions to legislative committees. At 3:23 p.m. Convention recessed for committee hearings. At 5:30 p.m. the Convention observed Evensong. A reception for members of Convention followed.

On Saturday, November 18, Bishop Rodman called Convention to order for the Second Legislative Session at 8:30 a.m. The Convention observed Morning Prayer. The Secretary announced that Friday's test ballot was successful and that the first ballot was open.

The Rev. Melheim continued his address. The Rev. Lindsey Ardrey addressed Convention on Restitution and Reparations ministry.

The Secretary announced the results of the first ballot. For Standing Committee in the clergy order, the Rev. Nye was elected. For Diocesan Council in the lay order, Ms. Thorne, Mr. Garrett, and Mr. Snow were elected. For Trustee, University of the South in the clergy order, the Rev. Germino was elected. No further ballot was necessary.

Ms. Sherry Owens and Mr. Long delivered the report of Diocesan Council. Convention recessed at 10:35 a.m. Bishop Rodman called Convention to order at 10:49 a.m. Convention welcomed members of Church of the Advocate, Chapel Hill. Its first Vicar, the Rev. Lisa Fischbeck, and its Rector, the Rev. Marion Sprott, addressed Convention.

Mr. Small delivered his Treasurer's report. He moved adoption of the Mission and Ministry budget for 2024. The motion was adopted by voice vote. He moved that the Fair Share percentage for 2025 be set at 10.65%. The motion was adopted by voice vote.

Ms. Alexandra Gonzalez of El Buen Pastor, Durham and Ms. Caitlin Belingon of St. Paul's, Cary delivered the report of Youth ministry.

The Rev. Black delivered the report of the Committee on Administration of the Diocese. The Committee recommended adoption of Resolution 208.9, which was adopted by voice vote (Act 2023-1). The Committee recommended rejection of Resolution 208.8, on which no further action was taken.

The Rev. Talk delivered the report of the Committee on Constitution and Canons. The Committee recommended adoption of Resolution 208.1, an amendment to the Constitution of the Diocese on second reading. The resolution was adopted by a plurality of green cards in the lay order and by a plurality of green cards in the clergy order (Act 2023-2). The Committee recommended adoption of Resolutions 208.2, 208.3, 208.4, and 208.5 and the Rev. Talk moved that they be adopted *en bloc*. The motion was adopted by voice vote (Acts 2023-3, 2023-4, 2023-5, and 2023-6).

The Rev. Abt delivered the report of the Committee on Faith and Morals. The Committee recommended a substitute for Resolution 208.10, which substitute was adopted by voice vote (Act 2023-7).

The Rev. Yarbrough delivered the report of the Committee on National and International Concerns. The Committee recommended a substitute for Resolution 208.7, which substitute was adopted by voice vote (Act 2023-8).

The Rev. Kilian delivered the report of the Committee on Social Concerns. The Committee recommended a substitute for Resolution 208.6. Mr. Bland moved to amend the substitute. A technical error in preparation of the text was identified, and Bishop Rodman rescheduled consideration of the matter to the afternoon.

Deans of the Diocese introduced clergy new to their respective Convocations. Bishop Rodman introduced candidates for ordination to the vocational diaconate and the staff of the Diocese. Bishop Rodman bestowed the Bishop's Award on St Andrew's, Rocky Mount. Bishop Rodman reported on the implementation of Act 2022-6. The Rev. Walker reported on the status of historically African-American churches in the Diocese, the Bishop's Committee for Racial Justice and Reconciliation, and the annual diocesan observance of the Rev. Absalom Jones.

Youth delegates led Convention in Noonday Prayer, during which the Secretary read the Necrology of the Diocese. Ms. Alexander said grace, and Convention recessed for lunch at 12:14 p.m.

Bishop Rodman called Convention to order at 1:09 p.m. The Rev. Melheim concluded his address. The Rev. Jan Lamb, Archdeacon, introduced newly ordained vocational deacons. The

Rev. Yarbrough, the Rev. Miriam Saxon, and the Rev. Matt Addington gave the report of the Chartered Committee on Global Mission with respect to companion relationships with the Diocese of Botswana and the Diocese of Costa Rica. Convention again applauded visitors from Botswana. Bishop Gomez addressed Convention.

Convention resumed consideration of the substitute for Resolution 208.6 and the amendment proposed thereto, with the Rev. Tabor representing the Committee on Social Concerns in place of the Rev. Kilian. Mr. Bland restated his amendment. Convention adopted the amendment by voice vote and subsequently adopted the substitute resolution, as amended, by voice vote (Act 2023-9).

The Rev. Franklin Morales introduced a video about Latino ministry in the Diocese and addressed Convention. The Rev. Jill Staton Bullard gave the report of the Chartered Committee on Environmental Ministry, recognized the work of Mr. David McDuffie and Mr. Carl Sigel, and announced that the 2023 Rev. Thomas Droppers Memorial Green Congregation Award is to Nativity, Raleigh. Ms. Christine McTaggart and Ms. Summerlee Walter addressed Convention on the initiative to rebrand the Diocese, including development of a new diocesan seal and logo. Ms. Joy Shillingsburg addressed Convention on Mission Strategy. Bishop Rodman invited Bishop Brooke-Davidson and the deputation of the Diocese to the 81st General Convention in June 2024 to gather for prayer with the Convention.

The Secretary moved that the 209th Annual Convention of the Diocese be held November 22-23, 2024 at The Benton in Winston-Salem. The motion was adopted by voice vote. Bishop Rodman expressed gratitude to all who worked to arrange and to conduct the Convention. A courtesy video was shown. Bishop Rodman gave his episcopal blessing to Convention.

Its business having concluded, the 208th Annual Convention adjourned at 2:54 p.m.

+Samuel S. Rodman, Bishop Diocesan
Charles L. Till, Secretary of the Convention

ACTS OF THE 208TH ANNUAL CONVENTION
of the Episcopal Diocese of North Carolina

Act 2023-1
(Resolution 208.9)
On the Most Reverend Michael Bruce Curry

The 208th Annual Convention enacts:

"Resolved, that the 208th Annual Convention of the Diocese of North Carolina submit the following resolution to the 81st General Convention of The Episcopal Church, to be held in Louisville, Kentucky, June 2024:

> 'Resolved, the House of _____ concurring, That the 81st General Convention of The Episcopal Church give gratitude for the difference Bishop Curry's extraordinary leadership and love have made, and for his witness through prayers, revivals, and sermons, wishing him Godspeed upon his retirement in 2024.' "

Act 2023-2
(Resolution 208.1)
On Episcopal Elections

The 208th Annual Convention enacts:

"Article XII of the Constitution of the Diocese of North Carolina is amended as follows:

> When a Bishop is to be elected the Convention shall vote ~~by written ballot and~~ separately by orders; and a concurrence on the same ballot of a majority of all the clergy entitled to vote in the Convention, whether present or not, and of a majority of all lay delegates authorized to be chosen as provided by canon, whether present or not, shall be necessary to an election."

Adopted upon Second Reading.

Act 2023-3
(Resolution 208.2)
On Modernizing the Pre-Convention Process

The 208th Annual Convention enacts:

"Canon D-I.1, Section 1 of the Diocese of North Carolina is amended as follows:

Section 1. ***Clergy***. ~~Before the opening of the annual Convention or of a Special Convention, the Secretary shall apply to the Ecclesiastical Authority for a list of clergy entitled to seats, and shall receive such list at least 120 days before the opening of an annual Convention, or 60 days before a Special Convention. From this list the Secretary shall prepare, at least 90 days prior to the annual Convention and 30 days prior to a Special Convention, and publish from this list the official clergy roll of the Convention, which roll shall be *prima facie* evidence of the right to seats therein. After the Secretary's publication of the roll, the~~ *No less than 120 days before an annual Convention or 60 days before a Special Convention, the Secretary shall obtain from the Ecclesiastical Authority the roster of the clergy order of such Convention. In compliance with Article III, Section 3 of the Constitution, the roster shall specify which members of the Clergy Order have seat and voice and which have seat, voice, and vote. The* Ecclesiastical Authority may certify to the Secretary additional clergy entitled by the Constitution to seat *and voice or, as the case may be, seat, voice, and vote* in the Convention until one hour prior to the opening session of the Convention.

Canon D-I.1, Sections 2 and 3 are amended as follows:

Section 2. ***Laity*****.** ~~The clerks of the several parish and mission vestries electing lay delegates to the Convention shall furnish two certificates showing the names, addresses, and telephone numbers of the lay persons elected. One shall be provided to the delegates-elect, and one shall be forwarded to the Secretary of the Convention. The latter shall be mailed at least 110 days before the opening session. From these certificates the Secretary shall prepare and publish at least 90 days before the opening of the Convention a roster of lay delegates to that Convention. The Secretary shall not insert any name upon the roll without the evidence of one of these certificates or an amended certificate signed by the rector or clerk of the parish or by the vicar or clerk of the mission, submitted to the Secretary not later than one hour prior to the opening session of the Convention, unless specifically directed to do so by the Convention upon recommendation of its Committee on Credentials. Defective or doubtful certificates shall be laid aside, to be acted on after the Convention shall have organized.~~

~~Each congregation (parish or mission) shall be represented in the Convention in accordance with the average number of its enrolled adult communicants in good standing, as contained in the last three annual statistical reports printed in the Journal as follows:~~

~~*Enrolled Adult Communicants in Good Standing*~~	~~*Number of Lay Delegates*~~
~~1 - 49~~	~~1~~
~~50 - 149~~	~~2~~
~~150 - 299~~	~~3~~
~~300 - 599~~	~~4~~
~~600 - 999~~	~~5~~
~~1000 and over~~	~~6~~

Section 2. Laity. (a) *In this Section 2, "church" shall mean a parish or mission in union with Convention.*

(b) No less than 200 days before each annual Convention, the Secretary of the Convention shall calculate the number of delegates to which each church is entitled

according to the average number of its enrolled adult communicants in good standing, as shown on the three most recent parochial reports filed with The Episcopal Church, as follows:

Enrolled Adult Communicants in Good Standing	*Number of Lay Delegates*
1 - 49	*1*
50 - 149	*2*
150 - 299	*3*
300 - 599	*4*
600 - 999	*5*
1000 and over	*6*

(c) *Should the number of delegates to which a church is entitled change from the previous annual Convention, the Secretary shall promptly so notify the senior warden of the church. If the number of delegates for a church decreases and the reduction is not offset by expiration of terms of incumbent delegates, the vestry of that church shall determine which delegate(s) shall be removed from the delegation.*

(d) *The vestry of each church shall elect as delegates constitutionally qualified lay persons for a term that begins on the first day of the next annual Convention and ends on the day before the first day of the fourth next annual Convention, including all Special Conventions during such term. A delegate may be re-elected for consecutive terms. Vestries of churches entitled to more than one delegate shall, to the extent possible, stagger the terms of their delegates. If a vacancy arises among the delegates of a church, the vestry of the church shall elect a constitutionally qualified lay person to complete the term.*

(e) *The vestry of each church may elect as alternates as many constitutionally qualified lay persons as it is allocated delegates for a term that begins on the first day of the next annual Convention and ends on the day before the first day of the second next annual Convention, including all Special Conventions during such term. An alternate may be re-elected for consecutive terms. The vestry shall designate its alternates in sequence in the order of votes received. If a vacancy arises among the alternates of a church, the vestry of the church may elect a constitutionally qualified lay person to complete the term.*

(f) *No less than 110 days before each annual Convention, the clerk of each vestry shall submit to the Secretary the names and contact information for all delegates, whether newly elected or continuing in their terms, and for all alternates. If, subsequent to this submission, a vestry elects a successor delegate or alternate, the clerk shall promptly notify the Secretary of the name and contact information of the electee and the name of the delegate or alternate whom the electee has succeeded.*

(g) *If a delegate does not serve at a Convention or session thereof, such delegate may be replaced at such Convention or session thereof by the first available alternate of the church in the sequence of election. Alternates may not sit with their delegation and do not have seat, voice, or vote unless and until authorization for such alternate to serve is signed by the vestry clerk, senior warden, rector, vicar, or priest-in-charge of the church and accepted by the Committee on Credentials. The same process shall be followed for a delegate resuming service at a Convention after replacement by an alternate. A delegate or alternate replaced during a Convention shall relinquish his or her credentials to the Committee on Credentials and leave the floor.*

(h) *The Secretary shall not enroll, and the Committee on Credentials shall not issue credentials to, any delegate or alternate without evidence of election by a vestry as required by Section 2(f) of this Canon D-I.1 and, if applicable, evidence of authorization as required by Section 2(g) of this Canon D-I.1. The Secretary shall lay aside defective, doubtful, or disputed documents pertaining to delegates or alternates for referral to the Committee on Credentials, which shall report its recommendations regarding such documents to the Convention for its action after the Convention shall have organized.*

~~**Section 3. (a)** Lay persons who meet the constitutionally required qualifications shall be elected delegates and alternate delegates to the Convention in accordance with the terms of this section. The length of initial terms under this system shall be prescribed by rule of order; upon the expiration of initial terms each lay delegate shall be elected for a term of three years except as may be required under the provisions of Subsection (b) below. At the time delegates are chosen the vestries shall elect for one year terms alternate delegates equal in number to the number of delegates authorized by Section 2, above.~~
~~**(b)** Should the average number of enrolled adult communicants in good standing of a congregation at any time require that it elect a greater or smaller number of lay delegates than initially prescribed, the Secretary of the Convention, not later than 200 days prior to the Convention at which the new representation is first to take effect, shall notify the parish or mission of that fact, specifying in the notice which delegates, if any, are to be elected for terms of less than three years in order to maintain so far as possible the division among the Convention's lay membership prescribed by the Constitution. Upon the expiration of the initial terms required under this subsection, each lay delegate from the affected parish or mission shall be elected for a term of three years.~~

Canon D-II.1, Sections 1 and 2 are amended as follows:

Section 1. The Secretary shall:

~~**(a)** Take all necessary steps to inform the Convention delegates not only of the time and place of annual and special Conventions, but also of the particular business of each Convention.~~

~~**(b)** Notify vestries of the number of lay Convention delegates their parishes and missions are entitled to elect and the length of terms for which such delegates are to be elected.~~

~~**(c)** Prepare the canonical lists of the clerical and lay delegates entitled to membership in the Convention.~~

~~**(d)** From the roster of the preceding annual Convention ascertain the names of clerical and lay delegates whose membership in the next annual Convention can be presumed and, not later than August 15, inform those persons that Convention Committees are to be appointed by the Bishop and request that, not later than September 10, they inform the Bishop in writing of the committees to which they have an interest in being named.~~ *Perform the various duties required of the Secretary by the Constitution and Canons of The Episcopal Church, the Constitution and Canons of the Diocese, and the Rules of Order of Convention.*

(e *b*) Call the Convention to order for the purpose of organization in the absence of the Bishop, Bishop Coadjutor or Suffragan Bishop (if there be such), and the President of the Standing Committee.
(f *c*) Keep a record of all Convention proceedings, prepare and issue its journals, and publish the journals in an easily accessible format. *Each journal shall contain the roster of members of a Convention as of one hour prior to the opening of such Convention.*
(g d) Preserve and have ready for reference all Convention papers not specially given into other hands.

Section 2. ~~The Secretary shall mail notices of all Conventions to each member of the clergy who is entitled to a seat and vote therein, and to the senior warden of each parish and mission. These notices shall include the forms for certifying lay delegates and alternates and, in the case of the annual Convention, shall be sent at least 140 days prior to the date thereof, and not later than 60 days prior to the date of a Special Convention.~~
(a) *No less than 150 days before an annual Convention, the Secretary shall publish the number of delegates to which each parish and mission in union with Convention is entitled and shall send notice of such Convention to each member of the clergy of the Diocese and to the senior warden of each such parish and mission. The notice to senior wardens shall specify how clerks of vestries shall make the submission required by Canon D-I.1, Section 2(e).*
(b) *No less than 90 days before an annual Convention, the Secretary shall publish the roster of members of Convention as determined by Canon D-I.1, Sections 1 and 2(e) and send to each member the instructions for submitting nominations, resolutions, and statements of interest to serve on legislative Committees of the Convention.*
(c) *No less than 30 days before a Special Convention, the Secretary shall publish the roster of members of such Convention.*"

Act 2023-4
(Resolution 208.3)
On Convention Credentials and Election Committees

The 208th Annual Convention enacts:

"Canon D-I.8, Section 1 of the Diocese of North Carolina is amended as follows:

Section 1. Appointment of Committees. Not later than 40 days prior to the annual Convention, the Bishop (or presiding officer of the Convention) shall annually appoint, at least three clerical and five lay persons, being members of the Convention who have served as delegates in at least one prior annual Convention of this Diocese, to each of the Convention Committees listed below, shall name the ~~presiding officer~~ *chair* of each such committee, shall notify each committee member of the appointment, and shall inform the committee's ~~presiding officer~~ *chair* of the names, addresses, and telephone numbers of the members. Should a larger membership be desired for any Convention Committee, the Bishop (or presiding officer of the Convention) may appoint additional members with the

requisite Convention experience but shall retain approximately the same proportion of lay and clerical members. The committees so constituted shall be:
(a) The Committee on Constitution and Canons
(b) The Committee on Administration of the Diocese
~~(c) The Committee on Credentials~~
~~(d) The Committee on Elections~~
(~~e~~ *c*) The Committee on Faith and Morals
(~~f~~ *d*) The Committee on National and International Affairs
(~~g~~ *e*) The Committee on the Program of the Church
(~~h~~ *f*) The Committee on Social Concerns
In addition, there shall be a Committee on Dispatch of Business which shall be constituted and have the duties and responsibilities set out in Section 2 of this Canon *and a Committee on Credentials and Elections which shall be constituted and have the duties and responsibilities set out in Section 6 of this Canon*.

Canon D-I.8, Section 2 is amended as follows:

Section 2. The Bishop (or other person entitled to preside in Convention) shall appoint a Committee on Dispatch of Business and designate a ~~presiding officer~~ *chair* who shall have been a member of a preceding annual Convention in either the lay or clerical order. The Diocesan bishop and any other bishops then active in the Diocese, the Secretary of the Convention, the Chancellor of the Diocese, and the chairs of the legislative committees of the Convention shall be members *ex officio*. The Committee on Dispatch of Business shall serve the Convention of the Diocese in the following ways:
(a) Before a Convention: the ~~presiding officer~~ *chair* of the Committee shall
(1) Prepare the agenda for the forthcoming Convention;
(2) Recommend to the Commission on Constitution and Canons four weeks in advance of the Convention any suggested changes in the Rules of Order.
(b) During a Convention: the Committee shall provide requested assistance to the presiding officer of the Convention, and a member of the Committee shall always be entitled to the floor on the business of the Committee. The presiding officer of the Convention shall refer to this Committee without debate all resolutions or motions suggesting orders of the day. The Committee shall also:
(1) Suggest special orders for the dispatch and furtherance of Convention business;
(2) Recommend the disposition of all resolutions referred to it; and
(3) Recommend the disposition of any unfinished Convention business.

Canon D-I.8, Section 6 is amended as follows:

Section 6. *The Bishop (or other person entitled to preside in Convention) shall appoint a Committee on Credentials and Elections and designate a chair who shall have been a member of a preceding annual Convention in either the lay or clerical order.* The Committee on Credentials *and Elections* shall review, investigate, and make recommendations to the Convention on all matters referred to it regarding the claims of delegates to seats and votes in the Convention. *It shall supervise and conduct all Convention elections, certifying the election results to the presiding officer of the*

Convention and the Secretary. The committee may, with the consent of the Bishop, appoint laypersons who are communicants in good standing in the Diocese to assist as tellers.

Canon D-I.8, Section 7 is deleted."

Act 2023-5
(Resolution 208.4)
On Departments of Diocesan Council

The 208th Annual Convention enacts:

"Canon D-III.3 of the Diocese of North Carolina is amended as follows:

Section 4. Departments. The Diocesan Council ~~shall~~ *may* organize from its membership, supplemented as herein provided, ~~a Department of Outreach and Justice Ministries, a Department of Christian Formation, Department of Youth and Young Adults, a Department of Congregational Support and Development, a Department of Finance and Administration, a Department of Planning, and~~ such ~~other~~ departments as in its judgment may be necessary; and it shall provide the manner and means by which its departments shall be staffed and financed. From the Council membership the Bishop Diocesan shall appoint the members of each department and designate its chair. The chair of each chartered committee within a department shall be a member of the department. Subject to confirmation by the Council, the Bishop may appoint additional members to departments of the Council. Each department shall meet at least three times each year and report its activities to meetings of the Council. It shall receive and review budget requests from its chartered committees and submit its departmental budget to the Diocesan Council. The Bishop Diocesan, the Bishop Suffragan, and the Bishop Coadjutor, if there be one, shall be members of each department.

~~Subject to Council review and approval:~~

~~(a) The Department of Outreach and Justice Ministries shall be responsible for the work of the Diocese with respect to those programs and activities that embody our ministry locally, nationally, and overseas;~~

~~(b) The Department of Christian Formation shall oversee those bodies that provide program and resources for education and formation throughout the Diocese.~~

~~(c) The Department of Youth and Young Adults shall oversee Diocesan programs for youth, ministry in higher education, and young adults.~~

~~(d) The Department of Congregational Support and Development shall coordinate the work of those agencies that work directly with congregations.~~

~~(e) The Department of Finance and Administration shall oversee the development and administration of the Diocesan budget and disbursement of grants; shall oversee the business, personnel, and property affairs of the Diocese, including the work of the Treasurer and the annual audit of the Diocese; and shall formulate and review administrative and personnel policies of the Diocese.~~

~~(f) The Department of Planning shall use demographic information to inform the evolution of the program and organization of the Diocese, evaluate and propose changes to the program and organization of the Diocese, and develop the policy of the Diocese with respect to real property and propose real property transactions.~~"

Act 2023-6
(Resolution 208.5)
On Use of Teleconferencing

The 208th Annual Convention enacts:

"Canon D-VII.4 of the Diocese of North Carolina is amended as follows:

Section 1. Parishes, missions, and their vestries; Convocations; the Standing Committee; the Diocesan Council on behalf of itself, its Departments, and the Council Committee on the State of the Church; the Trustees of the Diocese; Commissions and Chartered Committees of the Diocese; the Disciplinary Board, the Fair Share Appeals Board, the Mission Endowment Board, and the Murdoch Memorial Society; and all other commissions and committees of the Diocese (collectively, "Diocesan Entities") are authorized to ~~adopt bylaws providing for the~~ conduct ~~of~~ meetings by teleconference, videoconference, or any other technology that allows all persons participating to hear each other at the same time and to participate in discussion. For purposes of determining a quorum, conducting a parliamentary process, and voting, members participating in a meeting by means of remote technology are deemed present in person at the meeting.

Section 2. ~~Diocesan Entities are authorized to adopt bylaws providing that actions~~ *Actions* required or permitted to be taken by ~~the body~~ *any Diocesan Entity* may be taken without a meeting if (i) all members of the body consent to the action in writing or by authenticated electronic transmission, and (ii) such written or authenticated electronic transmissions are filed with the minutes of the proceedings.

~~**Section 3.** Bylaws adopted pursuant to this Canon must be consistent with the Constitution and Canons of the Diocese of North Carolina and of the General Convention and shall be submitted to the Ecclesiastical Authority for approval.~~"

Act 2023-7
(Substitute Resolution 208.10)
On Affordable Housing

The 208th Annual Convention enacts:

"Resolved, that the 208th Annual Convention of the Diocese of North Carolina submit the following resolution to the 81st General Convention of The Episcopal Church, to be held in Louisville, Kentucky, June 2024:

'Resolved, the House of _____ concurring, That the 81st General Convention authorize the establishment of a Task Force on Affordable Housing and Homelessness. The Presiding Bishop shall appoint the Episcopal members and the President of the House of Deputies shall appoint the Priests and Deacons and the Lay Persons to the Task Force, to be composed of thirteen (13) people, representing the diversity of the Church, as follows: 2 Bishops, 5 Priests or Deacons, and 6 Lay Persons, to complete the following work: (a) investigate and document the engagement of Episcopal dioceses and congregations in the development of permanent, transitional, supportive, and emergency housing, and in ministries that assist families and individuals to access and sustain housing; (b) recommend approaches that will increase involvement of dioceses and congregations based on best practices identified, given local needs; and (c) study and formulate a recommendation regarding the need for a Standing Committee on Housing and Homelessness, or other most effective means, to elevate and empower Episcopal engagement in addressing this long-term and complex racial and economic justice issue; said work to be completed by November 30, 2026. And be it further

Resolved, That the Task Force on Affordable Housing and Homelessness ends with the submission of their report to the 82nd General Convention. And be it further

Resolved, That the General Convention request a budget allocation of $95,000 for the implementation of this resolution.'"

Act 2023-8
(Substitute Resolution 208.07)
On Guiding Principles for World Mission

The 208th Annual Convention enacts:

"Resolved, that the 208th Annual Convention of the Diocese of North Carolina adopts the Guiding Principles for World Mission, as set forth by the 80th General Convention of The Episcopal Church and commended to all dioceses as the foundation upon which all global mission work is engaged, those principles being:

- Think and imagine a world where love is the way;
- Commit to world mission that is incarnated in personal presence, meeting Christ in all whom we encounter, in our backyard or around the globe;
- Go the Way of Love: cross boundaries, listen deeply, and live like Jesus;
- Walk the Way of Love with our companions in mission, in mutual discovery and deepening of God's reconciling love, learning together, praying together, worshipping together, as we transform and bless each other;
- Excite, inspire, and engage others to discover the joy of God's mission;
- Honor and embrace in mutual discovery the God-given gifts of all individuals, parishes, dioceses, their partners, and their communities;

- Nurture relationships to develop avenues for cross-cultural mission, local/global/pilgrimage, for all ages and abilities;
- Advocate for structural changes to support global mission issues, including promoting the dignity of all and honoring refugees, migrants, and asylum seekers everywhere;
- Honor our sacred differences while we unite as Beloved Community around God's table
- Support missionaries, from discernment, during their service, and upon their return;
- As we walk this Way of Love, address together the many issues of poverty, violence, oppression, and environmental degradation;
- Remember that to "Go" can also mean "Go" by building relationships, learning, listening, encouraging across space through virtual presence and communication from where you are;
- Encourage all dioceses to have a Diocesan Global Mission Advocate; and

Further resolved, that all Diocesan Global Mission activities, missions, and visitations shall be planned with study and discussion of these principles as a part of their preparation; and

Further resolved, that congregations be encouraged to undertake study and discussion of global mission, including consideration of these principles as they contribute to mutuality and human dignity; and

Further resolved, that congregations be encouraged to name a member or committee to assume leadership of their global mission initiatives, sharing the name of their point person or committee chair(s) with the Chartered Committee on Global Mission."

Act 2023-9
(Substitute Resolution 208.6, as amended)
On Mental Health

The 208th Annual Convention enacts:

"Resolved, that the 208th Annual Convention of the Diocese of North Carolina recognize the statewide prevalence of mental illness and the need for effective ministry with people facing mental health challenges; and be it further

Resolved, that the Diocese now equip its people to interact in compassionate, competent ways with those experiencing mental health challenges; and be it further

Resolved, that Convention authorize the development of an implementation strategy using evidence-based resources and training processes, such as Mental Health First Aid (MHFA) and other relevant organizations and networks; and be it further

Resolved, that Convention recommend training in MHFA and general awareness of mental health and illness for all active clergy and staff in the church entities of the diocese, with issuance of certifications; and be it further

Resolved, that in 2024 the Diocese expedite the identification of MHFA instructors and the resources to train instructors and if possible begin a pilot program in anticipation of our 2025 rollout; and be it further

Resolved, that Convention directs Diocesan Council to include in the 2025 Ministry and Mission budget initial start-up funding for the planned training of instructors for MHFA for Adults and MHFA for Youth, as well as training sessions for members of the Diocese and develop a wider community awareness effort."

ADDRESS OF THE BISHOP DIOCESAN

to the 207th Annual Convention of the Diocese of North Carolina
Friday, November 17, 2023
Benton Convention Center, Winston-Salem, NC

Formation, formation, formation. It is really the foundation of discipleship. For those of us who follow Jesus, formation is what has prepared, shaped and strengthened us.

Back in July of 2017 when I was ordained and consecrated as your bishop in Duke Chapel, I remember naming and calling out, in a good way, the congregations that had been integral in my formation, in shaping me into the disciple I have become. I mentioned All Saints, South Hadley, St. Thomas', Whitemarsh, Church of the Redeemer, Chestnut Hill, and St. Michael's, Milton but then I went on to say that in a diocese of 120 congregations, I expected there were would be a whole lot of shaping going in the days ahead.

And today I want to say that this has proved to be true. I am not the same person I was 6 ½ years ago. Y'all have helped me pay more attention to the ways Jesus is showing up in my life, in our lives; in his call for justice that is at the heart of our baptismal covenant; in the wonder and promise of a faith that grows deepest when it is shared, with other disciples and with those outside the church, as a word of welcome and connection and evangelism.

Y'all have been my constant learning laboratory, not so much in the experimental sense, but in the experiential sense. Whether sitting with a vestry on a Sunday afternoon talking about how things are going as we make our way out of the pandemic, or a conversation with the rector of one of our churches, sharing stories of gospel moments when all that we say we believe suddenly becomes clear and present and powerful, or joining a group of volunteers to pound nails as we constructed walls for Habitat for Humanity houses.

Your companionship and the life of your congregations have shaped the kind of person, leader, disciple and bishop I have become. You are at the heart of my formation.

And what you have showed me consistently, in your leadership and service, in your partnership with your communities, in your faithful, loving, prayerful engagement in God's word and Jesus' teaching, is what it looks like to lead with Jesus.

And that has been my prayer for our diocese, and the focus of my preaching, especially this fall. God show us how to lead with Jesus.

To keep our eyes fixed where they need to be, where they have always been, on the one who is at the very center of our faith and life together: Jesus.

But there is another way to hear this invitation to lead with Jesus. In addition to putting Jesus first, we are also called to lead WITH Jesus. In other words, to remember that we are not alone. That in all we say and do as church, Jesus is beside us, and among us and

within us. Jesus is at the heart of our life together. And he is the author and the source of the love he calls us to embody.

On my drive to St. Peter's, Charlotte, on Oct. 1st, a car passed me on Rt. 85. It had a New Jersey license plate and a bumper sticker on the back with Jesus on it, in bold, but I couldn't read the rest of the words, so I sped up a bit to take a look. When I got close enough to see the rest of the bumper sticker, it read: "Do you follow Jesus this closely?"

When we lead WITH Jesus, we follow him closely. We don't need to have all the answers. We just need to look to him for help, for guidance, for assurance. Jesus shows us the way forward, the right next step.

Following Jesus closely is another way we find ourselves being shaped and formed for the mission God has called us to. And here in North Carolina, we have focused our mission in five areas of priority. Formation is our fourth priority, but it is one that connects and overlaps with the other four.

In our Mission Strategy our first priority is Racial Reckoning, Justice, and Healing. And we have spent a good amount of time in our formation offerings the past several years focusing on the invitation to Become Beloved Community. We have redesigned our curriculum on antiracism—now called Dismantling Racism: Reclaiming our Baptismal Covenant. We have read together "Waking Up White" and "Jesus and the Disinherited." We have offered and expanded Sacred Ground. We have sponsored pilgrimages here in our diocese and to Alabama and Washington, D.C. All this formation has prepared us for the right next step.

And just as the order of the priorities is important, the order of these three actions is important. A kind of reckoning that comes from our truth-telling is essential if we are to bring about God's justice. And as justice begins to take shape, healing happens.

We know enough about our diocese's history already to name the problem. Our very first bishop had enslaved persons working on his property even before he began serving here. Ironically, 2023 is the 200th anniversary of his consecration. Then again, what more appropriate way to acknowledge this anniversary than to mark the urgency of our work?

Moreover, the funds that made possible the purchase of our Diocesan House, recently sold, originally came through the financial support of the Cameron Family, one of the largest slaveholding families in North Carolina. These are but two examples, indicative of the work of racial reckoning that we must undertake.

One of the basic tenets of our faith is to call ourselves out when we are wrong. That is why confession is featured prominently in most of our liturgies. And I am personally committed to this work because I believe it is time to reckon with our church's complicity with, and financial gain from, families who were slaveholders. I believe we must strive to account for this injustice by making every effort to right the wrongs of our forebears.

We are not, of course, alone in this history. Many other dioceses across The Episcopal Church have taken up this work as part of their own truth-telling and reckoning. While the work is not easy, and not without controversy, it is also essential if we are to step away from this debilitating legacy and embrace the Gospel promise of becoming Beloved Community. As Christians we follow in the way of love, the way of Jesus, as we honor and live out the covenant with God made at our baptism.

A committee of folks from across our diocese, as well as our governing bodies, has been working on and studying reparations and restitution for three years. We are clear that this work is consistent with the teachings of Jesus and essential in our mission to become disciples who are making a difference. This means that conversations about reparations and restitution are vital to our mission as church.

Engaging this work means asking the hard questions, not just about our past but about the present, if we are to help bring about a brighter, better future. What we have learned from other dioceses who have also been on this journey is that it is important for congregations, as well as the dioceses, to have these conversations that help uncover our history, and then discern what response we will make.

We have also learned of the danger of doing too little, too quickly. We have seen how others moved too soon to a financial solution, picking an amount and passing a resolution without deeper conversation. The work of reparations is not solely about money. There is so much more. It is about relationship, and storytelling, and transformation, and creating authentic community.

We know we will have to be brave enough to show up, to dig deep, and to admit our mistakes even as we try to move forward. Stumbling will be part of this journey. Expecting cheap grace without doing the hard work is one of the lies that white supremacy teaches. The gospel is about trial and error, about accountability AND forgiveness.

We know that our churches here are in different places and at different stages of this ongoing effort. We have developed a curriculum that can help guide our congregations to engage and go deeper in these conversations. We recognize that one size will not fit all our churches.

Therefore the curriculum will feature three different starting points: one for congregations who are just beginning this work, another for churches who have done some of the historic research and are looking to take the next step, and a third pathway for congregations who have done the historical work, have wrestled with some options in terms of their response and are ready to take specific action.

Lindsey Ardrey, our new canon missioner for reparations and restitution, will make a presentation tomorrow morning about this opportunity and the ways you can access this

information. Your bishops will be sending a pastoral letter to this diocese after convention, as well, inviting our congregations to find their place, their path in this work.

Included in this material will be a report that outlines some of our diocesan history, like the story of our first Bishop House, the property and how we acquired that land.

In the spirit of our theme, throughout all generations, we recognize that these stories from our past are at times heartbreaking and harrowing. Yet, we know the Gospel call is to face the truth about ourselves, to reckon with our history and to trust that the Holy Spirit will guide us in the ways we are called to respond, to wrestle, to repair and restore, to redress, to reconcile and make right.

At the end of the day this is our spiritual journey. It is soul-searching and soul strengthening work. It is work we are asking each congregation to engage in as part of their discernment, as communities of disciples. We believe that this discernment is essential if we are to be faithful to Jesus' call to repair the breach and to reclaim the dream of God to become God's beloved community.

Our conversations about reparation and restitution are not only formation, they are also the fruit of the formation we have been doing together these past several years.

When we follow Jesus closely, we place justice at the center of our mission, we recognize that telling the truth about our own history is not only essential as a disciple, it sets us free from repeating the history that has held all of us captive to the scourge of racism.

Back when I first began discerning a call to serve here in North Carolina, my friend and colleague, Bishop Gayle Harris, who preached at my ordination, asked me after my first interview: "How did it go? What questions did they ask?"

"Their first question was: 'What is the greatest problem facing the church today?'" "And what did you say?" she asked.

I answered, "The legacy of racism," She pulled back, rolled her eyes and shook her head. "You should have talked about helping struggling congregations."

What I have discovered in our work in this diocese is that the two are actually related. The formation we have engaged in together around race is helping our congregations to shed the crippling effects of this toxic legacy that has not only impacted the church, but it has infected every corner of our American society.

Recently, a friend sent me the following story. I think he knew I would appreciate its tenderness, and its hope, especially as we try to reimagine a future that reflects the promises of our baptismal covenant, where the dignity of every human being is valued and honored. It is titled simply Gate A-4 - a prose poem by Naomi Shihab Nye:

Wandering around the Albuquerque Airport Terminal, after learning my flight had been delayed four hours, I heard an announcement: “If anyone in the vicinity of Gate A-4 understands any Arabic, please come to the gate immediately.”

Well—one pauses these days. Gate A-4 was my own gate. I went there.

An older woman in full traditional Palestinian embroidered dress, just like my grandma wore, was crumpled to the floor, wailing.

“Help,” said the flight agent. “Talk to her. What is her problem? We told her the flight was going to be late and she did this.”

I stooped to put my arm around the woman and spoke haltingly in Arabic.

The minute she heard any words she knew, however poorly used, she stopped crying. She thought the flight had been cancelled entirely. She needed to be in El Paso for major medical treatment the next day. I said, “No, we're fine, you'll get there, just later, who is picking you up? Let's call him.”

We called her son; I spoke with him in English. I told him I would stay with his mother till we got on the plane and ride next to her. She talked to him. Then we called her other sons just for the fun of it. Then we called my dad and he and she spoke for a while in Arabic and found out, of course, they had ten shared friends...

She was laughing a lot by then. Telling of her life, patting my knee, answering questions.

She had pulled a sack of homemade *mamool* cookies—little powdered sugar crumbly mounds stuffed with dates and nuts—from her bag—and was offering them to all the women at the gate.

To my amazement, not a single woman declined one. It was like a sacrament. The traveler from Argentina, the mom from California, the lovely woman from Laredo—we were all covered with the same powdered sugar. And smiling. There is no better cookie.

And then the airline broke out free apple juice from huge coolers and two little girls from our flight ran around serving it and they were covered with powdered sugar, too. And I noticed my new best friend—by now we were holding hands—had a potted plant poking out of her bag, some medicinal thing, with green furry leaves. Such an old country tradition. Always carry a plant. Always stay rooted to somewhere.

And I looked around that gate, of late and weary ones, and I thought, “This is the world I want to live in. The shared world.”

> Not a single person in that gate—once the crying of confusion stopped—seemed apprehensive about any other person. They took the cookies. I wanted to hug all those other women, too.
>
> This can still happen … anywhere. Not everything is lost.

This story is about formation, but it is also about the fruit of formation. It is the faith and hope and heart of a life that has been shaped by the promises of God.

The woman who wrote this has been shaped by the love that is at the heart of the gospel. I do not know if she is, in fact, Christian, but I do know that she has the ability to recognize a sacrament when she sees one.

And this is the gift at the heart of this story, that helps us to see the hope that unfolds in moments of vulnerability.

This can still happen … anywhere.

And when in these moments we uncover the presence of God in one another, when a simple act of kindness multiplies before our very eyes, when people turn toward one another instead of running or hiding, Beloved Community breaks in, the sacrament makes everything it touches holy, the love that has shaped and formed us takes on a life of its own, and the impact is exponential.

Formation prepares us for these moments, it shapes our hearts in a way that holds us open, it gives us the grace to step over our apprehension or our fear and stand with or sit beside our sister, our sibling, and a stranger becomes beloved, and an airport gate become a portal to the world we want to live in…

Our formation together these past several years, has prepared our hearts to respond to the invitation to go deeper in our work of antiracism. And to have the hard conversations about our history, and about our present. To take the spiritual journey of discernment around reparation and restitution. To take the right next step… to reimagine a different future.

Following Jesus, leading with Jesus. It's all about formation. Formation that prepares our hearts to extend our hand, to share our stories, to make the human connection, to see the face of God in another and to recognize the sacraments of love that are being revealed—around us, among us and within us.

This is the legacy of our baptismal covenant, this is the dream God is dreaming, for all of us. AMEN.

SERMON OF THE ASSISTANT BISHOP

to the 208th Annual Convention of the Diocese of North Carolina
Friday, November 17, 2023
Benton Convention Center, Winston-Salem, NC

Glory to God, whose power working in us can do infinitely more than we can ask or imagine; Glory to God throughout all generations, in the Church and in Christ Jesus. Amen

Welcome to the 208th Annual Reunion of the Diocese of North Carolina, a church composed of 120 or so congregations—who gather in this sacramental way every year to tend to the ties that bind us together, to listen together for God's call to us, as a community of communities.

Here, we share our stories of our joys and our struggles. We listen for God's call as we read Scripture together and share in the holy mysteries of the Lord's supper. We discuss and debate—sometimes passionately, hopefully always with love—to discern what we hear in that call—and how to arrange our common affairs in answer to that call. We pray, for one another, for the world, for Gods' mission in the world, and we share in God's abundant blessing so we can bring that blessing back to our congregations and into the world.

We share, read, talk, pray and bless.

Once a year, the whole Episcopal church in North Carolina gathers for formation.

All of what we do here is meant to be, in a sometimes clunky, hotel-ballroom way, a sacramental representation of life in Christian community.

Cursillo, one of the tools in the Episcopal formation toolbox, was created in Spain, and it retains a lot of Spanish terminology; Cursillo means "short course." On a Cursillo weekend, lay and ordained people give talks, called rollos, about elements of the Christian life as they have been living it.

The Spanish word "rollo" can mean lecture, or it can mean "boring." And if the Holy Spirit is not in a talk, and if it isn't about real life, a rollo will, indeed, be a long, boring lecture. And if the Holy Spirit is not in what we do here, if we don't hold our faith and real life together, if we are NOT doing formation together, then "Convention" is just a fancy word for "long, boring meeting."

So, come, Holy Spirit, fill the hearts of your faithful, and kindle in us the fire of your love!

In today's Gospel reading, Matthew gives us The Great Commission—the last words of Jesus. GO and make disciples everywhere, baptizing them and teaching them to obey everything I have commanded you. Oh, and by the way, I'm going with you.

When we hear that, we tend to automatically translate it into a narrow notion of evangelism: Proclaim the Good News by transmitting information about God. But that's actually not what

Jesus says here. What Jesus says here is: Go and engage in formation, everywhere, with everybody. Not teach people what to think, but teach people how to live, as I have taught you. Make disciples. It's going to be a group activity: you, them, Jesus.

Because a disciple is not simply a student. A disciple is a follower, an imitator, an apprentice. In Scripture, disciples didn't attend lectures or read books. In the words of Scott McKellar, a disciple would literally follow someone around in hopes of eventually becoming what they are. When people asked Jesus how to live eternal life, He didn't hand them an outline, He said, again and again, "Follow me."

Formation—discipleship—is following Jesus around, in hopes of eventually becoming what He is. The "why" of formation is not "to know a lot about Christ." Our "why" is to become like Christ ourselves, to become "little Christs."

Irenaeus remarked that "the glory of God is a human fully alive." Jesus is our model, our icon, of what it is to be a human fully alive: Fully human and participating in the divine life of the Great Creator from whose imagination we all spring.

The "why" of formation is our longing to be part of the divine dance—Father, Son, Holy Spirit, you, me. Seeing the world not in black and white, but in cosmic technicolor. Not confined by death, time, and space, but able to access the eternal. Not mired in fear, scarcity, and violence, but sharing in God's abundance, loving-kindness, and peace, joining with God as co-creators of a redeemed and remade world. That's our "why."

Jesus, drawing on the heritage of Torah and the experience of the Hebrew people, also gave us the how.

Long ago, Moses said: Hear O Israel, the Lord your God is one. Love the Lord your God with all your heart and mind and strength. And then: Keep these words in your heart. Recite them to your children and talk about them when you are at home and when you are away, when you lie down and when you rise. Bind them as a sign on your hand, fix them on your forehead, and write them on the doorposts and your gates.

Take the words of God and TALK ABOUT THEM WITH OTHER PEOPLE! At home and elsewhere! Write them with a Sharpie on your arm and on your mirror—heck, put them on Sticky Notes all over the place.

All day long, seven days a week, hold these words up against your everyday walking around, reading emails, waiting on customers, loading the dishwasher, life, your cotidiana, and talk about them with the people in your life.

Ser como las mujeres de la frontera Hablando y Bendiciendo las cosas ordinarias de la vida cotidiana.

Whenever two or three huddle up to find the sacred in the mundane, Jesus shows up. And as Dick Hardel was fond of saying, sometimes the voice of God sounds an awful lot like the voice of your mother, or your grandson, or the crankiest person in your small group.

God does speak through books, notably the 66 books of the Bible, but in thousands of others; God does speak in the context of classes and retreats. But it's not just in the text. In Godly Play, it's not just about hearing and seeing the story—it's about the wondering and the art response. In EfM, it's not just the weighty texts, but the communal theological reflection. In Cursillo, it's not just the long boring talks, but the decurias, the table group discussions. That's where the lights come on.

That's been true in my life, anyway—in Cursillo, in EfM, Godly Play, countless Bible studies, and newcomer and confirmation classes—you name it—the place Jesus has shown up is in the discussions—in honest conversations about things that matter. That's how Jesus did it when he was walking the earth, and that's how he showed us how to do it. And our keynote speaker, the Rev. Dr. Rich Melheim, is going to give us some simple, but powerful, tools to do this.

Our Episcopal way of life, our worship gatherings, and the *Book of Common Prayer* already give us a strong framework that all our generations can use to build faith together. Right now, I am seeing this lived out most vividly in our Latino congregations, where the whole congregation participates regularly in celebrating the milestones of the journey of faith—in thanksgiving for the birth of a child; baptism, which gives the whole congregation a deep sense of belonging; in a special blessing of a child on the third birthday, a practice that arose in Mexico in times of high early childhood mortality; in adaptations of first communion, which are now more celebrations of instructed communion; in confirmation; in quinceañeras; and eventually in marriage and anniversary blessings, and the cycle begins again.

All of the preparations and celebrations are golden opportunities to fulfill our vows to do all in our power to support one another in our life in Christ—not as spectators, but as compadres and comadres, godparents of one another. Listening to the stories of those who celebrate, telling stories of our own milestones and mentors, and giving meaningful gifts that communicate values from generation to generation.

For example, I have known congregations that gave wooden Faith Chests to the newly baptized, filling them with notes of encouragement, written prayers, memories, the baptismal certificate and candle, with plenty of room left for the camp nametags and acolyte crosses and other mementos of the life of faith ahead.

I learned somewhere, possibly from Dr. Melheim, never to give a child a Bible or a prayer book that we haven't marked up with our favorite verses or prayers. Families can do this, and so can vestries or other groups.

The same ideas can expand from the resources we already know and have: the blessing of a new home, recovery from illness, the licensing of lay ministry. On Labor Day weekend, bless everyone's tools of the trade and tell the stories of St. Paul the tent maker and Frances Perkins and Cesar Chavez. Join together, tell stories, bless one another.

You'll have your own creative ideas, and the formation team at Diocesan House will be working to help you with this in the coming year.

I want you to notice one thing: These things do not depend on being a big or wealthy congregation. Actually, they are often easier for small ones. You don't even have to buy a new curriculum. You only need your people, a Bible and maybe a prayer book, and a determination to grow in Christ. Doing the Christian life together and talking about it together is formation

That's why we risked inaugurating the eschaton by changing the seating this morning: because the Christian life is not just listening to the person with the microphone and going home. It's about how the interactions here change your life.

It's like this. You can take a million Spanish classes. You can do Duolingo. You can read Cervantes and Garcia Marquez in the original. And it will be great, and you'll learn a lot and see new things. But it would be a shame to do all that and never immerse yourself in the cultures and the landscapes and the architecture of the Spanish-speaking world; never to taste the varied foodways from jamón ibérico and jerez manzanilla to chilaquiles and empanadas, ropa vieja and chimichurri; never to hear the music and dance the dances of salsa, cúmbia, merengue, bolero, Tejano, reggaitón, regionál; never to experience the laughter and feasting of the fiesta; never to see the bougainvillea blooming in winter, ruins of ancient civilizations, colorful villages, sophisticated cities.

You might miss the impact of the melding of Iberian Christian, Jewish, and Moorish cultures in medieval Andalucía or today's aesthetics, architecture, philosophy, and science all amalgamated with native cultures—Nahua, Quechua, Chorotega, and literally a thousand others, along with myriad African and Asian cultures, and other Europeans. And every single one of the people who are a part of those cultures is made in the image of God. So many glimpses of the wild imagination of God lived out in and among the people—far beyond the language lab and the printed page.

Read the books, take the class, but live the story with people in your life. That's how the Good News breaks into the world

Christian formation, following Jesus, becoming the person you were born to be, a human fully alive, is a contact sport.

I hope that you'll be inspired during this Convention to get into the game.

I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.

Now, to God, whose power working in us is able to accomplish infinitely more than we can ask or imagine, Glory to God in the church and in Christ Jesus throughout all generations, now and forever. Amen.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Financial Statements

December 31, 2023 and 2022

(With Independent Auditors' Report Thereon)

BATCHELOR, TILLERY & ROBERTS, LLP
CERTIFIED PUBLIC ACCOUNTANTS
POST OFFICE BOX 18068
RALEIGH, NORTH CAROLINA 27619

RONALD A. BATCHELOR
WM. JAMES BLACK, JR.
SCOTT E. CABANISS
MICHELLE W. LEMANSKI
JARED L. PILAND
DAVID C. CORN, JR.

3605 GLENWOOD AVENUE, SUITE 350
RALEIGH, NORTH CAROLINA 27612
TELEPHONE (919) 787-8212
FACSIMILE (919) 783-6724

Independent Auditors' Report

The Bishop and Diocesan Council
Episcopal Diocese of North Carolina:

Qualified Opinion

We have audited the accompanying combined financial statements of Episcopal Diocese of North Carolina and related entity, the North Carolina Episcopal Church Foundation, Inc. (collectively the "Diocese" and each a nonprofit organization), which comprise the combined statements of financial position as of December 31, 2023 and 2022, and the related combined statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the combined financial statements.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the combined financial statements referred to in the first paragraph present fairly, in all material respects, the financial position of the Diocese as of December 31, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Qualified Opinion

As more fully described in note 1(q) to the combined financial statements, we were unable to opine on the postretirement benefit obligation and change in postretirement plan obligation other than net periodic postretirement expense in the 2023 and 2022 combined financial statements because the Diocese elected to not have an actuarial valuation of this plan performed on an annual basis. Due to the limitations noted here, we were unable to obtain sufficient appropriate audit evidence about the postretirement benefit obligation and change in postretirement plan obligation other than net periodic postretirement expense by other auditing procedures.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Combined Financial Statements section of our report. We are required to be independent of the Diocese and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of the combined financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the combined financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern within one year after the date that the combined financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Combined Financial Statements

Our objectives are to obtain reasonable assurance about whether the combined financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the combined financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the combined financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the combined financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the combined financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the combined financial statements as a whole. The accompanying schedules of combining statements of financial position and combining statements of activities are presented for purposes of additional analysis of the 2023 combined financial statements rather than to present the financial position and change in net assets of the individual entities, and are not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audit of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, except for the effects on the schedules of the matter described in the Basis for Qualified Opinion section of our report, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

Batchelor, Tillery & Roberts, LLP

August 13, 2024

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Financial Position

December 31, 2023 and 2022

	2023	2022
Assets		
Cash and cash equivalents	$ 18,568,013	8,565,500
Accounts receivable, net:		
Churches	163,113	25,142
Other	21,208	137,706
Prepaid expenses	32,408	34,543
Installment notes receivable-churches	163,647	178,747
Investments, at fair value	57,691,058	46,162,861
Investments - other	603,003	586,902
Property and equipment, net	146,631	1,987,392
Operating lease right-of-use asset	1,340,808	-
	$ 78,729,889	57,678,793
Liabilities and Net Assets		
Liabilities:		
Accounts payable	176,914	55,961
Custodian funds	25,091,271	21,570,341
Postretirement benefit obligation	4,496,179	4,554,838
Operating lease liability	1,349,556	-
Other liabilities	650,000	650,000
Total liabilities	31,763,920	26,831,140
Net assets:		
Without donor restrictions - board designated	10,354,567	10,325,609
Without donor restrictions	18,978,338	8,725,956
	29,332,905	19,051,565
With donor restrictions	17,633,064	11,796,088
Total net assets	46,965,969	30,847,653
	$ 78,729,889	57,678,793

See accompanying notes to combined financial statements.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Activities

Year ended December 31, 2023, with Comparative Totals for 2022

	2023			
	Without Donor Restrictions	With Donor Restrictions	Total	2022
Revenues, gains, and other support:				
Shares, net	$ 4,777,159	-	4,777,159	4,708,888
Investment return	2,998,082	1,572,952	4,571,034	(4,260,643)
Rental income	-	-	-	11,314
Chaplaincy income	94,523	-	94,523	58,143
Convention	84,094	-	84,094	84,623
Postretirement adjustment	58,659	-	58,659	58,659
Youth program revenue	57,856	-	57,856	30,016
In-kind revenues	191,724	-	191,724	-
Gain on sale of administrative building	7,362,864	-	7,362,864	-
Income from liquidation of trust	-	4,755,417	4,755,417	-
Proceeds from sale of parish building	1,090,550	-	1,090,550	-
Other income	930,350	-	930,350	908,602
	17,645,861	6,328,369	23,974,230	1,599,602
Net assets released from restrictions	491,393	(491,393)	-	-
Total revenues, gains, and other support	18,137,254	5,836,976	23,974,230	1,599,602
Expenses:				
Program services	5,382,349	-	5,382,349	4,806,850
Supporting services:				
Management and general	2,456,843	-	2,456,843	2,284,788
Fundraising	16,722	-	16,722	15,932
Total expenses	7,855,914	-	7,855,914	7,107,570
Change in net assets	10,281,340	5,836,976	16,118,316	(5,507,968)
Net assets, beginning of year	19,051,565	11,796,088	30,847,653	36,355,621
Net assets, end of year	$ 29,332,905	17,633,064	46,965,969	30,847,653

(Continued)

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Activities, Continued

Year ended December 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues, gains, and other support:			
Shares, net	$ 4,708,888	-	4,708,888
Investment return	(2,554,127)	(1,706,516)	(4,260,643)
Rental income	11,314	-	11,314
Chaplaincy income	58,143	-	58,143
Convention	84,623	-	84,623
Postretirement adjustment	58,659	-	58,659
Youth program revenue	30,016	-	30,016
Other income	908,602	-	908,602
	3,306,118	(1,706,516)	1,599,602
Net assets released from restrictions	688,840	(688,840)	-
Total revenues, gains, and other support	3,994,958	(2,395,356)	1,599,602
Expenses:			
Program services	4,806,850	-	4,806,850
Supporting services:			
Management and general	2,284,788	-	2,284,788
Fundraising	15,932	-	15,932
Total expenses	7,107,570	-	7,107,570
Change in net assets	(3,112,612)	(2,395,356)	(5,507,968)
Net assets, beginning of year	22,164,177	14,191,444	36,355,621
Net assets, end of year	$ 19,051,565	11,796,088	30,847,653

See accompanying notes to combined financial statements.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Functional Expenses

Year ended December 31, 2023, with Comparative Totals for 2022

	2023				
	Program	Management and general	Fund-raising	Total	2022
Salaries and benefits	$ 1,757,927	1,279,430	16,722	3,054,079	3,759,831
Outreach	1,686,464	-	-	1,686,464	664,732
Annual commitment	678,655	-	-	678,655	668,335
Maintenance	-	474,990	-	474,990	231,318
Mission grants	396,648	-	-	396,648	423,544
Office expense	-	337,970	-	337,970	340,477
Travel and convention	257,959	77,889	-	335,848	268,555
Chaplaincy	332,779	-	-	332,779	328,098
In-kind expenses - rent	-	191,724		191,724	-
Depreciation	-	94,840	-	94,840	128,527
Publication and network	40,805	-	-	40,805	-
Other	231,112	-	-	231,112	294,153
	$ 5,382,349	2,456,843	16,722	7,855,914	7,107,570

(Continued)

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Functional Expenses, Continued

Year ended December 31, 2022

		Program	Management and general	Fund-raising	Total
Salaries and benefits	$	2,521,994	1,221,905	15,932	3,759,831
Annual commitment		668,335	-	-	668,335
Outreach		664,732	-	-	664,732
Mission grants		423,544	-	-	423,544
Office expense		-	340,477	-	340,477
Chaplaincy		328,098	-	-	328,098
Travel and convention		200,147	68,408	-	268,555
Maintenance		-	231,318	-	231,318
Depreciation		-	128,527	-	128,527
Other		-	294,153	-	294,153
	$	4,806,850	2,284,788	15,932	7,107,570

See accompanying notes to combined financial statements.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Cash Flows

Years ended December 31, 2023 and 2022

	2023	2022
Cash flows from operating activities:		
Change in net assets	$ 16,118,316	(5,507,968)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	94,840	128,527
Realized and unrealized (gains) losses on investments	(4,078,900)	4,275,295
Gain on disposal of assets	(7,335,754)	-
Reduction in carrying amount of operating lease right-of-use assets	26,594	-
Changes in operating assets and liabilities:		
Grants and other receivables	(21,473)	(148,524)
Prepaid expenses	2,135	(10,183)
Other assets	(1,001)	45,050
Accounts payable	120,953	(54,728)
Grants payable	-	(68,000)
Postretirement benefit obligation	(58,659)	(58,659)
Operating lease liabilities	(17,846)	-
Net cash provided by (used in) operating activities	4,849,205	(1,399,190)
Cash flows from investing activities:		
Purchases of property and equipment	(18,325)	(59,511)
Purchases of investments	(4,761,724)	(10,590)
Proceeds from sale of property and equipment	9,100,000	-
Proceeds from sales of investments	1,028,333	1,589,486
(Repayments of) proceeds from custodian funds, net	(194,976)	590,584
Net cash provided by investing activities	5,153,308	2,109,969
Net increase in cash and cash equivalents	10,002,513	710,779
Cash and cash equivalents, beginning of year	8,565,500	7,854,721
Cash and cash equivalents, end of year	$ 18,568,013	8,565,500

See accompanying notes to combined financial statements.

(1) Organization and Summary of Significant Accounting Policies

(a) Organization

The Episcopal Diocese of North Carolina (the "Episcopal Diocese") is a nonprofit organization that serves as an administrative division of the Episcopal Church. It is a geographical area under the jurisdiction of a Bishop and is made up of parishes, missions, chaplaincies and other entities. The Diocese collects share revenue from member churches based on an equal flat rate for each church based on previous year's income. The staff offers support for local stewardship efforts, congregational development, outreach ministry, youth work, Christian education, and financial and business concerns. These combined financial statements do not include the individual activities of the parishes, missions, chaplaincies and other entities.

The North Carolina Episcopal Church Foundation, Inc. (the "Church Foundation") makes loans and grants to churches within the Episcopal Diocese of North Carolina.

The Church Foundation is an organization of the Episcopal Diocese and is, therefore, combined with the Episcopal Diocese. The combined entities are collectively referred to as the "Diocese".

(b) Basis of Accounting

The combined financial statements of the Diocese have been prepared on the accrual basis in accordance with accounting principles generally accepted in the United States of America (GAAP), except for the effects of the GAAP departure described in note 1(q).

(c) Basis of Combination

The combined financial statements include the accounts of the Episcopal Diocese and the Church Foundation. All significant intercompany accounts and transactions have been eliminated in the combination.

(d) Basis of Presentation

The Diocese presents its net assets and its support and revenue based upon the absence or existence of donor-imposed restrictions as follows:

Net assets without donor restrictions – net assets that are not restricted by donors or for which donor-imposed restrictions have expired.

Net assets with donor restrictions – net assets that contain donor-imposed time or purpose restrictions that have not currently been met or net assets that contain donor-imposed restrictions stipulating that amounts be maintained in perpetuity. The Diocese may expend part or all of the income earned according to donor stipulations.

(1) Organization and Summary of Significant Accounting Policies, Continued

(d) Basis of Presentation, Continued

Expenses are reported as decreases in net assets without donor restrictions. Expirations of net assets with donor restrictions (i.e., the stipulated time period has elapsed, or purpose was satisfied) are reported as net assets released from restrictions.

(e) Grants and Contributions

Grants and contributions are generally recorded when received or when an unconditional promise to give to the Diocese is received. Contributions of assets other than cash are recorded at their estimated fair value.

(f) Cash and Cash Equivalents

The Diocese considers cash on hand, deposits in banks, and all highly liquid temporary cash instruments purchased with an initial maturity of three months or less to be cash equivalents.

The Diocese holds cash receipt and disbursement records open for approximately one week after the end of the year in order to record year-end transactions with member churches which are postmarked as of December 31.

(g) Grants and Other Receivables

The Diocese periodically evaluates the balances in the various aging categories as well as the status of any significant past due accounts to determine the need for an allowance for credit losses. Changes in the allowance are charged to the period in which management determines the change to be necessary.

When management determines that a receivable is uncollectible, the balance is removed from the receivables balance and is charged against the allowance. Subsequent recoveries of amounts previously written off are credited directly to revenues. The allowance for credit losses was $5,000 as of December 31, 2023 and 2022.

Installment notes receivable represents funds advanced to churches within the Episcopal Diocese through the Church Foundation. Loans are stated at unpaid principal balances less an allowance for credit losses. Principal and interest on notes are due quarterly. These notes bear interest at 2%, with maturities through 2033. The loans are unsecured. The amount of the allowance for credit losses is based on management's evaluation of the collectability of specific notes. The allowance is increased by a provision for uncollectible accounts, which is charged to expense. No allowance for credit losses was deemed necessary as of December 31, 2023 and 2022.

(1) Organization and Summary of Significant Accounting Policies, Continued

(h) Property and Equipment

Property and equipment are stated at cost at the date of acquisition, appraised value for assets for which original cost cannot be determined, or fair value at the date of donation in the case of gifts. Depreciation is computed over the estimated useful lives of the related assets using the straight-line method, generally as follows:

Buildings and building improvements	31.5 - 39 years
Leasehold improvements	15 years
Furniture and equipment	5 - 7 years
Land	nondepreciable

In accordance with the Diocese's policy, property and equipment are included in net assets without donor restrictions. The Diocese capitalizes expenditures for such items in excess of $1,500, and lesser amounts are expensed.

The Diocese also holds title to mission properties and vacant churches. This arrangement is for canonical purposes rather than for actual utilization; therefore, the properties are not included in the accompanying combined financial statements.

(i) Investments

The Diocese carries investments in marketable securities with readily determinable fair values and all investments in debt securities at their fair market values in the combined statements of financial position. Realized and unrealized gains and losses are included in the change in net assets in the accompanying combined statements of activities. Net unrealized gains and losses on investments, whose income is without donor restrictions or with donor restrictions as to use, is reported as without donor restrictions or with donor restrictions net assets as restricted by donor or by law.

The Diocese maintains investment accounts for its invested funds, which have been pooled with funds held for other Episcopal churches and institutions, under the direction of a professional investment manager. Realized and unrealized gains and losses from securities in the pooled investment fund account are allocated to the individual funds.

Expenses relating to investment income, including custodial fees and investment advisory fees, have been netted against investment income or custodian funds in the combined financial statements.

(1) Organization and Summary of Significant Accounting Policies, Continued

(j) Fair Value Measurements

Financial assets and liabilities required to be measured on a recurring basis (at least annually) are classified under a three-tier hierarchy. Fair value is the amount that would be received to sell an asset, or paid to settle a liability, in an orderly transaction between market participants at the measurement date.

The classification of assets and liabilities within the hierarchy is based on whether inputs to the valuation methodology used for measurement are observable or unobservable. Observable inputs reflect market-derived or market-based information obtained from independent sources while unobservable inputs reflect estimates about market data. See note 4 for assets of the Diocese measured at fair value on a recurring basis.

Valuation techniques used to measure fair value are prioritized in the following hierarchy:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Diocese can access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The Diocese diversifies its investments both by asset class and within asset classes. As a general practice, all investments of the Diocese are managed by external investment management firms and monitored by the Investment Committee. The following is a description of the valuation methodologies used by the Diocese for assets measured at fair value:

- Common Stocks, certain Mutual Funds, and Money Market and Short-Term Reserve Funds: Valued at the closing price reported on the active markets on which the individual securities are traded (Level 1).

(1) Organization and Summary of Significant Accounting Policies, Continued

(j) Fair Value Measurements, Continued

- Alternative Investments: Alternative investments are composed of real estate funds (investments in real estate related assets). These investments are recorded at fair value based on relevant information available to the investment advisor such as type and nature of the investment, cost of the investment at the acquisition date, size of the investment, information from analysts, brokers, agents and market participants, and changes in market indicators. These investments are reported at their net asset values (NAV) as calculated by the investment managers.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

(k) Endowment Funds

The endowment funds of the Diocese consist of donor-restricted funds included in investments in the accompanying combined statements of financial position. The Diocese accounts for the endowment funds in accordance with the Uniform Prudent Management of Institutional Funds Act (UPMIFA) and GAAP.

The Diocese has interpreted UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Diocese retains in perpetuity (a) the original value of gifts donated to the endowment, (b) the original value of subsequent gifts to the endowment, and (c) accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the funds. The remaining portion of the amounts not retained in perpetuity are appropriated for expenditure by the Diocese in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: (1) the duration and preservation of the various funds, (2) the purposes of the donor-restricted endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of the Diocese, and (7) the investment policies of the Diocese.

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(k) Endowment Funds, Continued

Funds with Deficiencies. From time to time, the fair value of the assets associated with the donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires the Diocese to retain as a fund of perpetual duration. In accordance with GAAP, deficiencies of this nature are reported in net assets with donor restrictions. There were no endowment fund deficiencies as of December 31, 2023 and 2022.

Investment Return Objectives, Risk Parameters, and Strategies. The Diocese has adopted investment and spending policies, approved by the Diocesan Council, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. Accordingly, the investment process seeks to achieve a rate of return, including investment income as well as capital appreciation, which exceeds the annual distribution with acceptable levels of risk. Endowment assets are invested in a well-diversified asset mix that is intended to result in a consistent rate of return that has sufficient liquidity to make an annual distribution of 4%, while growing the fund, if possible. Investment risk is measured in terms of the total endowment funds; investment assets and allocation between asset classes, and strategies are managed to not expose the funds to unacceptable levels of risk.

Spending Policy. The Diocese has a policy of appropriating for distribution each year 4% of its endowment fund's average fair value of the prior rolling three-year average through September 30th of the preceding fiscal year in which the distribution is planned. In establishing this policy, the Diocese considered the long-term expected return on its investment assets, the nature and duration of the endowment funds, a portion of which must be maintained in perpetuity because of donor restrictions, and the possible effect of inflation. The Diocese expects the current spending policy to allow its endowment funds to grow at a rate consistent with the Diocese's objective to maintain the purchasing power of the endowment assets as well as to provide additional growth through investment return.

(l) Deferred Revenue

Deferred revenue consists of share amounts received related to a future period, which will be recognized as revenue in the following year.

(m) Custodian Funds

Custodian funds represent resources received on behalf of other organizations by the Diocese. These funds do not represent revenues and expenditures which are under Diocesan control. However, the Diocese is responsible for the custody of these funds until such funds have been used.

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(m) Custodian Funds, Continued

Also, the Diocese acts as delegate agent for various groups receiving grants. As delegate agent, the Diocese can be held responsible for the grant if the recipient group does not comply with all grant requirements.

(n) Vacation Pay and Sick Leave

The Diocese's policy provides for a maximum accumulation of unused vacation leave of 34 days, depending on an employee's years of service, which can be carried forward at the end of each year, or for which an employee can be paid upon termination of employment with the Diocese.

The Diocese records the cost of sick leave when taken and paid rather than when the leave is earned. The maximum allowance accumulation of sick leave is 65 days. However, employees are not compensated for any unused sick leave upon termination of employment.

(o) Use of Estimates

The preparation of combined financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

(p) Income Tax Status

The Episcopal Diocese and the Church Foundation are exempt from income taxes under Section 501(a) as organizations described in Section 501(c)(3) of the Internal Revenue Code. Accordingly, income tax expense is limited to activities that are deemed by the Internal Revenue Service to be unrelated to their exempt purpose. Each entity's primary tax positions relate to its status as a not-for-profit entity exempt from income taxes and classification of activities related to its exempt purpose. Each entity is not required to file a federal exempt organization tax return (Form 990) annually to retain its exempt status. However, the Diocese would be required to file an exempt organization business income tax return (federal and state) for any unrelated business income.

(q) Postretirement Benefit Obligation

Postretirement Benefits Other Than Pension. At retirement, Diocesan clergy and certain other employees who were employed as of June 30, 2002 receive lifetime family health insurance coverage if they have served full time continuously for their last ten years of service and remain enrolled in the plan. For employees retiring after attaining age 65, the Diocese will pay the Medicare supplement that would be paid if a person were age 65 and covered by Medicare. In the event retirement is necessary before age 65 as a result of medical disability, the Diocese will pay the full amount of insurance premiums until age 65 at which time it will pay the Medicare supplement. All spouses of deceased clergy who were already enrolled in the health coverage under Diocesan health and dental coverage can continue coverage at no cost to the spouse unless they remarry.

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(q) Postretirement Benefit Obligation, Continued

GAAP requires an employer that sponsors a defined benefit postretirement plan to report the current economic status (the overfunded or underfunded status) of the plan in its statement of financial position, to measure the plan assets and plan obligations as of the statement of financial position date, and to include enhanced disclosures about the plan. Management of the Diocese elected to not have an actuarial valuation of this plan performed from 2014 to 2020. As such, the postretirement benefit obligation for that time period and the change in the postretirement plan obligation other than net periodic postretirement expense were estimated and/or adjusted based on the Diocese's actuarial valuation performed as of December 31, 2013. This treatment was a GAAP departure during that time period.

Management of the Diocese elected to have an actuarial valuation of this plan performed for the year ended December 31, 2021. The accrued post-retirement benefit obligation of the Diocese's post-retirement welfare plan was $4,613,497 as of December 31, 2021.

Management of the Diocese elected to not have an actuarial valuation of this plan performed in 2023 or 2022. As such, the postretirement benefit obligation as of December 31, 2023 and 2022 and the change in the postretirement plan obligation other than net periodic postretirement expense for 2023 and 2022 are estimated and/or adjusted based on the Diocese's actuarial valuation performed as of December 31, 2021. This treatment was a GAAP departure in 2023 and 2022.

Furthermore, the enhanced disclosures required by GAAP are not available for disclosure for 2023 or 2022. Disclosure of this information is also required to conform to GAAP. The effects of these departures from GAAP on the combined financial statements have not been determined.

The accrued post retirement benefit obligation of the Diocese's post retirement health and welfare plan was estimated to be $4,496,179 and $4,554,838 of December 31, 2023 and 2022, respectively, using actuarial assumptions from the December 31, 2021 actuarial valuation.

(r) Functional Allocation of Expenses

Management estimates the costs of providing the various programs and other activities on a functional basis in the combined statements of activities. The combined statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Expenditures are allocated to programs or supporting services by management based on what is considered to be the best available objective criteria, such as allocation of time of relevant personnel.

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(s) Leases

The Financial Accounting Standards Board ("FASB") has issued Accounting Standards Update ("ASU") 2016-02, *Leases (Topic 842)*, which, among other things, requires the recognition of lease assets and lease liabilities by lessees, including for those leases previously classified as operating leases, along with the disclosure of key information about leasing arrangements. ASU 2016-02 was effective for the Diocese as of and for the year ended December 31, 2022. The Diocese applied the *effective date method* of adoption, whereby previous periods were not required to be adjusted.

At the inception of a contract, the Diocese determines whether the arrangement is or contains a lease. Leases are classified as either operating or finance, based on an evaluation of certain criteria. With the exception of short-term leases (leases with an initial term of 12 months or less), the Diocese records right-of-use assets and corresponding lease liabilities on the statement of financial position for all leases with contractual fixed payments. Lease liabilities are measured at the present value of remaining lease payments, while right-of-use assets are initially set equal to the lease liability, as adjusted for any payments made prior to lease commencement, lease incentives, and any initial direct costs incurred by the Diocese.

For operating leases, rent expense is recognized on a straight-line basis over the term of the lease, and right-of-use assets are subsequently remeasured to reflect the effect of uneven lease payments. Refer to note 9 - Leases of the notes to financial statements for additional information.

(t) Donated Assets and Services

In-kind contributions of services, materials, or facilities that meet the recording criteria as defined by accounting guidance are recorded at their estimated fair market value on the date of the donation. Such contributions are recorded as in-kind contributions and a corresponding expense on the combined statements of activities. The Diocese recognizes the fair market of contributed services received if such a) create or enhance nonfinancial assets or b) require specialized skills that are provided by individuals possessing those skills and would typically need to be purchased if not contributed.

(u) Adoption of New Accounting Standard

FASB has issued ASU 2016-13 *Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses on Financial Statements* which, among other things, requires an estimate of credit losses for the remaining estimated life of the financial asset using historical experience, current conditions, and reasonable and supportable forecasts. ASU 2016-13 was effective for the Diocese for the fiscal year ended December 31, 2023. There were no changes to the statements of financial position or statements of activities as previously reported as a result of the adoption of this ASU.

(2) Information Regarding Liquidity and Availability of Resources

The Diocese regularly monitors the availability of resources required to meet its operating needs and other contractual commitments. For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Diocese considers all expenditures related to its ongoing activities, as well as the conduct of services undertaken to support those activities, to be general expenditures.

The Diocese's financial assets as of December 31, 2023 and 2022 consist of cash, investments, and accounts receivable, reduced by appropriated funds, board designated, custodian and donor restricted funds, resulting in net financial assets, all of which are available to meet general expenditures within one year of the financial statement date, as follows:

	2023	2022
Financial assets, at year end:		
Cash and cash equivalents	$ 18,568,013	8,565,500
Investments	58,294,061	46,749,763
Accounts receivable	184,321	162,848
Total financial assets	77,046,395	55,478,111
Less:		
Appropriated funds	(16,487,314)	(6,437,009)
Board designated	(10,354,567)	(10,325,609)
Custodian funds	(25,091,271)	(21,570,341)
Donor-restricted funds	(17,633,064)	(11,796,088)
Financial assets not available to be used within one year	(69,566,216)	(50,129,047)
Financial assets available to meet cash needs for general expenditures within one year	$ 7,480,179	5,349,064

In addition to financial assets available to meet general expenditures over the next 12 months, the Diocese operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures. See further discussion of donor restricted funds in note 6.

(3) Concentrations of Credit and Market Risk

Financial instruments that potentially expose the Diocese to concentrations of credit and market risk consist primarily of cash, cash equivalents, receivables and investments.

The Diocese maintains its deposited cash balances in several financial institutions, and amounts held may at times exceed federally insured limits of $250,000. The Diocese has not experienced any losses on these accounts. The Diocese’s investments are mostly maintained in a pooled investment fund held by various custodians. This pooled investment portfolio is diversified among issuers. Receivables are discussed in note 1(g).

(4) Investments

Investments, at fair value, consist of the following:

	2023	2022
Money market and short-term reserves	$ 4,641,498	3,295,496
Mutual funds	28,110,550	23,924,997
Equities	24,939,010	18,942,368
	$ 57,691,058	46,162,861

Other investments totaling $603,003 and $586,902 as of December 31, 2023 and 2022, respectively, consist of time deposits that mature in 2024 through 2027.

Custodian funds (which include custodial accounts and trust funds held for others) are included in total investments above. Custodian funds totaled $25,091,271 and $21,570,341 as of December 31, 2023 and 2022, respectively. See note 8 for detailed activity of these custodian funds.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets measured at fair value on a recurring basis as of December 31, 2023 and 2022. Individual securities exceeding 10% of net assets are separately identified below.

	2023		2022	
	Total	Level 1	Total	Level 1
Investments:				
Money market and short-term reserve funds	$ 4,641,498	4,641,498	$ 3,295,496	3,295,496
Mutual funds:				
Vanguard short-term bond fund	5,992,282	5,992,282	5,644,221	5,644,221
Vanguard S&P 500 ETF	7,127,702	7,127,702	5,077,566	5,077,566
Other	14,245,204	14,245,204	12,269,716	12,269,716
	27,365,188	27,365,188	22,991,503	22,991,503
Equities	24,939,010	24,939,010	18,942,368	18,942,368
Total investments at fair value	56,945,696	56,945,696	45,229,367	45,229,367
Investments measured at NAV, not in fair value hierarchy	745,362		933,494	
Total investments at fair value and NAV	$ 57,691,058		$ 46,162,861	

The cost of investments totaled $52,074,435 and $46,614,233 as of December 31, 2023 and 2022, respectively.

(4) Investments, Continued

Investment return consists of the following (investment return included in custodian funds is not included in the combined statements of activities):

	2023		
	Diocese	Custodian funds	Total
Interest and dividends	$ 1,423,550	606,639	2,030,189
Realized and unrealized gains	3,234,478	2,524,242	5,758,720
	4,658,028	3,130,881	7,788,909
Less management fees	(86,994)	(70,369)	(157,363)
Investment return	$ 4,571,034	3,060,512	7,631,546

	2022		
	Diocese	Custodian funds	Total
Interest and dividends	$ 738,164	567,787	1,305,951
Realized and unrealized losses	(4,917,716)	(4,069,173)	(8,986,889)
	(4,179,552)	(3,501,386)	(7,680,938)
Less management fees	(81,091)	(74,593)	(155,684)
Investment return	$ (4,260,643)	(3,575,979)	(7,836,622)

The table below sets forth a summary of changes in investments, the values of which are estimated using NAV per share as of 2023 and 2022, respectively.

	2023	2022
Balance, beginning of year	$ 933,494	989,605
Investment income, net of expenses	(6,443)	(10,290)
Unrealized and realized gains	(118,766)	104,813
Sales	(62,923)	(150,634)
Balance, end of year	$ 745,362	933,494

As of December 31, 2023 and 2022, this investment consisted of the MA Real Estate Fund 2 Limited Partnership, which is a private equity fund. The Diocese has a remaining capital commitment of $275,086 as of December 31, 2023.

(5) Property and Equipment

Property and equipment is as follows as of December 31:

		2023	2022
Land and buildings:			
Recorded at cost:			
NCSU Chaplaincy House	$	94,915	94,915
Duke Student Center		76,268	74,837
Land-Kernersville		43,215	43,215
200 W. Morgan Street		-	2,758,236
Recorded at January 1, 1978 appraised values:			
St. Mary's House		63,476	63,476
Caswell County property		28,760	28,760
Holding Land		13,140	13,140
Other property:			
Recorded at cost:			
Leasehold improvements - Diocesan House		-	623,168
Vehicles		78,491	78,491
Equipment and furniture		24,051	333,448
		422,316	4,111,686
Less accumulated depreciation		(275,685)	(2,124,294)
	$	146,631	1,987,392

Depreciation expense for 2023 and 2022 was $94,840 and $128,527, respectively.

In 2022, rental income was generated from a sublease of parking spaces at the Morgan Street building.

(6) Net Assets

Net assets with donor restrictions are restricted for the following purposes or periods:

	2023	2022
Subject to expenditure for specified purpose:		
Mission and Ministry Fund	$ 719,823	533,320
Thriving in Pastorial Ministry	556,351	552,035
Diocesan Trust Programs	8,271,378	3,733,981
	9,547,552	4,819,336
Endowments:		
Subject to Diocese spending policy and appropriation	8,085,512	6,976,752
	$ 17,633,064	11,796,088

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or other events specified by the donors as follows:

	2023	2022
Satisfaction of purpose restrictions:		
Diocesan Trust Programs	$ 491,393	688,840

Changes in endowment net assets during 2023 and 2022 are as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, December 31, 2021	$ -	8,832,429	8,832,429
Interest and dividend income, net	-	178,256	178,256
Realized and unrealized losses, net	-	(1,501,134)	(1,501,134)
Withdrawals	-	(250,000)	(250,000)
Amounts appropriated for expenditure	-	(282,799)	(282,799)
Endowment net assets, December 31, 2022	-	6,976,752	6,976,752
Interest and dividend income, net	-	168,277	168,277
Realized and unrealized gain, net	-	1,205,911	1,205,911
Amounts appropriated for expenditure	-	(265,428)	(265,428)
Endowment net assets, December 31, 2023	$ -	8,085,512	8,085,512

(6) Net Assets, Continued

Board designated net assets totaling $10,354,567 and $10,325,609 as of December 31, 2023 and 2022, respectively, may only be used for the purposes expressly assigned as approved by individual Committee boards.

To satisfy its long-term rate-of-return objectives, the Diocese relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Diocese targets a diversified asset allocation for its entire investment portfolio that places an emphasis on equity-based and fixed income investments and cash equivalents to achieve its long-term return objectives within prudent risk constraints. The Committee boards have elected to allow the capital growth and investment income of the Board designated net assets to continue to accumulate within these net assets.

(7) Postretirement Benefit Obligation

The Diocese has a non-contributory pension plan which covers substantially all clergy and lay employees. Total costs to the Diocese amounted to $287,241 and $308,660 for 2023 and 2022, respectively. The plan is comprised of individual contracts with The Church Pension Fund.

As described in footnote 1(q), management elected not to have an actuarial valuation of this plan performed for the years ended December 31, 2023 and 2022.

The plan held no assets as of December 31, 2023 or 2022.

(8) Custodian Funds

The Diocese acts as an agent, or custodian, for certain assets owned by churches and other institutions by receiving, investing, and disbursing funds on their behalf. Changes in custodian funds for 2023 and 2022 are as follows:

	Custodial Accounts	Held for Churches/ Institutions	Total
Balance, December 31, 2021	$ 950,130	23,825,849	24,775,979
Receipts	1,744,014	769,837	2,513,851
Investment income	-	493,195	493,195
Realized and unrealized losses	-	(4,069,173)	(4,069,173)
Disbursements	(1,156,049)	(987,462)	(2,143,511)
Balance, December 31, 2022	1,538,095	20,032,246	21,570,341
Receipts	3,830,333	1,623,539	5,453,872
Investment income	-	536,270	536,270
Realized and unrealized gains	-	2,524,242	2,524,242
Disbursements	(4,087,600)	(905,854)	(4,993,454)
Balance, December 31, 2023	$ 1,280,828	23,810,443	25,091,271

(9) Leases

The Diocese leases office space for its main administrative offices. A lease exists when a contract or part of a contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. In determining whether a lease exists, the Diocese considers whether a contract provides it with both: (a) the right to obtain substantially all of the economic benefits from the use of the identified asset and (b) the right to direct the use of the identified asset. Leases may include base rental periods coupled with options to renew or terminate the lease. In evaluating the lease term, management considers whether it is reasonably certain to exercise such options. The Diocese's lease includes fixed payments. Fixed payments are included when measuring the right-of-use asset and lease liability. The asset and liability under this lease were recorded at the present value of the minimum lease payments.

The measurement of right-of-use assets and lease liabilities requires management to estimate appropriate discount rates. To the extent the rate implicit in the lease is readily determinable, such rate is utilized. However, based on information available at lease commencement, the rate implicit in the lease was not known. In cases where the rate is not implicit in the lease, the Diocese may utilize the incremental borrowing rate of the Diocese, which represents the rate of interest that the Diocese would pay to borrow on a collateralized basis over a similar term, an amount equal to the lease payments. The Diocese made an accounting policy electing to utilize the risk-free rate, determined using a period comparable with that of the lease term. For practical purposes, the Diocese utilized the 10-year US treasury rate at the time of lease commencement.

Lease Position

The following table presents the lease-related assets and liabilities as of December 31, 2023:

	Classification on the Combined Statement of Financial Position	
Assets:		
Operating	Operating lease right-of-use asset	$ 1,340,808
Liabilities:		
Operating	Operating lease liability	$ 1,349,556

Lease Term and Discount Rate

The following table presents certain information related to lease terms and discount rates for leases as of December 31, 2023:

Weighted-average remaining lease term:	
Operating lease	8.75 years
Weighted-average discount rate:	
Operating lease	5.10%

(9) Leases, Continued

Lease Costs

The Diocese incurred operating lease expense of $32,356 for the year ended December 31, 2023.

Maturity of Lease Liabilities

The following table reconciles future minimum lease payments on an undiscounted cash flow basis to the lease liabilities reported in the combined statements of financial position as of December 31:

	Operating Leases
2024	$ 142,353
2025	81,765
2026	202,445
2027	208,006
2028	213,710
Thereafter	875,312
Total minimum lease payments	1,723,591
Less amount of lease payments representing interest	(374,035)
Present value of future minimum lease payments	$ 1,349,556

Other Information

The following table presents supplemental cash flow information related to leases for the year ended December 31, 2023:

Cash paid for amounts included in the measurement of lease liabilities:	
Operating cash flows used for operating leases	$ 23,608
Right-of-use assets obtained in exchange for new operating lease liabilities	$ 1,367,402

(10) In-Kind Contributions

The Diocese was granted the right to occupy office space rent-free from June through December 2023. The Diocese estimated the fair value of benefit received using observable inputs. The Diocese recognized in-kind revenue and associated expense related to this arrangement totaling $191,724 in 2023.

(11) Subsequent Events

The date to which events occurring after December 31, 2023, the date of the most recent combined statement of financial position, have been evaluated for possible adjustment to the combined financial statements or disclosure is August 13, 2024, the date the combined financial statements were available to be issued.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Schedule of Combining Statements of Financial Position

December 31, 2023

	Episcopal Diocese	Church Foundation	Combined
Assets			
Cash and cash equivalents	$ 18,256,354	311,659	18,568,013
Accounts receivable, net:			
Churches	163,113	-	163,113
Other	21,208	-	21,208
Prepaid expenses	32,408	-	32,408
Installment notes receivable-churches	-	163,647	163,647
Investments, at fair value	53,921,077	3,769,981	57,691,058
Investments - other	603,003	-	603,003
Property and equipment, net	146,631	-	146,631
Operating lease right-of-use asset	1,340,808	-	1,340,808
	$ 74,484,602	4,245,287	78,729,889
Liabilities and Net Assets			
Liabilities:			
Accounts payable	176,914	-	176,914
Custodian funds	25,091,271	-	25,091,271
Postretirement benefit obligation	4,496,179	-	4,496,179
Operating lease liability	1,349,556	-	1,349,556
Other liabilities	650,000	-	650,000
Total liabilities	31,763,920	-	31,763,920
Net assets:			
Without donor restrictions- board designated	10,354,567	-	10,354,567
Without donor restrictions	14,733,051	4,245,287	18,978,338
With donor restrictions	17,633,064	-	17,633,064
Total net assets	42,720,682	4,245,287	46,965,969
	$ 74,484,602	4,245,287	78,729,889

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Schedule of Combining Statements of Activities

Year ended December 31, 2023

	Episcopal Diocese	Church Foundation	Combined
Revenues, gains, and other support:			
Shares, net	$ 4,777,159	-	4,777,159
Investment return	4,063,571	507,463	4,571,034
Rental income	-	-	-
Chaplaincy income	94,523	-	94,523
Convention	84,094	-	84,094
Postretirement adjustment	58,659	-	58,659
Youth program revenue	57,856	-	57,856
In-kind revenues - rental fees waived	191,724	-	191,724
Gain on sale of administrative building	7,362,864	-	7,362,864
Income from liquidation of trust	4,755,417	-	4,755,417
Proceeds from sale of parish building	1,090,550	-	1,090,550
Other income	927,528	2,822	930,350
Total revenues, gains, and other support	23,463,945	510,285	23,974,230
Expenses:			
Program services	5,200,850	181,499	5,382,349
Supporting services:			
Management and general	2,456,843	-	2,456,843
Fundraising	16,722	-	16,722
Total expenses	7,674,415	181,499	7,855,914
Change in net assets	15,789,530	328,786	16,118,316
Net assets, beginning of year	26,931,152	3,916,501	30,847,653
Net assets, end of year	$ 42,720,682	4,245,287	46,965,969

REPORTS TO CONVENTION

DIOCESAN COUNCIL

2023 Highlighted Actions of Council

February 6, 2023

- Joint Retreat with Standing Committee at St Francis Springs Retreat Center, Stoneville, NC.
- We began the process to designate Bishop Jennifer as Assistant Bishop so that she could vote in March's House of Bishops meeting.
- We began to examine churches in crisis to assess how we can help.
- Bishop Sam's sabbatical was announced in February.
- Bishop Jennifer became more involved with the Costa Rica relationship, helped interview for a new executive director at the Galilee Center, and became more involved in our Latino ministries.
- Canon Sally French became Bishop-Elect of the Diocese of New Jersey.
- We began to look at diocesan hiring practices and develop strategies to make them more equitable.
- The Department of State of the Church was transitioned to the Department of Planning.
- We engaged with several consultants on how we may work with vulnerable congregations and church buildings that needed deferred maintenance and professional evaluations.

February 16, 2023

- A Genesis II Consortium began to form to help parishes discern how to navigate their future community roles.
- Visitations to Latino churches showed that they are strong and vibrant and continue to grow.
- Another cycle of training for the diaconate began.
- The roles of convocations in our diocese were examined by the deans and Bishop Jennifer.
- Maria Gillespie and Gil Small reported the operating budget finished the year with sufficient excess revenue to create reserves for a future episcopal election and upfit for the next site of diocesan offices.
- Discussion began about the location of diocesan offices after the sale of Diocesan House.
- A proposal from Building for Mission to study hiring practices of the Diocese was discussed.
- Discussions moved forward about community meetings to discern the future of the St. Raleigh campus.

- The Rev Cathy Deats became an interim, part-time Canon for the East Region to replace Bishop-Elect Sally French.
- 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 16, 2023

- Council met at Episcopal Farmworkers Ministries and toured the program.
- Bishop Sam began his sabbatical, and Bishop Jennifer was approved as Assistant Bishop.
- Ms. Joy Shillingsburg has been hired as Mission Strategy Coordinator and will begin work on June 21.
- An offer has been extended to fill the position of Canon Missioner for Diocesan Reparations and Restitution Ministry. If and when the offer is accepted, a public announcement will be made.
- A consultant agency has been retained to study diocesan hiring practices in response to an act of the 207th Annual Convention. Work has begun and Al Ragland will be actively involved. A workshop may be held on or about September 14 jointly with the Standing Committee.
- Both bishops and others from the Diocese participated in a successful Advocacy Day at the State Capital.
- Monthly meetings with the Deans of the Convocations began.

April 20, 2023

- Bishop Jennifer ran the diocese during Bishop Sam's sabbatical.
- Clergy Day was successful. The keynote speaker was the Rt. Rev. Porter Taylor.
- Canon Earnest Graham developed a webinar on stewardship.
- Attendance on Easter Sunday was strong in our churches.
- Many churches are still in clergy transition.
- MapDash, the statistical reporting and information platform, was updated with our data.

May 18, 2023

- Bishop Brooke-Davidson reported much of her time has been devoted to Latino ministry. Efforts are underway to revitalize the Episcopal Farmworkers Ministry, the final candidates for the Latino Missioner position are being considered, work with ELCA North Carolina Synod related to Christ's Beloved Community in Winston-Salem, issues related to the sanctuary of St. Mark's Wilson which also affects the ability of La Guadalupana to worship.
- The Genesis II project attained the appropriate number of participants to move forward.
- A Global Mission Day is scheduled for September 16 at St. Mary's in High Point.

- The Planning Department continues work with six churches dealing with various building issues as well as engagement in the discernment conversation about the future use of St. Mark's Raleigh.
- Progress continues the sale of 200 West Morgan Street. Work to establish an ad hoc committee to recommend use of the net proceeds is underway.
- The grants recommended by the Mission Endowment Board were approved. There was discussion about the need to coordinate across the various bodies that make grants in our Diocese.
- The dates to schedule the webinars on the 2024 proposed budget and the dates for pre-convention Convocation meetings were established.

June 22, 2023

- Council met at El Buen Pastor in Durham and was warmly greeted by the Rev. Ricardo Medina, Vicar.
- Council welcomed the Rev. Lindsey Ardrey, Canon Missioner for Restitution and Reparations, and the Rev. Franklin Morales, Canon Missioner for Latino/Hispanic Ministries.
- Bishop Rodman was back from sabbatical and offered brief comments on his time away.
- The sale of 200 West Morgan Street has been completed. Many thanks to Maria Gillespie, and Steve Mason for their tireless work on this matter.
- Work continues to complete the ad hoc committee to recommend the use of the proceeds with every effort to include broad diocesan representation.
- Joy Schillingsburg has begun work as the Mission Strategy Coordinator.
- The Mission and Ministry budget process was reviewed.
- The Rev. Kathy Walker, Canon Missioner for Black Ministries, gave an update on the developments around All Saints Warrenton.
- Holy Spirit Greensboro had a groundbreaking for Yanceyville Place, an affordable housing development adjacent to Holy Spirit.
- Fundraising for St. Michael and All Angels Charlotte is slightly below target related to the offer of a matching grant. An extension has been requested; no response has been received to date.
- The audit team (churches helping churches) is working with five churches and has a received a request from a sixth.
- Council was encouraged to begin recruiting lay and clergy nominees to fill open seats for 2024. We were reminded that the study on hiring practices is also looking at how recruitment for 'volunteer' service is done.
- Bishop Rodman reminded Council of the Resolution that passed at the 204th Convention in 2019 regarding opportunities for clergy and lay delegate spouses and partners to engage in at least one community-building activity, and that childcare be provided for children of clergy, staff, and delegates during Convention. Council decided to ask the Committee on Dispatch of Business to work with Paul Braughton on this matter.

August 10, 2023

- Building for Mission continues their review of diocesan hiring practices.
- The Ad Hoc committee on the use of funds from the sale of 200 W. Morgan Street had their first meeting.
- Formation will be the focus of the 208th Annual Convention.
- Our diocese and the Diocese of East Carolina continue joint efforts to assist the EFWM.
- The draft Mission and Ministry budget for 2024 was presented.
- Council affirmed the proposed MRST grants for 2024 including a $660,000 draw on the Sustainability Fund.
- The window for the matching grant for St. Michael and All Angels Charlotte ha been extended to June 2024.
- The only open position on the diocesan staff is the Transition Coordinator. A search committee has been appointed and a public posting for the position with the job description will be available in September.

September 14, 2023

- Bishop Rodman filed a report and commented on his sabbatical.
- Council was reminded that Presiding Bishop Michael Curry would be having surgery on September 20th.
- A comprehensive analysis of several congregations has been undertaken to examine their needs and/or their long-term sustainability. The Mission Strategy Coordinator and the Canon / Missioner for Latino / Hispanic ministry were very helpful.
- The Rev. Dr. Rich Melheim will be the keynote speaker for the upcoming diocesan convention.
- After discussion, Council adopted the Fair Share percentage for 2025 to remain at 10.65%.
- Council adopted the Policy on the Safety of Church Buildings. It will be placed on the website, shared on the Tuesday morning leadership call, and included in the diocesan Handbook.
- Clergy minimum salary ranges and entry points for 2024 will be increased by a minimum of 3%.
- There was a zoom presentation by the Building for Mission consultants on their observations and recommendations related to the diocesan hiring practices. Diocesan Council, Standing Committee, and the Trustees participated in this presentation. A report will be given to the 208th Annual Convention by Bishop Rodman.
- Council voted to submit a resolution to convention to amend Canon D-III,3 as prepared by the Commission on Constitution and Canons.
- Rule III status was presented. Churches in arrears on the fair share payments will be notified. Final accounting will be made in November prior to Convention.

October 19, 2023

- There is continued focus on the circumstances of our Latino churches. All our Latino churches and some others are struggling with lack of space to accommodate their members for worship, fellowship, and / or their ministry outreach.
- 320 people attended a fiesta at Christ's Beloved Community in observation of National Hispanic Heritage Month – it was a wonderful opportunity for our Latino congregations to meet one another. El Buen Pastor also had a celebration.
- Discernment about the use of St. Mark's Raleigh campus to support underserved communities continues.
- The theme for convention will be "Throughout All Generations".
- The Communications Department gave a presentation on the work of the 'rebranding' initiative which is underway. The target for completing this work is June 2024 and will result in a new diocesan seal.
- The final 2024 Mission and Ministry Budget was approved to present at the 208th Annual Convention for adoption. The budget webinars have taken place, and the recording is available on the website. The final two convocation meetings prior to convention are scheduled in the next week.
- Concern was expressed about how we communicate to the larger diocesan community. This will be added to the agenda for discussion during the 2024 Council retreat.
- An update on the progress around All Saints Warrenton was presented by the Rev. Kathy Walker..
- All lay members of Council were reminded their presence at the Annual Convention is expected even if they are not voting delegates,

Council Departments and Assignments

- Christian Formation: Abby Van Noppen, The Rev. Ginny Wilder
- Congregational Support & Development: The Rev. Jim Bernacki, The Rev. Jamie Pahl, The Rev. Miriam Saxon
- Finance & Administration: Jerry Price, Al Ragland
- Outreach & Justice: David Bland, The Rev. Valerie Colbert, Pam Harvey
- Youth & Young Adults: The Rev. Linda Nye, David Tamer, The Rev. Ginny Wilder
- Planning Department: Chipper Long, Rae Mitchell, Sherry Owens plus non-Council members Hortense Francis, Bob Rinaldi, Claude Snow, Gilbert Small, Chuck Till

2022 Parochial Reports filed in 2023 reported the following to the Diocese:

- 27,282 Adult Communicants in Good Standing. This is a decrease of 2,464 from 2021 reported numbers.
- Average 2022 pledge was $3,865 (total pledged $s divided by the # of pledge cards received). This is an average increase of $267 per pledge. There is no information on what % of total households pledged.

Formation Purpose: To form disciples of Jesus, we engage the work of lifelong Christian formation because we believe God calls us to join in God's transformative work in the world, manifesting the beloved community through a deeper spiritual connection to all of God's creation.

Adult Formation

- Sacred Ground programs, including facilitator training.
- Support Dismantling Racism workshop and facilitators
- A book studies including on Racial Bias and Sacred Soul, Sacred Earth
- Planned and implemented Racial Justice pilgrimages.
- Help with filming stories of historically black congregations.
- Collection and analysis of parochial report data on racial justice work around the Diocese.
- A Diocesan Confirmation Class offered online.
- Sponsorship of lay participation in Education For Ministry training, Kanuga's Christian Formation Conference, the FORMA Conference, and the Lay Preaching Training Initiative.
- Support Formation area of the Deaconate
- Bishops' representation on Galilee of East Charlotte Board

Children, Youth, Family

Ministry Staff

- Amy Campbell left her position as Children & Families Missioner on 12/31/22. The diocese is in a discernment period to decide what, if any changes, we want to make in that position. Therefore, Lisa Aycock, Lead Youth Missioner and Leah Dail, Assistant Youth Missioner have taken on additional roles of serving the children and families and their volunteers and staff.
- Lisa Aycock took a 3-month sabbatical 8/15/23-11/15/23. Leah has covered all ministries areas in her absence.

Parish Support and Visitations

- This past year the Diocesan Youth Missioners have been assisting several churches through transitional periods in their childrens and youth ministries, with staff leaving or moving into different parish roles. The worshiping congregations are not assigned to a particular missioner; instead, we collaborate and work with all of them together.
- The monthly meetings with children and youth staff and volunteers changed their focus in August. We are now collaborating with Jenny Beaumont, the Diocesan Director of Adult and Lifelong Formation, to have a monthly formation personal development session for all adults who work in the area of formation, either as staff or volunteers. The

response to this new format has been very positive. Missioners continue to meet with parish youth and children ministers throughout the diocese, providing space for networking, support, and fellowship. We have assisted churches in the areas of Godly Play, formation, working with children and youth with disabilities and racial justice and reconciliation.

Formation

- We work with youth in the diocese in Confirmation preparation, an online offering started during Covid. It's the only confirmation prep experience where the confirmands get a lesson from each of the bishops! We also had offerings on racial justice, LGBTQ+ inclusion, and current events. For children, we continued the monthly formation mailings, now called the Growing in Grace Club with an offering for families to do together. We offered programs for adults, both those working with young people and parents, on LGBTQ+ inclusion, Wholehearted Parenting, and several mental health webinars. We also hosted a Mental Health Awareness Day in August for adults interested in working on mental health offerings in their worshiping communities (some new, some ongoing) for all ages. That was very well attended, and we plan to offer another one in the spring.

Safe Church

- Safe Church is undergoing a seismic shift and change. The Episcopal Church introduced a new curriculum on the Praesidium platform in 2021/2022. The training now takes place online, with different levels of church workers and volunteers expected to complete prescribed sets of modules aligned with their church work. There is still a module on Sexual Harassment that is not out yet. The transition to this format has been challenging. Many people miss the conversation and collaboration found in live training. To that point, Amy Campbell, the Diocesan Safe Church Coordinator, and Leah Dail are working on an in-person version of the online training that we hope to have ready by 1/1/24 after the Bishops and Catherine Massey approve this new training.

Youth at Convention

- We had 11 youth delegates and alternates attend Convention in 2022. We hope to have all 7 convocations represented next year.

Bishops' Ball

- We held our first in-person, overnight Bishops' Ball since the pandemic at Haw River State Park in February 2023. It was very successful with over 90 youth and adults attending. Our theme was "The Limitless Light of God." Bishop Jennifer was able to attend her first Bishops' Ball ever!

Genesis and Happening

- Genesis, for middle school youth, and Happening, for high school youth were held for the first time since the pandemic. They were held simultaneously a tHoly Comforter Episcopal Church, Burlington but in different areas of the church and run as separate programs. The theme of Genesis was Creation Care with lots of hands-on activities, games and music. Happening was staffed with young adults because no high schoolers have "Happened" in the last 4 years. We also opened registration for college-age participants since many of them missed Happening due to Covid. The staff did an amazing job and it was good to be back in the very special Happening world.

EYE (Episcopal Youth Event)

- EYE is usually held every 3 years for high school aged youth in The Episcopal Church. It is the largest gathering of these youth in the world. Due to Covid, this is the first EYE held in 6 years. The Diocese took 7 youth and 2 adults for a transformative week of singing, worship, workshops, new friendships and great experiences in College Park, Maryland in July.

HUGS Camp

- We had another incredible week of HUGS Camp. We were blessed with a strong team, many of whom were new and younger staff who had been helpers when they were in high school. During the week, we had 50 HUGS campers experience camp through the Disney movie "Enanto" with its theme of differences and coming together. It is truly transformative not only for the campers but also the high school buddy campers who are paired with them for the week.

Campus and Young Adult Ministry

Refer to the report filed by the Chartered Committee on Campus and Young Adult Ministries.

Congregational Support and Development

- The Congregational Support and Development Department supports the development of resources to encourage the vitality of congregations of all sizes by working with the Canons & Missioners to address the goals and concerns of the local missions and parishes they support.
- We were delighted to welcome Joy Schillingsburg in July to the new position of Mission Strategy Coordinator and look forward to the vision she brings to congregational support within our Diocese.
- The Department is particularly supportive of strategies such as a strong Mutual Ministry Review process for each congregation, development and enhancement of lay ministry and lay leadership, and targeted support for historically Black and Hispanic congregations who have been poorly resourced in the past.

Finance and Administration

The finance and administration team, outside of ensuring all fair share, parochial reports, and audits are up to date, has established an Audit and Financial Guidance team – "churches helping churches". This team includes lay leader volunteers with vestry and audit experience around the diocese. These volunteers assisted smaller congregations with short and long audit forms, parochial reports, grant questions, and establishing bookkeeping procedures. This group exemplifies how sharing talents across churches can make a difference. This group hopes to expand how it can assist churches in the future.

Outreach and Justice

The Outreach and Justice Committee is comprised of an array of subcommittees which as our name suggests cover the waterfront: Racial Justice and Reconciliation (RJRC), Episcopal Relief and Development, Environmental Ministry, Chartered Committee on Global Mission including Botswana and Costa Rica Companion Link Committees, Augustine Project, Prison and Jail Ministry, Episcopal Farmworkers Ministry, and Refugee Services. RJRC exemplifies the efforts of several of our other committees with its focus on raising the visibility of their efforts for racial justice and equity, providing 25 seats for a prepaid 2 day, racial equity training workshop, focusing on the First Mission Strategy, thus coordinating with other Diocesan efforts. Maintaining our laser focus on racial justice, equity, and restoration of human rights for all. Our environmental group awarded All Saints Re-visioning Committee in Warrenton a Green Giant Grant in the amount of $1000 for their outstanding efforts addressing our environmental challenges. The Diocesan efforts with Botswana, one of our companion links, are focused primarily on building strong, lasting relationships between the clergy and congregations. Due to legal constraints and Visa processes the Costa Rica Committee has shifted their emphasis from bringing a delegation from there to the Diocese of North Carolina to persons of color pilgrimage focusing on celebrating Afro-Caribbean culture and having conversations around racism within each diocesan context to deepen our companionship. Due to COVID and increased security across North Carolina's Prison System, the Prison and Jail committee has maintained selective on-site jail ministries while assessing how best to achieve a greater impact on those housed in our local jails and prisons. This assessment will include the fact that over 70% of those individuals jailed pretrial are classified nonviolent minimum-security offenders who can be better served through non-incarceratory measures. The Episcopal Farmworkers Ministry continues to provide a wide variety of support services for these men, women and children who make the feeding of our nation a reality. We would encourage anyone to arrange through this committee a visit to Dunn, North Carolina. The Augustine Project, Global Missions, and Refugee Services are continuing to identify and expand our outreach mission.

Planning Department

- The Planning Department has worked with 14 missions and parishes dealing with varying issues related to property condition and possible repairs as well as space issues impacting the ability to provide adequate worship space and / or space for ministry outreach efforts. These are challenging issues. The information coming from our Canons and Missioners about various concerns added to the information gleaned from the 2022 Parochial

Reports, make it clear that the number of concerns will continue to grow in the year ahead.

- The group spends time looking at the demographic information available through MapDash and the Episcopal Asset map. This information reveals that we have areas of significant growth within the boundaries of our diocese where there is little or no Episcopal presence. It also reveals areas that are declining in growth where we do have Episcopal presence. Many of these missions and/or parishes are struggling with issues related to minimal membership / participation, building issues, and little or no financial resources to address their problems. One of our charges is to think strategically about how the diocese can move forward in addressing these concerns.
- The Planning Department is beginning to move from reactive to proactive as we look for areas of growth, both in numbers and in impact, while recognizing from the experiences of the past year that we will continue to be presented with situations that need immediate action.

STANDING COMMITTEE
October 1, 2022 – September 30, 2023

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.

What work has your committee, commission or board done on behalf of the Diocese during the past 15 months?
The Standing Committee met regularly on the third Monday of each month via Zoom in October and December 2022 and in 2023 in January, March, April, May, and June.

In November 2022, the Standing Committee met in person on Thursday, November 17 (before the Diocesan Convention) and again in person on February 20, 2023. A joint meeting with the Trustees of the Diocese followed this meeting.

The Standing Committee met on September 14, 2023, via Zoom and in lieu of the regular meeting on September 20, 2023, at the request of the Bishop Diocesan to coordinate a joint meeting with the Diocesan Council later that morning. We met jointly and in person with the Diocesan Council on retreat on February 6-7, 2023, and via Zoom on September 14, 2023.

There was no meeting in July or August 2023.

The Standing Committee has one representative on the diocesan committee to make recommendations for the proceeds from the sale of diocesan house and one representative on the diocesan committee to make recommendations to improve diversity, equity and inclusion.

PERSONS IN THE ORDINATION PROCESS
Consent of Ordination (Priesthood) *October 17, 2022*
Phillip Bass
Josiah Daniels
Keith Esposito
Sarah Diener-Schlitt
Sadie Koppelberger

Consent of Candidacy (Priesthood) *October 17, 2022*
Taylor Vines

Consent of Ordination (Vocational Diaconate) *December 19, 2022*
Kate Wisz
Sherry Storrs

Consent of Candidacy (Priesthood) *March 20, 2023*
Daisy Colon
Liam Barr
Emily Badgett
Weston Morris

Consent of Candidacy (Priesthood) *April 17, 2023*
Kimberly Dunn

Consent of Ordination (Transitional Diaconate) *April 17, 2023*
Karen McGugan
Andrew Phillips
Ryan Parker
Taylor Vines

Consent of Candidacy (Transitional Diaconate) *May 15, 2023*
William (Cuyler) O'Connor
Kelly Ryan

Consent of Ordination (Transitional Diaconate) *May 15, 2023*
Kimberly Dunn
Sadie Koppelberger

Consent of Candidacy (Priesthood)
Kimberly Dunn
Taylor Vines

EPISCOPAL CONSENTS
November 17, 2022
The Reverend Elias Garcia Cardenas, as Bishop of Columbia, consented

December 20, 2022
The Reverend Anne Jolly, as Bishop of the Ohio, consented
The Reverend Matthew Heyd, as Bishop of New York, consented

January 23, 2023

February 20, 2023

March 20, 2022
The Reverend David G. Reed, Bishop of West Texas, consented
The Reverend Justin S. Holcomb, Bishop of Central Florida, consented
The Reverend Sally French, Bishop of New Jersey, consented
The Right Reverend Melissa Skelton, Bishop Provisional Diocese of Olympia, consented

April 17, 2023
The Reverend Charles Holt, Bishop Coadjutor Diocese of Florida, did not consent.
The Reverend Ann Ritonia, Bishop Suffragan of the Armed Forces, consent

APPROVAL OF CONTRACT FOR THE ASSISTANT BISHOP OF NORTH CAROLINA
February 8, 2023

CONSENTS TO REAL ESTATE TRANSACTIONS
October 17, 2022- All Saints' Concord-Easement proposal
Proposal Request:
The Vestry of All Saints' Episcopal Church, Concord has authorized me as Senior Warden to request approval to sell the City of Concord two easements:

1. Temporary Construction Easement
2. Permanent Utility Easement

Both easements are for the same project located on Country Club Drive NE, Concord, North Carolina on the southernmost part of the church property. The purpose of this project is to relocate utility poles and second to reconstruct culverts under the road and change the height of the road to get above the 100 year flood plain.

This project has been undertaken in stages. First several months ago, the vestry was requested to provide a temporary easement to relocate a utility pole that carries significant load from an electric substation. This was done in the late spring to get ahead of the summer electric use (waiting would have made the relocation difficult/incurred significant disruption to electric service). No payment was requested for this easement because the property remains under the church's ownership with no incumbrances. We did inform the diocese of this project and, in my conversations with you, I learned no approval was needed.

In early summer, the city requested new easements for a drainage project. The temporary construction easement is for 0.223 acres and the permanent easement is for 0.114 acres. The initial offer was for temporary easement and land purchase at $16,400.57. After discussion, the city returned with an offer of $27,342.70 for both easements. Under this new offer, the property will remain under the ownership of the church. This is significant for the church. While the property under consideration is in the 100 year floodplain (and therefore difficult to develop), if the church were to undertake construction in another part of our property (we have close to 10 acres), this property can be used in calculations (for example, for meeting green space requirements).

All Saints' Vestry is requesting approval to proceed with this project and submitting the following documents for your consideration:

1. Proposed Permanent Public Utility Easement and Temporary Construction Easement
2. Offer to Purchase and Contract -- Easement Acquisition Only
3. Easement Plat
4. Location Map

RESOLVED, that the Parish of All Saints' Episcopal Church, Diocese of North Carolina, acting through its duly elected vestry, does hereby determine that it is in its best interests to grant to City of Concord NC an easement encumbering the Real Property known and described a permanent utility easement of 4979 square feet (.114 acres) abutting property line and Country Club Road shown on Easement Plat attached fora consideration of $27,342.70in perpetuity, and, in connection with such determination, does find that the grant of such easement will not injure the Property. The Grantee has the power of eminent domain. FURTHER RESOLVED, that the net proceeds from the grant of the easement shall be used to make widen the entrance to the church and parking lot on Lake Concord Road. FURTHER RESOLVED, that the Senior Warden and the Junior Warden be, and each of them hereby is, authorized and directed to seek the written consent of the Ecclesiastical Authority of the Diocese by submitting a certified copy of these resolutions and the additional materials required by the Standing Committee of the Diocese for its advice and consent, all as provided by the Canons of the Diocese. FURTHER RESOLVED, that after receiving the written consent of the Ecclesiastical Authority of the Diocese, the Senior Warden and the Junior Warden be, and each of them hereby is, authorized, empowered and directed to execute and deliver all such documents and instruments as they may deem necessary or appropriate to affect the foregoing transactions.

Approved by Vestry : September 20, 2022

November 11, 2022- St Mary Magdalene, Seven Lakes
Request:
With the advice and consent of the Standing Committee of the Episcopal Diocese of North Carolina via a called electronic vote on Monday, November 14, 2022, I hereby give my written consent to the Trustees of the Diocese of North Carolina, acting for the benefit of the Mission of St. Mary Magdalene, Seven Lakes, North Carolina, to authorize the sale of a portion of the parking lot via condemnation by the State of North Carolina which contains 0.290 acres of which 0.024 acres is to be acquired as a right of way, in Seven Lakes, Moore County, North Carolina (the "Property"), pursuant to a Special Warranty Deed; and to grant a Temporary Construction Easement containing approximately 0.032 acres which shall temporarily encumber the Property (the "Construction Easement"), as described in the attached resolution:

RESOLVED, upon resolution of the Trustees of the Episcopal Diocese of North Carolina, acting for the benefit of the Mission of St. Mary Magdalene, Seven Lakes, North Carolina (the "Mission"), which authorized the sale of a portion of the parking lot via condemnation by the State of North Carolina which contains 0.290 acres of which 0.024 acres is to be acquired as a right of way, in Seven Lakes, Moore County, North Carolina (the "Property"), for a price of

$120,775.00, less customary costs of sale together with a Temporary Construction Easement containing approximately 0.032 acres which shall temporarily encumber the Property (the "Construction Easement"), 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 grant the Construction Easement and to sell the Property, pursuant to a Special Warranty Deed for a price of $120,775.00, less customary cots of sale, via Special Warranty Deed, executed as provided in Canon 10, Section 2, with net sales proceeds to be applied to any necessary subsequent repairs to the Property and/or to be used to the benefit of the Mission.

December 20, 2022-Christ Church, Charlotte
REQUEST: The standing committee approved a request for another equity line of credit, Christ Church Charlotte's request for approval of a revolving line of credit for their capital campaign, which was completed in 2020. The Standing Committee approved their previous line of credit (8/2020, documents added to current folder from Archive), and they are requesting a renewal in the amount of $1.5M. Chip Howes has indicated this is a reasonable request; their previous line of credit was not used because they had enough funds for their capital improvements from the campaign, and this request is for a renewal of the line of credit.

Christ Episcopal Church, Charlotte Loan in the amount of $1,500,000.00 (“Loan”) to Christ Episcopal Church, Charlotte, a parish in union with the Convention of the Diocese of North Carolina (the “Parish”) from South State Bank (“Lender”) Loan Details: Revolving line of credit in the maximum amount of $1,500,000.00 with an interest rate equal to Lender’s Prime Rate (currently 3.25% per annum) and payable in monthly installments of interest only, with the full principal balance and all accrued interest due on August 28, 2021, the maturity date. The Loan shall be secured by a first deed of trust security interest in two residential properties owned by the Parish, being the land and buildings located at 1300 Providence Road and 2728 Portland Avenue, Charlotte, North Carolina 28207 (the “Property”) and an assignment of leases and rents. Loan Use: The proceeds of the Loan shall be used for working capital needs of the Parish should the economic impact of COVID-19 result in a shortfall in operating receipts necessary to fund the Parish’s ongoing operation and ministries. Vestry resolutions provided. Financial reports provided. Appraisal not required by Lender and accordingly a waiver of appraisal is requested. Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Parish, which authorized a revolving credit loan in the maximum amount of $1,500,000.00 from South State Bank, with an interest rate equal to Lender’s Prime Rate (currently 3.25% per annum) and payable in monthly installments of interest only, with the full principal balance and all accrued interest due on August 28, 2021, the maturity date, 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 Christ Episcopal Church, Charlotte, a parish in union with the Convention of the Diocese of North Carolina to accept the loan on the terms and conditions of such loan documents as provided by the South State Bank, to be executed as provided in Canon 23, Section 2

The final vote was received on December 29, 2022; the Request for a motion to approve was received via email on December 27, reflected in the minutes dated 12/27. SC had a unanimous approval vote via email of the Diocesan resolution for the sale of the property of Diocesan House-Diocesan resolution property sale 12.22.2022.

December 27, 2022, Diocesan House
RESOLVED, that Standing Committee of the Diocese of North Carolina ("Council") does hereby determine that it is in the best interests of the Diocese to sell the Real Property known and described as Diocesan House, 200 West Morgan Street, Raleigh 27601, Wake County, North Carolina (the "Premises") under terms and conditions acceptable to the Bishop Diocesan and the Trustees pursuant to any Letter of Intent or Purchase Agreement in effect between the Diocese and the purchaser; and, in connection with such determination, does find that the property is not in use by the Diocese or any entity thereof and is not needed for the Diocese's contemplated operations in the future; FURTHER RESOLVED, that net proceeds from sale of the Premises will be held in an account pending a future determination by Diocesan Council about the use of such proceeds; FURTHER RESOLVED, that Council hereby requests the Standing Committee of the Diocese to advise and consent to the Ecclesiastical Authority of the Diocese as to this proposed transaction; and FURTHER RESOLVED, that the Trustees of the Diocese be, and each of them hereby is, authorized and directed to seek, as provided by the Canons of the Diocese: (i) the consent of the Ecclesiastical Authority of the Diocese by submitting a certified copy of these resolutions and the additional materials required by the Standing Committee of the Diocese for its advice and consent, and (ii) the Trustees of the Diocese

February 20, 2023-St. Luke's, Durham
Condemnation for land taking and easements as described in that certain Deed (the "Deed") by and between St. Luke's Episcopal Church of Durham, NC, NC, a Protestant Episcopal Church in the Diocese of North Carolina and the City of Durham, a North Carolina municipal corporation

Grantor: St. Luke's Episcopal Church of Durham, NC (the "Parish")

Grantee: City of Durham, a North Carolina municipal corporation (the "City")

Parish resolutions provided. The Grantee has the power of eminent domain.

Condemnation: Generally, a fee simple deed and easement for right of way encumbering the real property known and described as 0.041 acres as set forth in the Deed, along with 0.081 ac St. Luke's, Durham res for a Temporary Construction Easement, and 0.008 acres for a Permanent Drainage Easement, all consisting of a north-south-running strip between the St. Luke's property and Hillandale Road, as more fully described in the Deed.

Cash consideration: $13,500.00

Net proceeds to be added to the permanent funds of the Parish.

Resolution of Standing Committee:
RESOLVED, upon resolution of the Vestry of the Parish, which authorized a certain condemnation deed with easement on certain property of the Parish, for a cash consideration of $13,500.00, 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. Luke's Episcopal Church of Durham, a Protestant Episcopal Church in the Diocese of North Carolina to grant a deed and easement for said property of the Parish for a price of $13,500.00, via the Deed, executed as provided in Canon 23, Section 2, with net proceeds to be added to the permanent funds of the Parish.

RESOLVED, that the Parish of St. Luke's, Diocese of North Carolina (the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to grant to the City of Durham, North Carolina (the "Grantee") an easement and right of way encumbering the Real Property known and described as 0.041 acres for a Right of Way, along with 0.081 acres for a Temporary Construction Easement (TCE), and 0.008 acres for a Permanent Drainage Easement (DUE), all consisting of a north-south-running strip between the St. Luke's property and Hillandale Road (the "Property"), for a consideration of $13,500.00 in perpetuity, and, in connection with such determination, does find that the grant of such easement and right of way will not injure the Property. The Grantee has the power of eminent domain.

FURTHER RESOLVED, that the net proceeds from the grant of the easement and right of way shall be added to the permanent funds of the Parish.

FURTHER RESOLVED, that the Senior Warden and the Junior Warden be, and each of them hereby is, authorized and directed to seek the written consent of the Ecclesiastical Authority of the Diocese by submitting a certified copy of these resolutions and the additional materials required by the Standing Committee of the Diocese for its advice and consent, all as provided by the Canons of the Diocese.

FURTHER RESOLVED, that after receiving the written consent of the Ecclesiastical Authority of the Diocese, the Senior Warden and the Junior Warden be, and each of them hereby is, authorized, empowered and directed to execute and deliver all such documents and instruments as they may deem necessary or appropriate to effect the foregoing transactions

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 2023. 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 ACTIONS

November 17, 2023

The Standing Committee made recommendations to the Communications Team regarding issues with the diocesan website, particularly when accessed from a mobile device.

February 6-7, 2022

The Standing Committee participated in a joint retreat with the Diocesan Council. The Reverend Nancy Cox facilitated a discussion on the structure and purpose of the Diocesan Convention with special attention to broadening representation from under-represented groups within the diocese and expanding mission and ministry.

March 15, 2023

Diocesan-wide Mental Health Training for clergy and lay leaders was held under the coordination of The Rev. Pamela Haynes.

Submitted by
The Rev. Nancy L. J. Cox, president
Ms. Septina Florimonte, secretary

STATE OF THE CHURCH

In 2023 the Diocese continued to emerge from the COVID-19 pandemic which caused severe disruption to most aspects of diocesan and local church operations in 2020-2022. Significantly, only three churches in the Diocese closed during 2022 – for reasons that went beyond the pandemic – and no churches closed in 2023. Many churches and the Diocese itself made extensive use of teleconferencing services such as Zoom and streaming services to broadcast live worship. These technologies have become a permanent aspect of how we do church. Although the Diocese offered assistance in these technologies to the smaller churches, some of them were unable to utilize the technologies and this remains the case.

Pre-pandemic, the general trends for the Diocese as a whole were slowly but steadily increasing income ("pledge and plate") and slowly but steadily decreasing membership. Data in the 2022 parochial reports are fragile but the general belief is that the trends have resumed post-pandemic. To be sure, there are encouraging anecdotes that some churches maintained their financial health throughout the pandemic and are already near or above pre-pandemic attendance levels. On the other hand, there are anecdotes of churches that have not recovered. Data in 2023 parochial reports will tell us more about finances, attendance, membership, baptisms, etc.

Qualitatively, however, it is clear that the pandemic caused widespread fatigue among both the clergy and the laity in the Diocese as well as employees of the Diocese, its churches, and its ministries. 2023 was a rebound year, in that sense. It is also clear that the pandemic imposed acute stress on children, teenagers, and college students. Our ministries in these areas spent most of 2023 reorganizing, restoring presence, and resuming activity. During 2023, reports came from some churches that their buildings suffered accelerated deterioration during the pandemic. The full extent of this problem will not be known until 2024.

Aside from the pandemic, the Diocese continues to see rapid population increases in metro Charlotte and the Triangle but population stagnation or decreases in other areas. The Diocese is challenged to respond to both the growth and the declines. Meanwhile, the Diocese is so successful in its Latino ministries that inadequate facilities are creating a crisis.

The staff of the Diocese has been augmented with a Canon Missioner for Diocesan Restitution and Reparations Ministry, a Canon Missioner for Latino/Hispanic Ministry, and a Mission Strategy Coordinator. Along with the Canon Missioner for Black Ministries, the staff is well positioned to innovate and to deepen its commitments to our historically Black churches and our Latino churches. We expect to see much fruit from our investments in these positions in 2024.

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:

BSA Bankruptcy. The Boy Scouts of America ("BSA") filed for bankruptcy protection during the latter part of 2020 in order to deal with the host of abuse claims made against it. Since churches are so frequently involved with either sponsoring a boy scout troop or hosting scout meetings, churches and the denominations they are members of quickly became active in the bankruptcy. The Diocese has retained A. Lee Hogewood, III (Christ Church, Raleigh), Managing Partner of the Raleigh office of the K&L Gates law firm, to assist the Diocese with respect to BSA bankruptcy matters. Lee and his colleagues Emily Mather, have continued to monitor activity in the BSA bankruptcy case and have provided helpful information to the Diocese and its churches. We are hopeful that case will resolve with an agreed plan of reorganization, although there are likely to be appeals that will go on for some additional time.

Real Estate Matters. The Diocese most often gets involved with real estate issues because the Diocesan Trustees are the owners of the real estate occupied by mission churches or real estate on which now closed churches are located. Those issues might involve leases, easements, encumbrances or outright conveyance. That work has been made vastly easier through the good services and availability of C. Steven Mason (Christ Church, Raleigh) of the Smith Anderson law firm in Raleigh. Steve is a real estate attorney and chairs the Trustees. Vice Chancellor Chip Howes (Christ Church, Raleigh) and a member of LongLeaf Law Partners 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 or 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 service to the Diocese as Chancellor. It has been a privilege to work with Bishops Sam and Jennifer and to witness the extraordinary dedication of the Diocesan House staff, as well as the exemplary voluntary service of Chuck Till and Martha Alexander.

With warm good wishes,

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

TRUSTEES

The Trustees of the Diocese, comprised of the Bishop and six additional persons elected by the Convention upon nomination of the Bishop, carried out their duties as set forth in Canon D-III.2.

The Trustees hold up to four regularly scheduled meetings during the calendar year.

At its December, 2022, meeting, which was attended by representatives of the Investment Committee and Sterling Capital, the investment manager of the Common Trust Fund, the Trustees reviewed the investment performance of the Fund and approved distributions from the Common Trust Fund to be made at a 4% rate for 2023.

In 2023, the Trustees received reports and acted on various real estate related matters, including, including the sale of the Diocesan House property in downtown Raleigh.

Respectfully submitted,
Steve Mason
Secretary of the Trustees

SECRETARY OF CONVENTION

The Secretary of Convention, a constitutional officer whose duties are prescribed by Canon D-II.1, is elected each year by the Annual Convention upon nomination of the Bishop. The Secretary has two principal duties: (1) to organize and to publicize the annual and special conventions of the Diocese and to publish a journal of their proceedings, and (2) to serve as secretary of Diocesan Council.

Other duties include receiving and processing applications for admission of congregations, soliciting and receiving reports of diocesan institutions, and receiving and evaluating the annual parochial reports of all parishes and missions. In addition, the Secretary is responsible under the constitution and canons of The Episcopal Church for giving formal notice to the Convention of the Diocese when amendments are proposed to the Constitution of the Episcopal Church or to the Book of Common Prayer, for reporting on the actions of the Diocese in response to acts of General Convention, and for certifying elections by the Diocese of bishops and of deputies to General Convention.

Actions of the 207th Annual Convention
I compiled the Acts of the 207th Annual Convention of the Diocese, communicated actions of the Convention to the necessary parties, and with the assistance of the Communications staff of the Diocese I published the Journal of the 207th Annual Convention. I published the Constitution and Canons of the Diocese and the Rules of Order of Convention as amended by the 207th Annual Convention and as certified by the Commission on Constitution and Canons; see Exhibit A hereto.

Diocesan Council
As secretary of Diocesan Council, I scheduled, prepared the agenda, arranged logistics, and wrote minutes for ten meetings since the 207th Annual Convention. I notified various persons and Diocesan entities of the actions of Council and wrote summaries of actions for the website of the Diocese. I maintained consolidated electronic minutes of Council from 2011 onward and answered occasional inquiries pertaining thereto.

Ex-officio Meetings
Being an ex-officio member of the Commission on Constitution and Canons and the Chartered Committee on History and Archives, I participated in their meetings during 2023.

The Episcopal Church
I forwarded the Journal of the 207th Annual Convention to the Archives of The Episcopal Church and the Secretary of the General Convention. I notified the Office of the General Convention of the deputation from the Diocese to the 81st General Convention and of actions taken by the Diocese in response to 91 resolutions of the 80th General Convention.

Organizing of the 208th Annual Convention
I gave formal notices of the 208th Annual Convention, recalculated the allocation of lay delegates, published various forms, prepared the rolls of voting clergy and lay delegates,

configured election ballots in Election Runner and assigned voter IDs to voting clergy and lay delegates, served as Secretary for the Committee on Dispatch of Business which met seven times in 2023, solicited and received proposed resolutions, solicited and received nominations, and tracked compliance of parishes and missions with the Constitution, Canons, and Rules of Order of the Diocese with respect to parochial reports, audits, and payment of Fair Share. I also responded to numerous inquiries from parishes and missions, members of the clergy, senior wardens, lay delegates, and Deans of Convocations on matters related to Convention.

Canon D-IV.4 and Rule III Reports
I communicated with 25 churches about incomplete, late, or missing parochial reports, audits, and payments of Fair Share. For the outcomes of these communications, see Exhibit B hereto. The details of non-compliance are included in my annual letter to the Bishop Diocesan and the Standing Committee for their further deliberation with respect to Canon D-V.13.

Changes in Status of Churches
I received an application from Advocate, Chapel Hill to enter into union with Convention as a parish. Having verified that all canonical requirements have been met, I will offer a motion to that effect at Convention.

Statistical Analysis
In my annual letter to the Bishop Diocesan and the President of the Standing Committee, I commented upon churches that have consistently struggled to comply with requirements of the Constitution and Canons of The Episcopal Church and of the Diocese. I noted that the size of the Convention in the lay order has been slowly but steadily shrinking; that some positions for youth delegates and campus ministry delegates are not being filled; that adoption of electronic balloting would make it possible to hold elections prior to Convention; and that attendance at Convocation meetings has fallen sharply over the last several decades.

Reports to Convention
I solicited reports from 53 officers, commissions, committees, appointees, and entities of or related to the Diocese for inclusion in the Journal of the 208th Annual Convention. 48 reports were received.

In Closing
I am blessed by the opportunity to interact regularly with so many dedicated, thoughtful, considerate, diligent, and inspirational disciples of Christ in this Diocese. Let me express my particular gratitude for assistance from the Bishops, staff, and other officers of the Diocese to make fulfilling my responsibilities as Secretary not merely less burdensome, but rather a pleasure.
I am committed to serving the Convention and its constituent churches and institutions. All clergy, lay delegates, senior wardens, parish administrators, and so forth are encouraged to contact me with their questions and concerns.

Charles L. Till
Secretary of Convention

Exhibit A to the Report of the Secretary of Convention

Canon D-III.7, Section 3(c) states:

> After the close of each Annual Convention, the Commission [on Constitution and Canons] shall certify the changes, if any, made in the Constitution and Canons, including a correction of errors in spelling, punctuation, grammar, and references made in any portion of the Constitution or Canons to another portion thereof, and report the same to the Secretary of the Convention who shall include such corrections in the official edition of the Constitution and Canons published in the Journal. All such technical corrections shall be reported to the Convention.

On February 1, 2023 the Commission certified changes to the Constitution and Canons made by the 207th Annual Convention:

- Act 2022-3 amended Canon D-I.9. To maintain a logical sequence in the Canons, this language was transferred from Canon D-III.1, Section 5.
- Act 2022-1 added Canon D-III.2, Section 8; amended Canon D-III.2, Sections 2 and 4; and deleted Canon D-III.2, Sections 6 and 7.

Exhibit B to the Report of the Secretary of Convention

Canon D-IV.4 Report

Article IX.7 of the Constitution of the Diocese and Canon D-IV.4, Section 4 require the Secretary to strike from the voting rolls of Convention the lay delegates of and members of the clergy assigned to any church that failed to pay its Fair Share in full and on time. For the avoidance of doubt, this requirement does apply to churches with interim clergy or no clergy.

Three churches did not pay their Fair Share in full prior to the canonical deadline:

St James, Mooresville
Weldon, Grace.

Accordingly, their lay delegates and clergy cannot vote at the 208th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Missions and parishes should note that Canons D-V.2, Section 4(h) and D-V.1, Section 6(g), respectively, require payment of Fair Share to maintain union with Convention. Parishes should also note that Canon D-IV.4, Section 4 establishes other consequences for non-compliance specifically by a parish. As long as a parish remains in arrears on Fair Share, its vestry shall not elect a rector, nor shall the rector call an assistant minister or other member of the clergy. If the parish fails for two consecutive years to contribute the amount required of it, the parish is automatically changed in status to a mission. These consequences are not subject to the discretion of the Ecclesiastical Authority or the Convention.

Pursuant to Canon D-IV.4, Section 4, I recorded a change in status of Weldon, Grace from a parish to a mission effective November 9, 2023. I notified the Bishop, Standing Committee, and Trustees accordingly.

Rule III Report

The Episcopal Church requires every church to submit a parochial report and an audit. General Convention sets the deadlines, which are March 1 and September 1, respectively. I remind churches with no clergy or clergy on sabbatical that they are not exempt from these requirements. In those situations, the parochial report and the audit are the responsibility of the Senior Warden.

Rule of Order III of Convention, as rewritten by Act 2019-6, applies to a church that "fails to comply with Canon D-V.2, Section 4(g) or Canon D-V.1, Section 6(a), as the case may be, concerning the timely filing of an audit or with Canon D-V.8, Section 5 concerning the timely filing of a parochial report".

Pursuant to the process defined by Rule III, the Secretary notified 12 churches that both their clergy and lay delegates would be deprived of vote at the 208th Annual Convention unless the

churches were to apply to Diocesan Council for waivers of Rule III and Diocesan Council were to grant such waivers. On October 19, 2023, Diocesan Council granted 8 waivers:

Charlotte, Christ the King – non-timely parochial report.
Durham, El Buen Pastor – no audit.
Erwin, St Stephen – non-timely parochial report.
Kernersville, St Matthew – no audit.
Lexington, Grace – no audit.
Monroe, St Paul – no audit.
Raleigh, St Ambrose – non-timely parochial report.
Tarboro, St Luke – non-timely parochial report.

Diocesan Council did not decline any application for a waiver.

The following churches did not apply for a waiver. Accordingly, their lay delegates and clergy cannot vote at the 208th Annual Convention:

Halifax, St Mark – no audit and no parochial report.
Mooresville, St James – no parochial report and no audit.
Rockingham, Messiah – no audit.
Weldon, Grace – no audit.

This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Holy Trinity, Greensboro received a waiver of Rule III from Diocesan Council for the 206th and the 207th Annual Conventions. The church did not submit an audit for 2022. As specified by Rule III, a church may not receive a waiver for a third consecutive year. Therefore, the clergy and lay delegates of Holy Trinity, Greensboro cannot vote at the 208th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
Racism and poverty drastically restrict opportunities for safe housing, with neighborhood opposition to building affordable housing for "those people". We know that, without affordable housing, Black and brown children and adults are much more likely to experience housing insecurity, eviction, and homelessness. We are raising church awareness of the housing crisis and of God's call to justice and to welcome for all God's children, preparing prayers for the Day of Prayer to End Homelessness on November 19. We participated in Advocacy Day with the NC General Assembly on March 15, advocating for public investment and policies that expand the supply of housing affordable for extremely low-income families and individuals.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
Congregations are energized when engaged in the challenges and grace they experience in discerning God's call to housing ministry and in taking action. We are connecting them with models of ministry, with consultants, and with developers. Chapel of Christ the King (Charlotte) and Church of the Holy Spirit (Greensboro) are small congregations with big heart who are developing affordable housing on church property. We are helping the Interfaith Affordable Housing Initiative in Greensboro to bring together congregations to find new vitality in sharing their resources (volunteers, expertise, money, land) to address homelessness, focusing first on children and their families who are unhoused or in temporary housing.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
We are preparing educational materials about housing to distribute with prayers for the Day of Prayer to End Homelessness.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Effective work for affordable housing—whether public policy advocacy, housing development, or assistance for people experiencing homelessness—needs partners on the local and often the state level. All of the housing ministries are done in collaboration with other organizations and faith communities. Our committee members collaborate with Lotus Campaign, Habitat for Humanity, Catholic Charities family support circles, affordable housing developers, NC Housing Coalition, and many other organizations in local communities and statewide.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
It is a delicate balance between preserving green space/creating gardens and building housing, so we are helping congregations discern how to work towards that balance.

What other work has your committee, commission or board done on behalf of the Diocese?
Our committee members are active in Diocesan ministries and governance, providing housing expertise to Diocesan Council, Standing Committee, planning committee for properties, Council on Advice on Public Policy, and General Convention. We advocated for 10% of the proceeds from the sale of 200 Morgan Street to be dedicated to housing development by church partnerships. We are preparing a resolution for the Diocesan Convention to present to General Convention calling for the establishment of committees at Diocesan and National Church levels with responsibility for engaging congregations in housing ministries and connecting them with resources.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Our work with congregations takes people outside the church walls and into the mission field where increasing numbers of children, seniors, people with disabilities, and low wage workers are priced out of housing. We help parishes and missions discern how to address their needs in the always-changing housing market and demographic shifts, such as areas of gentrification and declining population.

What are your plans for the coming year?
We will continue to raise awareness of housing needs and connect congregations with partners for addressing those needs. We will assist congregations to educate renters and homebuyers. We will help parishes and missions to plan housing development and to prepare proposals for the Diocesan funds dedicated to housing so that the funds achieve the greatest impact. Chipper Long and Rebecca Yarbrough, as delegates to General Convention, will communicate the example our Diocese models for raising up housing ministries and will inform others of our resolution at General Convention.

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 2023 we held 2 Zoom sessions. Both 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 Jenny Beaumont, so that they would be informed as to what to do going forward and to communicate with her.

After Deacons have been ordained, the committee also serves as the conduit for communication between the Bishops and the Deacons.

What are your plans for the coming year?
In 2024 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 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 AND 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
While not directly under our purview, we have advised and discussed liturgies pertaining to the annual Absalom Jones commemoration, as well as mandates and suggestions from General Convention pertaining to racial reconciliation. We are also committed to diversifying our committee to reflect the breadth of the diocese.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
We are not yet participating in this mission strategy priority.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
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.

What other work has your committee, commission or board done on behalf of the Diocese?
Please include any work your group is required canonically or by charter to complete.
In 2023, we have planned and celebrated the ordination of 2 candidates to the diaconate, 5 candidates to the transitional diaconate, and we are in the planning stages for 5 ordinations to the priesthood in December. We also planned the Chrism Eucharist and Renewal of Ordination Vows for the Clergy Quiet Day in March. 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.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We are committed to diversifying our committee to reflect the breadth of the diocese. We are also working to create a standard for how we offer bilingual liturgies in that diocese that respect and value Spanish-speakers and English-speakers alike, while maintaining our goal for accessibility.

What are your plans for the coming year?
For the coming year, we will focus on diocesan liturgies and ordinations. There has been some conversation about a diocesan LGBTQ service in the future, which we will consider with our bishops. We have worked hard in the past to create standards and commonality for diocesan ordinations, and we are hoping to create guidelines for all liturgies of the diocese.

Submitted by
The Rev. Jacob Pierce

BISHOP'S COMMITTEE: PASTORAL RESPONSE

Statement of Purpose
The Pastoral Response Team's canonical purpose is to ensure the Pastoral Response mandated by the provisions of the Canons of the General Convention of The Episcopal Church (Title IV. Canon 8) in matters of Ecclesiastical Discipline. The work of the team extends beyond this mandate, however, as members of the Team have been called upon to bring insight and guidance to congregations in situations where the normal pastoral resources of the congregation are at their limits, and to be available as a council of pastoral advice and/or pastoral backup to the bishops and diocesan staff.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
We have recognized our need to have more diversity on the Pastoral Care Team, which becomes particularly relevant when working with historically Black parishes and in majority-Latino parishes. To that end we have recruited people for the team who can bring perspective from these populations and/or speak their native language.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
The PRT has been available in the past year for conversations with leadership, lay and ordained, across the diocese in responding to stressful situations in parishes and among the leadership of parishes. The PRT engages in spiritual formation among its members which has an indirect effect on their home communities. We have also supported and led programming on the spiritual life and spiritual practices for lay and ordained leaders in the past year.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
The PRT engages in spiritual formation among its members which has an indirect effect on their home communities. A program that started in the PRT to support the spiritual formation of lay and ordained leadership has spun off into its own program, SoulWise, led by the Chair of the PRT and supported by conversation from the PRT.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
The Pastoral Care Team is itself a collaboration between psychotherapists, social workers, clergy, and lawyers. We have not been directly involved in New Communities

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
We have not directly addressed Creation Care in the past year, except in making better use of technology to reach further with less physical transportation across the diocese.

What other work has your committee, commission or board done on behalf of the Diocese?
The PRT met four times in 2022 and twice in 2023. On of these meetings was in conversation with the Bishops, Intake Officers, and members of the Disciplinary Board to review prior cases and current processes.

Once members of the PRT have been asked to provide support and consultation with the Standing Committee of another Diocese.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We are seeking, constantly, ways to support lay and ordained leadership in the church such that the parish crises we are often called on to address occur less frequently.

What are your plans for the coming year?
The PRT will continue to meet quarterly in 2024. We will assist in parish situations as requested by the Bishop and engage in consultation with diocesan staff. We will continue to reflect on and refine our offering of spiritual formation and support for leadership in our parishes.

Submitted by
The Rev. Robert Fruehwirth

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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
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) if you are interested and available.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
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.

What other work has your committee, commission or board done on behalf of the Diocese?
Our work with the various organizations in our areas establishes the presence of the Diocese of NC for and with the various prison ministries.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
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

Statement of Purpose
The work of the Board of Examining Chaplains is to advise 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 work 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, and (4) Undertaking other tasks related to its core responsibilities when requested by the Bishop of the Diocese.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
We have sought to play our role in the ordination process followed by the Diocese of North Carolina, with the goal of ensuring that everyone ordained in this Diocese is proficient in the six areas of academic preparation for ordination.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
We have sought to ensure that candidates in the ordination process in the Diocese of North Carolina are proficient in the six canonical areas of preparation for ordained ministry, as defined by the Canons of the Episcopal Church.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
We have advised Bp Rodman and members of the Commission on Ministry with the goal of ensuring that candidates in the ordination process in the Diocese of North Carolina are proficient in the six canonical areas of preparation for ordained ministry, as defined by the Canons of the Episcopal Church.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We are responding -- we hope appropriately -- to the developing shift in the process of academic preparation of candidates for ordination from reliance on the traditional model of completion of a seminary degree in a residential Episcopal seminary to reliance on academic work in non-Episcopal seminaries, on-line coursework, locally-administered education, and other alternatives to the traditional model.

What are your plans for the coming year?
Our plans are to continue to function in our canonically-defined role and to advise Bp Rodman and the Commission on Ministry on matters concerning academic preparation for ordination as they choose to seek our advice

Submitted by
The Rev. John Wall

BOTSWANA COMPANION LINK COMMITTEE

Statement of Purpose
To advise the Bishop on our Diocese's companion partnership with our Anglican sisters and brothers in Botswana; to work to strengthen the relationship between the people and parishes of the Diocese of North Carolina and the people and parishes of the Anglican Diocese of Botswana; and to support the ministries of the Diocese of Botswana, such as St. Augustine Theological School and Holy Cross Hospice.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
When Botswana became an independent country in 1965, they intentionally founded their new government on principles of racial equality and racial justice. Thus, as part of our companion relationship and our contacts via visits to Botswana and their visits to NC, we continue to learn from their focus on racial equality and equity and their work for racial justice and of honoring diversity. We continue to learn from their example of freely offering hospitality to all of God's children.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
Through online conversations, such as Bible study, and in-person visits to Botswana, we continue extended exploration on how to provide greater encouragement for parishioners to return to worship services in our post-COVID world. Like our parishes, those in Botswana have seen significant declines in attendance since 2020, especially amongst the youth. Thus, this past year we have financially supported workshops in Botswana to develop plans for strengthening the vitality of their parishes. And this summer our committee's chair visited Botswana and had lengthy discussions with their church leaders about rebuilding and strengthening congregational vitality in both of our dioceses. as we recover from the pandemic.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
We have had many on-line and in-person theological discussions with students being trained for ordination at the St. Augustine Theological School in Gaborone and with lay ministers as well, including discussions of Christian formation of children and young adults. We have assisted, both financially and via the provision of teachers, in the strengthening of lay ministry training in Botswana.

Also, at the request of Bishop Beleme and Father James Amanze, principal of the theological school, our committee chair, during her visit to Botswana this summer, led two workshops on Women in Leadership, with the goal of uplifting and strengthening women in lay leadership positions. She also provided additional professional and spiritual guidance to the women who have been trained but are not yet permitted to be ordained by the provincial synod.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
All of our relationship building efforts with the Diocese of Botswana are focused on collaboration and learning from each other as well as trying to envision "doing church" in new ways after the pandemic.

Additionally, during her recent trip to Botswana, the committee chair also brainstormed with Bishop Beleme about how their seminary students might provide pastoral care to hospice patients as part of their field education experiences/training since Holy Cross Hospice does not yet have funds to pay for a chaplain.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Climate change is having devastating effects in Africa, especially as water resources diminish. Thus, we are sharing information about our work in creation care here in NC, just as we learn from our Botswana siblings about climate change policies in Botswana and other parts of Africa.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
We have continued to provide significant financial support to the work of the St. Augustine Theological School. This year we have provided support for their improvements to the technology that enables more hybrid learning so that students can participate in training without traveling long distances to attend classes at the school. This will enable more students to be trained in remote areas where there is a untenable lack of ordained leaders. We have also provided essential financial support for the part-time librarian at the school. Recently the school has received many generous gifts of theological books and this year, Martha Alexander, a member of our committee, spent two months in Gaborone cataloguing hundreds of books so that the school's library is better organized and helpful to students, which will also be greatly beneficial if their formal lay ministry program is approved this year by the government's certification office.

We have also provided financial support to Holy Cross Hospice, a ministry of the Diocese of Botswana, as they begin to rebuild after the restrictions of in-person care imposed during the pandemic.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We are trying to develop new ways of engagement between our dioceses because we are separated by so many miles and the travel between our two countries is very expensive. We are trying to make financial aid possible so that young people and those less financially well of can make the trip to Botswana to expand our relationships there. in addition, we are providing housing, meals, and local transportation for a group of pilgrims coming to NC in November to learn about our ministries, to deepen our bonds of affection between our dioceses, and to participate in our 2023 Diocesan Convention.

What are your plans for the coming year?
To continue to provide financial support for the revitalization of Holy Cross Hospice and St. Augustine Theological School and to provide scholarship support to 2-3 newly ordained priests whom the bishop wishes to send to a residential seminary for further training in hopes that these men will be full-time priests and will not need to rely upon secular employment to support their families. We are also providing some assistance for a sabbatical by Bishop Beleme, who has promised, while he is here in NC, to provide some educational opportunities to students Duke Divinity School's Anglican Episcopal House of Studies.

Submitted by the Rev. Miriam Saxon

CAMPUS AND YOUNG ADULT MINISTRIES

The Diocese of North Carolina's robust investment in Campus and Young Adult Ministries continues to pay dividends as lives are impacted and faith is kindled in these vital and vibrant communities.

Davidson Episcopal Student Fellowship has had a very good start to the academic year, providing opportunities for prayer, worship, community building, and home-cooked meals for a group of 15-20 students. A fall retreat is scheduled for the second weekend of November.

The Episcopal Center at Duke continues to hold a Eucharist weekly, with dinner provided by our sponsoring parishes. We also gather for Compline each Tuesday night in Duke Chapel. The group plans a retreat in the Spring, and is exploring ways of creatively expressing our faith together, setting one Sunday a month aside as a blank slate on which to create a program. The group recently joined the Duke community in celebrating National Coming Out Day, which was a beautiful and joyous celebration.

LEAF (Lutherans, Episcopalians, and friends) at Elon University has has continued to gather around the table in worship to celebrate the Eucharist, for fellowship dinners lovingly prepared by our sponsor parishes, and in coffee shops for conversation. A highlight for LEAF this past year was it's first Spring Break service trip to St. Joseph's Mission School in San Fidel, New Mexico; an ecumenical collaboration with Catholic Campus Ministry at Elon.

ECM at UNC-Chapel Hill faithfully gathers students for community that explores the sacred, learns alongside one another, cares for neighbors through loving service, enjoys each others ' good company and of course home cooked meals. This summer three students spent 10 weeks as team members in Quito Ecuador following a spring break mission experience in 2022. Our work is creative, restorative, imperative and ongoing as we continue to be a resource for our student, faculty staff and university alumni.

Raleigh ECM has continued holding Sunday services, having a mid-week small group, and our LGBTQ+ spiritual reflection group Brave Space (in partnership with Pullen Baptist). All of these programs have seen new, regular attendees at the start of 2023/24 academic year. In response to the continual stories of anxiety and self-harm at NCSU, we have begun a new initiative alongside Methodist, Lutheran, and Presbyterian campus ministries to set up hospitality tables on campus, giving free snacks away to students with words or encouragement and spiritual affirmations attached to them (this is going exceptionally well). We continue to pursue better connections with Meredith, Peace, Shaw, and Wake Tech.

Episcopal Student Fellowship at Wake Forest University continues to be a space of belonging for all students. The Fall semester's rhythm is marked by weekly fellowship dinners and worship services on campus. This year, student leaders self-organized and are leading ESF book club, studying Nadia Bolz-Webber's "Shameless". Other new programs and opportunities this year are combined worship services with Lutherans; a pilot program called "Men of the Forest" aimed at

cultivating responsible and healthy masculinity; and regular visits and support for UNCSA's Listening Post.

CHARTERED COMMITTEE ON ENVIRONMENTAL MINISTRY

Statement of Purpose
The purpose of our Creation Care ministry, as originally proposed, is to "educate and encourage new actions and thought processes so that Creation Care- namely, those thought processes and actions that benefit the earth and its inhabitants rather than harm them- become a way of life, embodying our Christian call to love God and neighbor."

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
In 2023, we have supported through our Green Grants program the collaboration of two Durham inner city churches, St Titus and St Philip's, in the expansion of their public school garden installations, partnering with school staff and student/parent participation. These gardens help children learn through multiple disciplines (science, literature, and art for example) how to grow food that is shared and plants which build bird and wildlife habitats. This collaboration also builds a bond between congregation members. Deacon Sarah Woodard has been instrumental in this work.

Another 2023 grant has supported the All Saints Warrenton Revisioning Committee which is both a unique project and a special Mission. We have celebrated with them as they dedicated the All Saints Garden- A Place of Peace and Hope, which provides an ecumenical community a place for enrichment, education, rejuvenation and peace. The Green Grant provides much needed seating and pavers for the Garden to be enjoyed by this small diverse community.

Both of these grants address racial reckoning, justice and healing, if only in small ways. We know that small ways matter.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
We have celebrated the work of multiple congregations who have embraced creation care in their communal life. We have prayed for them and have stood ready to help when needed. ZeroWaste Church and Green Tips have been made available to all through Christine McTaggert's commitment to our work.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
Our own Mission Priority page features a video of a Creation Care and Formation conversation with Stephen Jurovics , author of Hospital Planet: Faith, Action and Climate Change.
We have helped spread the word on the Lambeth Conference Communion Forest Initiative and plan to add study opportunities around it for congregations to access.

We have spent time with NC Legislators at the Episcopal Diocese of NC's first Advocacy Day explaining our concerns on pending legislation, on tabled legislation that we want revitalized, and working to build bonds of understanding between our disparate views.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
With the guidance of the new Diocese of NC Advocacy Group, we participated in the first Diocesan Advocacy Day with other Mission Priority committees at the NC General Assembly and we have funded through the Green Grants process collaboration between congregations and supported emerging communities.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
This is our work. Like many groups coming out post-pandemic, we have moved to hybrid in-person/Zoom meetings. That has given us a chance to get to know each other, ask questions, review what we need to accomplish and determine what we want to accomplish.

Thus far, in 2023, we have initiated the Earth Day Award. This award is to celebrate good positive ways that Creation Care is being implemented across the Diocese. It can go to a person, group, project, event, or collaboration which contributes to and brings hope all of us who love this fragile earth, our island home. Nominations will be accepted through December 31st each year, with the Award announcement made on Earth Day of the following year. (The first Earth Day Awards were presented to David McDuffie and Carl Sigel which was featured in the Spring 2023 issue of The Disciple).

That article also invited congregations to go deeper with us, sharing stories and joining in this work. With that in mind, we are working on being in touch with more and more congregations and celebrating the work being done throughout the Diocese.

As stated before, we participated in the Diocese's first Advocacy Day at the NC General Assembly, calling on legislators to discuss environmental legislation, requesting that important tabled legislation be resubmitted and creating awareness of what we value.

We whole-heartedly advocated for the endorsement of the Season of Creation Liturgies which were endorsed and submitted by our Bishops and the Liturgical Committee. We look forward to encouraging the usage of these beautiful liturgies across the Diocese in 2024.

What other work has your committee, commission or board done on behalf of the Diocese?
Please include any work your group is required canonically or by charter to complete.
We are working on goals that can be accomplished, particularly on creating relationships between environmental ministry groups in congregations across the Diocese and ideas around the Communion Forest Initiatives.

With Christine McTaggart's help, we have created a form that will give us additional resources and more minds & hands to do this important work.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
As we all seek to live faithfully as good stewards of the garden, we know that reaching out is as important as reaching in. We can learn best from each other and help each other. Communication is the key.

What are your plans for the coming year?
We have 4 specific goals for 2023/2024:

1. Capture as many congregational contacts as possible, working toward sharing info such as how to do an energy audit, where to go for help with solar panels, how to build church gardens, what native trees seedlings are best suited for differing areas, etc. Communication between congregations is the key. We plan to provide the compendium.
2. Review our Diocesan Priorities Creation Care web page and revise as needed.
3. Review all of our existing goals from the 2021 initiatives, measure our success toward implementation, reframe as needed, and add new ones as appropriate.
4. Initiate a Communion Forest mindset across the Diocese "as a way to tangibly improve the environment, impact climate change, and live into our call to care for God's creation" with other members of the Anglican Communion.

Submitted by
The Rev. Jill Staton-Bullard

CHARTERED COMMITTEE ON GLOBAL MISSION

Statement of Purpose
The Chartered Committee on Global Mission's (CCGM) is to promote the development and deepening of relational ministry between the Diocese of North Carolina and its congregations, and other dioceses and congregations globally. Believing that, as Max Warren said, "It takes the whole world to know the whole Gospel," the CCGM is committed to facilitating mutual ministry across boundaries and borders, through a number of programs described below. In doing so, the CCGM's work addresses several of the mission priorities of the Diocese of North Carolina.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The membership and leadership of the CCGM is diverse, and we continue to seek members that are representative of the diversity of the Diocese, not only geographically but also in terms of race/ethnicity. Our work is fully and intentionally cross-cultural; we believe that the formation of relationships cross-culturally facilitates the ability of everyone to better understand and deeply internalize the concept AND practices of Beloved Community. This work is accomplished in part through an annual workshop open to the entire diocese, as well as Global Bible Studies.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
While Congregational Vitality is not the CCGM's primary focus, our work to encourage and educate congregations regarding different ways they can engage in global mission work can contribute to congregational vitality. Missional experiences are very engaging and energizing for participants and congregations if done well, and the CCGM is committed to educating congregations on how they can be done well.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
As noted, our annual workshop and Global Bible Studies not only support the underpinnings of racial reckoning, they also provide formation in sound missional practices.

This year's workshop, held September 16 and hosted by St. Mary's, High Point, was attended by both our Bishops and 40 participants. It focused on the many different ways of entering into global, cross-cultural relationships, regardless of a congregation's size or financial situation.

Our 3 Global Bible Studies this year also serve as a form of Formation. These Zoom calls now include anywhere from 20-30 participants from our diocese, from Africa, Europe, and Central America. Using a modified lectio divina format, participants share their insights on a selected passage from the Gospels over the course of an hour--and these discussions greatly enhance our cross-cultural work. Our final call of the year will be December 20.

We also strongly encourage participation in the Global Episcopal Mission Network, and their training, which emphasizes the mutuality of global mission and ministry.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
We strive to make all our work collaborative.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
At our September gathering, we discussed the Lambeth Conference's Communion Forest Initiative (begun in Africa) and distributed short-leaf pine seedlings to every participant. We may repeat this at Diocesan Convention, funds permitting.

Our grant to the Diocese of Mumias, Kenya, also funded a pilot solar installation on a Diocesan building. The Diocese hopes that this will be a model for others, as they work to combat climate change and the damage it is wreaking, in the form of severe droughts, on parts of Kenya.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
We also provide grants to congregations in the Diocese, and global entities, that are actively engaged in global relationships or are seeking to become engaged in such relationships with the Diocese of NC. In our April 2023 grant cycle, the CCGM funded the Dioceses of Kitale and Mumias in Kenya, both of which are developing bonds with our Diocese, and we are seeking partner congregations for them. The Diocese of Mumias is particularly interested in such a relationship. We also funded the Diocese of Buhiga in Burundi for an innovative project to advance women's empowerment--a piggery--in this extremely distressed part of the country.

We also funded the Holy Cross Educational Foundation in Belize for work on their parish hall; a number of NC congregations have long-standing and very life-giving relationships with Belize. We also provided emergency assistance to Bishop Allison Theological College in the Yei Diocese of South Sudan, who were hosting a Duke Divinity School student for field placement.

During our fall cycle of applications, we are considering six additional applications, the majority from Africa and one from Honduras.

We have also provided a $10,000 grant to the Episcopal Diocese of Jerusalem, using funds from the St. Luke's Foundation, to assist Archbishop Hosam Naoum with the critical needs brought about by the conflict in Gaza and the West Bank. A number of our congregations and members have made pilgrimages to Israel, and we believe this donation is a confirmation of the vitality of these relationships.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Over the past few years, the CCGM has increasingly focused on the process of shifting mindsets related to global mission and "mission trips." In the past, these were often taken with a very well-meaning but still more "colonial" mindset, of "going to help the people of X country." We have been working to change that mindset to one of mutual ministry, doing with rather than doing for, and engaging in activities that build relationships as well as structures.

This is more life-giving, and life-changing, for all involved, and it fosters in our congregations a much better understanding of the gifts that everyone brings to the table, regardless of their racial/ethnic or socioeconomic status.

And we are also working more with Zoom, to reduce meeting costs, and to enable anyone in our diocese who can't travel, for whatever reason, to engage in global mission work, through our meetings and through our Global Bible Studies.

What are your plans for the coming year?
The CCGM will continue its grant program, and we hope to raise its profile with congregations within the Diocese. The CCGM will not underwrite missions or pilgrimages. However, we can provide project funding for congregations and their global partners so long as there are specific plans and identified needs with hard costs, and if the local bishop approves.

We also hope to increase the number of Global Bible Studies from 3-4 to at least 5, and better promote them. We've learned to use breakout rooms to facilitate small-group conversations, so we can manage a larger number of participants and still have good sharing.

We also have discussed changing the format of CCGM's educational programming. We hope to be able to offer "repeat half-day workshops" at several locations throughout the diocese to make it easier for more people to participate, and to focus increasingly on both "how to's" and story-telling.

As noted above, we also hope to continue to engage more and more people in this work, and will continue to try to identify congregations with global relationships so that we can encourage more collaboration among those working in a given area.

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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The committee provided two grants that would support this strategy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
There were four grants that should support this strategy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
Two grants provided by the committee should support this strategy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
None of the grants in 2023 appear to directly support this strategy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Two grants should support this strategy.

What other work has your committee, commission or board done on behalf of the Diocese?
The committee carefully considers applications submitted by clergy, laity, and parishes in the Diocese. These grants have been awarded this year in compliance with the established policy. Clergy and laity grants are limited to $1,000, and there are limits on repetitive grants. Parish grants are limited to $3,000. The committee approved, within policy, all applications received during 2023, with one exception. During the year the committee has approved seven clergy grants totaling $6,545, two laity grants totaling $1,295, and one parish grant of $3,000.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
This is guided by the applications received.

What are your plans for the coming year?
To continue to apply the diocesan policy in support of theological education for members and parishes.

Submitted by Emerson Bell

CHARTERED COMMITTEE ON HISPANIC MINISTRY

Statement of Purpose
To work together to vision and plan the work that our communities can carry out to be part of the mission of the diocese to become the beloved community as an effective witness of the transformative love of God in Christ

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
Committee was idle in 2023

Submitted by the Rev. Greg Brown

CHARTERED COMMITTEE ON INSURANCE AND RENUMERATION

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
This committee is responsible for the following areas of study which are presented to Council. These are:

- An annual review of the health insurance costs for the diocese, working with Church Pension Group to review the available plans and premiums.
- Recommendations for basic standards and requirements for the property and liability insurance maintained by each Parish.
- Maintenance of the Clergy Compensation Report comparing Diocesan remuneration averages and results to the national averages.

The Committee reviewed the current COMPASS report (a summary of enrollment, utilization, distribution of claims and claims cost, inpatient and outpatient visits, preventative visits, and pharmacy costs), which includes data produced by CPG, to monitor the overall use of benefits within the Diocese. We continue to set staff cost sharing standards and are recognized as a leader in adopting this policy across the footprint of CPG. Our hope is to continue the education within the Diocese for use of high deductible plans and cost savings opportunities. The committee will review salary guidelines for clergy again to include data for the year 2023 and make recommendations to Council.

CHARTERED COMMITTEE FOR LIFELONG CHRISTIAN FORMATION

Statement of Purpose
The Chartered Committee for Lifelong Christian Formation seeks 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. To make our work as relevant and effective as possible, we focus on initiatives that individual parishes and missions could not do alone. We seek to connect members and leaders from multiple congregations, and we try to engage leaders that not all congregations can access easily. We also make sure that our efforts reflect and support the mission priorities of the Diocese of North Carolina.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?

- Sacred Ground programs, including facilitator trainings.
- Collaborated with the Racial Justice and Reconciliation Committee to support their initiatives
- Offered book studies on racial bias and racial justice.
- Planned and implemented Racial Justice pilgrimages.
- Help with filming stories of historically black congregations.
- Collection and analysis of parochial report data on racial justice work around the Diocese.
- Planning a book study on Wilmington's Lie.
- Planning a pilgrimage to Wilmington in April 2024

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?

- Partnered with Canon Earnest Graham to offer programs around stewardship and stewardship in preaching.
- Sponsoring monthly gatherings for all formation leaders for professional development, spiritual reflection, and sharing ideas and resources.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?

- Support of mission priority areas with programs and classes about creation care and social justice and dismantling racism.
- Graduated the first class of 6 participants in the two-year Lay Preaching Training Initiative
- Starting a second cohort for the Lay Preaching Training Initiative
- Participated in the pilot program for Preaching Congregations from the Episcopal Preaching Foundation

- A Diocesan Confirmation Class offered online.
- Sponsorship of lay participation in Education For Ministry training, Kanuga's Christian Formation Conference, the FORMA Conference, and the Lay Preaching Training Initiative

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Please see examples above and below.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Offered programs and classes on Creation Care

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
For all that we offer, we assume a diverse audience with widely varying levels of prior knowledge of Christianity.

What are your plans for the coming year?

- Starting a second cohort for the Lay Preaching Training Initiative
- Planning a book study on Wilmington's Lie.
- Planning a pilgrimage to Wilmington in April 2024
- We plan to continue our efforts 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

Submitted by
The Rev. David Frazelle

CHARTERED COMMITTEE ON YOUTH

Statement of Purpose
The Chartered Committee on Youth is a selected group of adults and youth (grades 8-12) who volunteer their time and energy in service to diocesan youth programs. This committee, with the guidance and inspiration from the Holy Spirit, strives to provide opportunities for transformation and education of the youth in the diocese through various youth programs, including Convention, Youth Weekend Events, and Diocesan Summer Experiences. Members of the CCY must be active members of their congregation and must commit to at least one year of service on the CCY. After the first year of service, the CCY member may request extended membership for three more years.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The CCY has helped us with planning two anti-racism trainings and completed portions of the anti-racism training called "The Race to Be Human."

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
They have worked diligently to include more youth from around the diocese in diocesan youth programming. They have made videos, visited congregations, and reached out to individual youth to get more representation at youth events from all of our worshiping communities.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
The CCY has helped plan formation programs for youth and parents around inclusion (four different webinars), mental health, and LGBTQ youth in the diocese.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Again, their work towards welcoming and inclusion of youth from around the diocese is helping to collaborate with new worshiping communities (new to diocesan youth programs at least) and inviting them into our programming and events.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Creation Care matters very much to our youth community and is at the forefront of all that we do. The CCY helped plan and run our middle school program, Genesis, around the theme of Creation Care this year. They had activities like conservation and advocacy for creation care issues, understanding our spiritual connection to water and what to do to protect it, and understanding water pollution and waste with hands on activities and games. The CCY also created and ran a Creation Care workshop at Bishops' Ball around Climate Change that was very well attended for two sessions.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
The CCY continues to meet virtually monthly for spiritual formation and diocesan youth programming planning. We also met in June for an in-person planning retreat for all of the 2023-2024 programs. They developed the theme, chose scripture and came up with a draft workshop list for Bishops' Ball, picked a theme and scripture for Genesis, and decided on the team for Happening (our first high school youth team in four years!). They also worked on planning for Zoom workshops and classes, leadership skills, and fellowship. The CCY is back to virtual monthly meetings until our first event team meeting in January.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
The CCY recognizes that marginalized youth are not well represented in diocesan programs, so they are being very creative in their messaging and welcoming for those youth. The 4 CCY members who attended the Episcopal Youth Event (EYE) in Maryland this past June, saw how diverse the Episcopal church can be and are striving to work towards inclusion that looks like that - people of many colors, ethnic backgrounds, gender and sexual orientations, abilities, and economic/class backgrounds. They understand deeply how vital it is to the growth and strength of the church to look more like God's Kingdom here on earth.

What are your plans for the coming year?
We have a big slate of youth events that can be found here: https://tinyurl.com/yc7tzcbk. The CCY will primarily be responsible for being the core team for Genesis (middle schoolers), Happening (high schoolers) and Bishops' Ball (both). They will also be on the team for our diocesan offering of The Race to Be Human anti-racism training.

Submitted by Leah Dail

COMMISSION ON CONSTITUTION AND CANONS

Statement of Purpose
The Commission on Constitution and Canons assists Convention in creating a framework in which our Diocese can do its work. We also give advice on how to use the Constitution and Canons to more equitably and fully communicate God's Love to each other and the wider world.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The Commission on Constitution and Canons is primarily a ministerial commission in that we help others find ways of crafting life giving and loving behaviors within the context of the shared values and expectations that the Convention has expressed through the Constitutions and Canons that it has given us. This year we have not directly confronted any issues regarding Racial Reckoning, Justice & Healing, Formation, or Creation Care, however, we are putting forward a proposed resolution that will help those parts of the diocese that do work in these fields do so more economically. In addition, we have advised Council on how to create tools that will help them address these issues more fully.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
The Commission on Constitution and Canons is primarily a ministerial commission in that we help others find ways of crafting life giving and loving behaviors within the context of the shared values and expectations that the Convention has expressed through the Constitutions and Canons that it has given us. This year we are putting forward a resolution that would change the canons to give congregations more flexibility in their decision making processes.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
Please see the question related to Racial Reckoning, Justice & Healing above.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
The Commission on Constitution and Canons is primarily a ministerial commission in that we help others find ways of crafting life giving and loving behaviors within the context of the shared values and expectations that the Convention has expressed through the Constitutions and Canons that it has given us. This year we are putting forward a resolution that would change the canons to give all Diocesan entities more flexibility in the "how" of their collaborative structures.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Please see the question related to Racial Reckoning, Justice & Healing above.

What other work has your committee, commission or board done on behalf of the Diocese?
The Commission on Constitution and Canons had a quieter year than some in the past. While we

did meet three times via Zoom to discuss potential canonical changes, this year most of our energy went into giving advice to various diocesan actors on how best to use the canons to meet their unique and varied needs. This is an aspect of our role as a commission that often goes unutilized. Please know that while we certainly are not a replacement for the wisdom, advice and counsel of our Chancellor, diocesan actors are welcome to ask for our input into how we understand our constitution and canons.

We too ask for advice. A big thank you to Bishop Rodman, Canon Massey, Canon Deats, the Diocesan Council and so many others for your wisdom and guidance as we did our common work together.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
The Commission on Constitution and Canons plays an important role in helping the Convention set a common set of expectations for shared behavior in the Diocese. We have tried to be proactive in seeking input from a variety of sources as we have worked this task this year.

We have come to understand that our historic reliance on the legal community in our Diocese for membership on the Commission might be a stumbling block. The narrowness of our educational and professional backgrounds might create a Commission that fails to proactively seek problems and opportunities in the Diocese around our Mission Strategy that we could help fashion solutions for.

What are your plans for the coming year?
This coming year we intend to review the actions of Convention to see how those actions can be best expressed in the Constitution and Canons. We intend to continue to be a resource for those who

Submitted by
The Rev. John Talk

COMMISSION ON MINISTRY FOR THE DIACONATE

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

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The work varies depending on the internship sites that those in the discernment process are appointed to. These themes 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment for the vocational diaconate. Additionally, it is our hope that the formation and ordination of new deacons will contribute to vitality in both individual congregations and the wider Church.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
We have paid special attention to the intellectual and spiritual formation of those in discernment. We have been working with the recently ordained deacons, the Assistant Bishop's office, the Archdeacon, the Missioner for Adult and Life-long Formation, and the President of the Standing Committee to further evaluate the ordination process and make constructive changes to create a final order that reflects the spiritual and intellectual needs articulated by people who have gone through discernment and the canonical requirements

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment to the Vocational Diaconate.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment to the Vocational Diaconate.

What other work has your committee, commission or board done on behalf of the Diocese?
Two Vocational Deacons were ordained in January 2023, and there are currently seven people in various stages of the process toward ordination to the Vocational Diaconate.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We have been working with the recently ordained deacons, the Assistant Bishop's office, the Archdeacon, the Missioner for Adult and Life-long Formation, and the President of the Standing Committee to further evaluate the ordination process and make constructive changes to create a final order that reflects the spiritual and intellectual needs articulated by people who have gone through discernment and the canonical requirements. We believe these changes reflect the evolution of a process that takes seriously the changing mission field and demographics of our diocese.

What are your plans for the coming year?
Our plans for the coming year include finalizing changes to the process for ordination to the vocational diaconate as well as adding more lay members to the COM-D, and continuing to support and engage with those in various stages of the process. We have now included Rev. Nancy Titus as chaplain to those who entered into the process in 2023, and she will continue in that role, hosting retreats and providing support, in 2024.

Submitted by
The Rev. Nancy Vader

COMMISSION ON MINISTRY FOR THE 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
We prioritize the development of leadership in the Diocese of North Carolina 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
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.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We are always reviewing and revising our process of interviews, applications, and assessments to increase accessibility for leaders of all backgrounds and future paths of ministry.

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. Connor Gwin

COSTA RICA COMPANION LINK COMMITTEE

Statement of Purpose
The mission and purpose of our committee is to create and further relationships between the Diocese of Costa Rica and the Diocese of North Carolina. Through mission experiences, pilgrimages, and online events we continue to cast a broad net and do deep dives into relationship building.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
We are the process of planning a Sacred Story Pilgrimage for lay and clergy in both dioceses to explore the histories and realities of racism and responses in each of our countries and dioceses. This will take place in July of 2024.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
We continue to further relationships between congregations between our dioceses through mission experiences and online bible studies.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
This year, the committee began having zoom bible studies online. Our next one will be during Advent this year.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
One instance of this is helping a very old church that had been closed to reopen following COVID by helping to get bats out of there meeting space by building bat boxes. This makes their gathering space more safe and ready to worship in.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Learning from our Costa Rican friends about to better understand what it means to care for our creation through their innovative ways of teaching about recycling, and caring for God's creation.

What other work has your committee, commission or board done on behalf of the Diocese?
Please include any work your group is required canonically or by charter to complete.
There have been several mission experiences in Costa Rica this year. We had our first youth and adult experiences since COVID, this year and many churches are trying re-establish their relationships in different ways.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We are adapting to new ways of interacting with each other. The biggest way is by hosting zoom bible studies once a quarter. This has been a great success having 30-40 folks online.

What are your plans for the coming year?
This coming year, we will host a Diocesan Pilgrimage, Sacred Stories, where lay and clergy from our diocese will travel down to Costa Rica with the purpose of sharing their own stories and our collective story with the diocese of Costa Rica and visa versa. To our knowledge, this is the first time anything like this has been planned. We will converse with each other, with historians, and with local people from all over the diocese of Costa Rica while doing our own research before going down so that each of us will be able to share in this story telling and reconciliation pilgrimage.

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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The ministry of the Disciplinary Board is to assure justice is done and to seek healing for all involved.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
The ministry of the Disciplinary Board is to support the vitality of a congregation where misconduct may have occurred.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
All of us who serve as members of the Disciplinary Board continue to be formed as we engage and learn from each Title IV case.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
The ministry of the Disciplinary Board is a collaborative effort that is a model for healing where mistrust or hurt has occurred.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Our meetings continue to be on zoom which decreases the need to drive to meetings thus saving the use of fossil fuel.

What other work has your committee, commission or board done on behalf of the Diocese?
The work of the Disciplinary Board is required to respond to any matter pertaining to Title IV.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We look to the Disciplinary Board to be a diverse community of clergy and laity representing the diversity of our diocese.

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
I represent the Diocese in the group of Episcopal Diocesan Ecumenical and Interreligious Officers. We seek to find ways to join with other faith leaders, to learn more about each other, to explore how we might strengthen our relationships, encouraging the work of church unity among Christian partners and collaboration and peacebuilding with interfaith partners and interfaith organizations.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Interreligious ministry includes the agreements and conversations between the Episcopal Church and other Christian denominations as we explore what it might be for "all to be one," as Jesus implored in his final discourse (John 17). This year there has been ongoing conversation with the Evangelical Lutheran Church in America regarding the exchangability of deacons, an issue that was not agreed upon in the 2000 Called to Common Mission, which provided for ELCA bishops and pastors and Episcopal bishops and priests to be fully recognized by the other denomination (that is, one can serve in the other denomination). There is a tentative agreement on deacons that I expect will be taken up by the 2024 General Convention.

As more faith communities are facing declining memberships and resources, exchangability of clergy may become an attractive option. There are many joint Lutheran/Episcopal communities (including the campus fellowship at East Carolina University in Greenville) and small congregations around the country are finding new energy by joining with a neighboring ELCA congregation.

The Episcopal Church is in full communion relationships with the ELCA, the Moravian Church in America, the Church of Sweden, and several other denominations around the world. There are ongoing ecumenical dialogues with the Presbyterian Church USA and the Roman Catholic Church, and ongoing work towards full communion with the United Methodist Church.

What are your plans for the coming year?
The group of diocesan ecumenical/interreligious officers has new leadership, and we are now regularly meeting on Zoom to share ideas and questions. I am hoping to bring to our diocese some ideas tested elsewhere (the Diocese of New York, for example, has had a very active ecumenical/interreligious ministry for years). I am also slowly building interfaith relationships in the Triangle through the Triangle Interfaith Alliance and Triangle Women Interfaith Group, and I hope to build connections with other interfaith groups in Charlotte and the Triad.

If your parish is involved in or particularly interested in ecumenical/interfaith efforts, I would love to connect with you. My email is jbeimdiek@gmail.com

Submitted by
The Rev. Jill Beimdiek

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.

The ECW's vision is to become a vibrant blend of all ages, coming together as a peacemaking, healing part of the Church.

The ECW's mission includes:

- Empowering women to do Christ's ministry in the world
- Providing an environment of support and encouragement, education, and opportunity for ministry
- Providing a safe place where every woman is free to become the person Christ called her to be
- Sharing Christ's love in communities and around the world

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
Racial Reconciliation and Social Justice- The Charlotte ECW Convocation hosted a session on April 2, 2023, opened to and attended by persons in the diocese and the community, featuring the authors of From Here to Equality Reparations for Black Americans in The Twenty-First Century.

ECW Board Members Attended the ECW Province IV Annual Meeting Retreat at Kanuga on June 6-8, 2022.

Information was shared on 'The Journey After Sacred Ground,' a program dealing with understanding race, socialization, and racism. All under the umbrella of 'Becoming Beloved Community Where You Are: An Episcopal Resource for Individuals, Congregations & Communities Seeking Racial Justice, Healing and Reconciliation.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
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, Board members may be informed about 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. This is the goal of the United Thank Offering.

Founded by the Episcopal Church Women, the United Thank Offering fosters the habit of expressing gratitude. It encourages congregations to participate in bi-annual UTO Ingatherings through which parishioners demonstrate their gratitude to God for their daily blessings. The formula is simple:

- NOTICE the good things that happen each day
- GIVE THANKS to God for your blessings
- MAKE an offering for each blessing
- BLESS Your blessings become blessings for others

For 2023, The ECW of NC has sent $7414.66 to the United UTO Offering. We will send a second check by December 31.

Our Diocesan UTO Coordinator was the featured speaker at the 2022 Annual Meeting. Responses to our planning survey for the 2023 Annual Meeting expressed a desire to hear her again.

Remember that 100% of the donated UTO monies are awarded in ministry grants; it is our hope that every parish/mission in the Diocese will express their gratitude through UTO.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
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 $1145.00 for the Miles of Pennies program which provides grants to provide for the needs of children through high school. Three enrolled NC Seminarians have received $900.00 for Book Grants. Recently, ECW donated $2000.00 to the National Book Fund of the Church Periodical Club. 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 Cub. It is our goal to have an active and enthusiastic CPC representative in every parish in the diocese.

Board Meetings are opened and closed with prayer and devotion. Additionally, by "Sharing Your Story" during Convocation Meetings, branches share their community outreach programs.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
We have revised our meetings by conducting our business and special programs virtually. More reports are completed 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.

What other work has your committee, commission or board done on behalf of the Diocese?
The Diocesan ECW administers and helps fund the Lex Mathews Scholarship program, named for the Rev. Lex Mathews. He advocated for women's issues and headed Christian Social Ministries for the Episcopal Diocese of North Carolina before his death in 1985. The Lex Mathews Scholarship is 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 are renewable.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Last year, 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.

The theme of the 2023 Annual Meeting will include a focus on "Adapting to a Changing Landscape: How Do We Grow Membership and Keep Members Engaged?"

What are your plans for the coming year?
The goal is to focus on Reimagining ECW - Joys & Challenges and Focusing on our mission.

We plan to use a data-driven approach to guide and inform our proposals for continuing our mission.

Develop programs and responses to help us survive in a violent culture

We need to revise our By-Laws to accommodate the pervasive use of technology since the Pandemic

Provide opportunities to improve computer literacy

Seek ways to become more relevant to all women- keeping in mind their preferences and planning ways to reach and engage them.

The 7 generations

- Greatest Generation: Born 1901-1924
- Silent Generation: Born 1925-1945
- Baby Boomers: Born 1946-1964
- Generation X: Born 1965-1980
- Millennials: Born 1981-1996
- Generation Z: Born 1997-2012
- Generation Alpha: Born 2013-2025

Submitted by
Mary Hawkins

EPISCOPAL FARMWORKER MINISTRY

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 become self-directive. We seek to minister to farmworkers in three primary ways: through direct services, through the development and support of programs that work toward the empowerment of farmworkers, and by encouraging leadership development, advocacy, and education aimed toward a systemic change of agricultural policy.

In 2023, the Episcopal Farmworker Ministry has continued its 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. During a period of leadership transition, which included two interim directors and several staff changes, EFwM provided direct services in the form of twice 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 repairs to homes damaged by natural disasters. EFwM worked to empower community members through the work of the Promotores, a group of local women who provided information to the community about immunizations and prevention during Covid as well as serving as a vital link between the Ministry and the local community. They received training through Durham Tech and will resume their work in 2024. EFwM sponsored several Covid vaccine sessions and distributed PPE and information. In addition, the Women’s Group’s herb garden and hand-made cosmetics cooperative was incorporated into Rooted Traditions. 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 began in October. 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.

With restructuring and policy revisions in coming months, EFwM expects to emerge stronger and even more committed to empowering farmworkers and their families to access resources that will allow them to live safely and comfortably in the best way possible.

Respectfully submitted by
The Ven. Jan Lamb, bishops’ representative to the Episcopal Farmworker Ministry Board

FAIR SHARE APPEALS 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.

What other work has your committee, commission or board done on behalf of the Diocese?
The Fair Share Appeals Board received one application from a parish seeking a reduction in its fair share asking for 2023. 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 2023. 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 2023, 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

FRANCIS J. 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.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
In 2023 the Murdoch Society distributed awards totaling 12,000 to 8 qualifying seminarians from the Diocese of NC. We have furthered a conversation with Maria Gillespie regarding moving the Murdoch Society's support to newly ordained in first calls in the diocese.

What are your plans for the coming year?
To finish the change in who we support.

Submitted by the Rev. Marion Sprott

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 and beyond, feeding body, mind, and spirit. 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
Galilee Ministries of East Charlotte 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. Refugees who visit Galilee for services are from all over the world (e.g., Afghanistan, Ukraine, Sudan, Ethiopia, Syria, Myanmar, Congo, and other African and Central American countries). We also 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 are advancing the diocesan mission strategy priority of Racial Reckoning, Justice and Healing through collaboration and contributing our primary assets (i.e., our buildings and grounds) to nonprofits to provide food and nutrition, education, vocational training/workforce development and after school childcare. Our partnerships, programs, and services are targeted to achieve our goals, create community, and connect people to opportunities and resources.

To advance racial equality, justice, and advocacy as well as to eliminate racial barriers we form partnerships to provide:

- A safe 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 2023, some of the activities we have undertaken to advance this diocesan priority included:

- Hosted a welcome reception on August 25 for The Reverend Lindsey Ardrey, Canon Missioner for Diocesan Restitution and Reparations Ministry. This gathering was well attended by a diverse group of people from around the Charlotte convocation and beyond.
- Galilee is hosting Sacred Ground for Clergy (11 sessions from September 2023 – February 2024) which is facilitated by Galilee leadership and participated in by Galilee Board members and staff.
- Organized a back-to-school supplies drive for Merry Oaks International Academy (neighborhood 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.
- Received archival documents from the Diocese on the history of St. Andrew's Episcopal Church (now Galilee). At its closing in 2013, St. Andrew's had been in Charlotte for 130 years in three different locations.
- Organizations such as the Reimagining America Project and the Poor People's Campaign use our facilities for meetings and a place to gather.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
Galilee Ministries is a special mission of the Episcopal Diocese of North Carolina. 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 (e.g., as front desk volunteers, to help tend and tidy our green spaces, to help with indoor and outdoor repair projects, to serve on our Board and Committees, and to help feed our neighbors at St. Andrew's Homes, etc.). We are fortunate to have many generous offers of time and talent. We also 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. This year, we hosted several cross-convocational gatherings:

- On April 26, we hosted a Galilee Committee Members and Partners appreciation breakfast attended by a group of dedicated volunteers, including clergy and lay people from many of the Episcopal churches in Charlotte and the surrounding area.
- On August 25, we were the host location for a welcome reception for The Reverend Lindsey Ardrey, Canon Missioner for Diocesan Restitution and Reparations Ministry. This gathering was well attended by a diverse group of people from around the Charlotte convocation and beyond, including local elected officials and other community leaders. The Charlotte convocation Episcopal Church Women hosted the event.
- Becoming Beloved Community – This Becoming Beloved Community group started at Christ Episcopal Church during the 2021 Lenten season and includes members from

churches across the convocation. Galilee hosted this group twice this year and will have them again in December for their Christmas potluck.

During the summer of 2023, Galilee hosted service projects for a number of youth groups including the Christ Episcopal Church Vacation Bible School 4th and 5th graders, middle schoolers from Palisades Episcopal School, and middle and high schoolers from different faith traditions with the MeckMIN (Mecklenburg Metropolitan Interfaith Network) Youth Summit. These groups learned about Galilee and participated in a variety of indoor and outdoor projects.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
At Galilee there are numerous ways in which Formation is done. In 2022, all Board members participated in Dismantling Racism as the foundation of not only how we engage with the larger community but with a diverse Board, staff, and the community we serve. This year, the Board will continue their formation and engage 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 re-imagining 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Galilee was born out of collaboration and partnerships, and this continues to be our main strength. In partnering with other nonprofits to provide direct services, workforce development, and programming we advance the diocesan mission strategy of Collaboration and New Communities. 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.
- Community Kitchen Program offers ServSafe Manager Certificate Training in culinary skills, food handling, preparation, and catering for students from Central Piedmont Community College's English as a Second Language program. This is a language immersive workforce development program.

- Loaves & Fishes 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.
- In the summer of 2023, the Gay Men's Chorus of Charlotte and Women's Chorus of Charlotte started holding their weekly rehearsals in Galilee's gorgeous Nave space. The Nave is so well suited to their space and sound needs that the choirs will start holding performances at Galilee in November 2023. These performances will bring people from the community into Galilee that have never been to our campus.

Each month, Galilee staff holds a meeting for our in-house community partners. In those meetings, relationships are strengthened between our partners and new opportunities for service and collaboration arise.

In 2023, Galilee 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. Galilee connected with and/or hosted the following groups in 2023 (not an exhaustive list and in no particular order): International House, CharlotteEAST/CharlotteEast Education Committee, MeckMIN, Mecklenburg County Food Insecurities Group, Merry Oaks International Academy, Greater Enrichment Program, St. Andrew's Homes residents, Charlotte-Mecklenburg Police Department – Eastway Division, United Way, Poor People's Campaign, Alliance Health, Latin American Coalition, UNC Charlotte Campus Ministry, Braver Angels, Reimaging America Project, Equity in Practice Learning Community, Independence Fund, and Common Cause NC.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Galilee is fortunate to be situated on over 2.6 acres of land with two buildings and beautiful green spaces in the heart of East Charlotte. Our onsite Community Garden contains 43 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 (plums, figs, blueberries) which is open for everyone to enjoy. Our indoor Universal Sacred Harvest Hydroponic Tower Garden provides fresh greens year-round. Galilee 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 other work has your committee, commission or board done on behalf of the Diocese?
In 2022, the Board and Interim Executive Director did the following:

- Focused on Board development, evaluated committee structure, and planned for a Board orientation session in early 2023

- Launched a Development Committee to address fundraising and organizational sustainability for the first time since opening in 2015
- Compiled a compliance manual for Galilee including bylaws, fiscal policies and procedures, facilities policies, etc.
- Worked on vision and mission with The Reverend Tom Brackett, Missioner for New Church Starts & Missional Initiatives, The Episcopal Church
- Analyzed programming based on the current needs of the community
- The Finance Committee engaged volunteers to perform the Diocesan Committee Audit in an effort to implement best financial practices at Galilee
- Launched a search for a full time Executive Director

In late December 2022, Galilee hired The Reverend Deacon Emily Parker to serve as Executive Director. Deacon Parker started at Galilee on March 1, 2023. In addition to getting up to speed on the day-to-day operations at Galilee, since March 2023 Executive Director Parker has been focused on:

- Building relationships with Board and committee members, in-house and other community partners, volunteers, those served at Galilee, and Galilee's neighbors
- Meeting potential new community partners with kindred organizations that serve the East Side and beyond
- Internal organization and setting up processes where needed

In early 2023, our Communications Committee was formed to address all aspects of internal and external communications for Galilee. The Board also procured the assistance of a local social media expert to coordinate and expand Galilee's website and social media presence (facebook and Instagram).

In 2023 and into 2024, Galilee will work with nonprofit consultant Andi Stevenson (with Stevenson Wallace) to continue the journey of discernment around vision, mission, values, and goals, as we listen for what is next for Galilee Ministries of East Charlotte.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Galilee is located in the middle of a diverse, dynamic, and gentrifying part of Charlotte. As the social, economic, and cultural landscape shifts in East Charlotte, Galilee is in a unique position to be agile and able to respond to the needs of the community. With a new full time Executive Director and dedicated Deacon (The Reverend Robin Sands), Galilee is exploring new ways to collaborate and engage with new communities, with congregants, clergy and lay leaders. Internally, we continue to be intentional about who is invited to serve on Committees and the Board, seeking to have a diverse slate including people with the required knowledge and expertise, as well as a mix of those experienced in listening and discerning God's voice.

What are your plans for the coming year?
For the remainder of 2023 and into 2024, Galilee's Board, staff, and host of supporters and

partners will consider the gifts Galilee currently offers the community – showing radical hospitality, welcome, providing gathering space, and facilitating opportunities for cross-cultural community and spiritual connections – and 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:

- Revisiting and refining our vision, mission, values, and goals
- Connecting with parishes in the convocation to raise awareness about Galilee
- Continuing to form strong, intergenerational community partnerships to address the needs of vulnerable populations
- Making infrastructure improvements to our buildings and grounds
- Increasing our efforts around creation care
- Growing the spiritual side Galilee and how this sacred space can best serve the needs of the community

Submitted by
The Rev. Emily Parker

THE GOOD SAMARITAN FUND COMMITTEE

Statement of Purpose
The Good Samaritan Fund Board Statement of Purpose: To support programs operated by nonprofit organizations (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 Charlotte community. Strong consideration should be given to:

- Programs that work towards empowerment; and
- Programs where the award of small grants makes a significant impact.
- To begin or support programs designed to support racial justice and reconciliation, including programs that provide equitable access to enrichment opportunities for low-income African American children, who otherwise would lack such access.
- To provide emergency support for needy African American families and individuals (This may consist of special grants to pastoral discretionary accounts in missions with limited resources to support discretionary funds; it also might be done by funding a special emergency grant program through a community, provided that there is a plan for the sustainability of such activities within three years of the program's inception.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The Good Samaritan Fund Board's Mission, Goals, and Purpose is fully aligned with Diocesan Mission Strategy of Racial Reckoning, Justice, and Healing. All of the grant monies awarded by the board have been given to support or impact initiatives in the African American community, in Charlotte, NC. As supporting such initiatives in Charlotte was the original intent of the good Samaritan Fund, plans and goals of the Fund Board remain aligned to continue this focus in the future.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
The Good Samaritan Fund Board's goal is to support two African American Episcopal congregations in Charlotte. The goal of such being that the grants will allow for growth and revitalization of these congregations.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
The Good Samaritan Fund Board awarded grants to St. Michael and All Angels – Charlotte, and to The Chapel of Christ the King – Charlotte. The awarded grants will assist these congregations in funding the most emergent needs and programs of their parishes, including formation.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
The Good Samaritan Fund Board supports the Diocesan Mission Strategy of Collaboration and

New Communities through awarding grants to community groups, including The Academy of Goal Achievers, A Better World, and Charlotte Choir School.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
The Good Samaritan Fund Board supports the Diocesan Mission Strategy of Creation Care through individual member commitments and corporate prayer. The Fund's By-Laws do not allow for direct funding for this purpose.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
The Good Samaritan Fund Board has acknowledged the overall decrease in funding sources for community based programs. With this in mind, the Board has been intentional about allocating funds where it can have the greatest impact on the African American community, with the resources that the Board has available. After prayerful consideration, the Fund Board has made a commitment to focus our funding on supporting two congregations within the Charlotte Convocation, which are likely to be greatly impacted by these grants in meeting their various needs.

What are your plans for the coming year?
The Good Samaritan Fund Board will continue to prioritize funding projects which impact the African American community in the Charlotte, NC area.

Submitted by
Tony Craghead

HISTORIC PROPERTIES COMMISSION

Statement of Purpose
Promote and encourage historic preservation. Review and recommend churches for Preserved History Church status. Establish and maintain the records and condition of historic cemeteries owned by the Diocese. Currently, there are 10 Preserved Historic Churches and 20 named historic cemeteries.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
Focus on support of historic preservation for African-American churches/congregations and cemeteries in the Diocese.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
Worked with various historic, rural churches to help them understand their options for continued operations and provide ongoing support for historic preservation.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We attempt to help historic churches and parishes cope with shrinkage and an aging population. We work with them on a case-by-case base to explore options for continued operations including "yoking" to a larger Episcopal congregation, sale or donation, and/or conversion to a Preserved Historic Church status.

What are your plans for the coming year?
Spend more time on the Diocese's African-American heritage, especially with cemetery discovery, documentation, and maintenance.

Submitted by
Claude H. Snow

HISTORIOGRAPHER AND 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
In April, the Committee hosted a diocesan History Day at St. Luke's in Salisbury, highlighting the election of Henry Beard Delany as Bishop Suffragan. The Historiographer and Archivist were also actively engaged in providing documentation to diocesan staff and committees with respect to racial subjects.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
The Archivist has consulted with local congregations on establishing or maintaining their historical records, and she has assisted in collecting materials to help them with the celebration of landmark anniversaries. This work deepens vitality through fostering a congregational appreciation of abiding identity and mission in a particular community. The special initiative begun by the Historiographer continues for locating and restoring (as needed) the early parish registers of our historic black churches.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
The Historiographer has offered historical addresses at four parishes this year and continues to teach church history annually in the Deacons' Formation Program of the Diocese.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
By hosting a diocesan-wide "History Day" in April the Historiographer and Archivist have fostered collaboration among congregations. In their research and writing, the Historiographer and Archivist have also highlighted earlier collaborative efforts, such as the neighborhood outreach of St. Augustine's Chapel in the late 19th and early 20th centuries.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
The Archivist has made available records of our past work in the area of Environmental Ministries.

What other work has your committee, commission or board done on behalf of the Diocese?
The Archivist and Historiographer have been actively engaged in assisting the Bishops and Diocesan staff to locate adequate space for archival storage and processing, now that our current

Diocesan House property has been sold. The Archivist has also been active in helping to secure the records of recently-closed churches and transfer them to diocesan custody and in helping to facilitate the disposition of non-archival materials from closed churches.

Staff and external research requests and on-site church consultations remain vital aspects of the Archivist's work. For 2023, such requests increased to more than 105 documented responses. The Archivist also attended nine outside events, including the funeral for a local church history colleague. Consultations included visits to two churches that are in the active phase of planning landmark anniversaries. In preparation for the upcoming relocation of Diocesan House, the continuing work of processing records and organizing collections have occupied more than half of the Archivist's time. There was one onsite visit to Diocesan House by the Archives Team from St. Paul's Church, Winston-Salem. As a staff member, the Archivist has served on the Diocesan House Relocation Committee and also completed the four training sessions designed to increase diversity, equity and inclusion awareness and practice.

The Historiographer responds to queries that concern matters of historical assessment and interpretation.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
The Historiographer and Archivist are acutely aware of the impact of such changes and seek to provide historical context for the challenges the diocese is currently facing, by reminding us of how we have sought to address similar challenges in the past.

What are your plans for the coming year?
The Historiographer and Archivist are prepared to assist in the relocation of the diocesan archives in the coming year. They also will work with the Chartered Committee and other interested parties in hosting another History Day and a History Keepers Workshop.

The Historiographer will continue work toward completing the National Register Nomination for All Saints', Warrenton, and toward compiling a racial history of the diocese.

Submitted by
The Rev. Brooks Graebner

INVESTMENT COMMITTEE

As of 9/30/23, the Common Trust Fund of the EDNC stands at a Market Value of $43,288,973.00. In addition, the EDNC owns an asset from a previous relationship with Mangham Associates of Charlottesville, Va. This asset is held in custody by Piedmont Fund Services and is reported as a MV of $ 823,857.89, consisting of the MA Real Assets Fund 2, LP. This would be in addition to the reported total above.

The primary investment account is managed by Sterling Capital Management, a subsidiary organization owned by Truist. As per our approved Investment Policy Statement, we have a target allocation of up to 70% equity securities, up to 23% fixed income securities, up to 5% real assets, and up to 2% cash. We are in compliance with these stated targets.

For the 3 months ended 9/30/23, the fund returned (3.51%), net of fees, which was slightly behind the customized benchmark, which returned (3.33%).

For the 1 year period ended 9/30/23, the Fund returned 15.18%, for 3 years ended 9/30/23 the Fund returned 3.375%, for 5 years, 4.54% and since inception of 12/31/16, the fund returned 6.39%, all net of fees. The returns are annualized returns, in all cases. All of these returns are ahead of the custom benchmark, except the aforementioned QTD and the 3 year period, which was behind by 6 bps points, a de minimis amount.

Submitted this the 17th day of October, 2023.

Submitted by William Robert Newell, chair

KANUGA

Statement of Purpose
Kanuga's mission is to serve as a gathering place inviting all people to connect with each other, nature, and the Creator.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
The essence of Kanuga is found in its people, who keep the very heart of Kanuga alive and beating strongly. This year, Kanuga felt more alive than ever, with a full schedule of parish and diocesan retreats, events and conferences, camp experiences, outdoor experiential learning, and summer guest period, each brimming with the Kanuga spirit.

We have been pleased to welcome in 2023:

- 700+ campers
- 30 wedding groups
- 54 school groups to Mountain Trail Outdoor School
- 10 Kanuga-sponsored conferences
- 37 groups to Bob Campbell Youth Campus
- 200+ people for Music in the Pines performances
- 70+ youth program staff members

Kanuga's financial health continues to make gains, and we once again experienced historic fundraising results. We undertook a campus-wide property assessment of all guest quarters this year, to help guide us in the prioritization of capital projects. Throughout the year, our safety and security team worked with a professional consultant in reviewing and revising our emergency preparedness procedures.

A number of campus improvements have been made this year including the renovation of Colhoun into a new children's space, re-roofing the Main Lodge, adding speed bumps to the entrance road, repairs to Lakeside Chapel, updates to flooring, roofing, and furnishings in various cottages and guest houses, refinishing of the tennis courts (and addition of pickleball), replacement of Lakeview House decking, and construction of a new boardwalk at Lowry's Crossing as part of our wetlands conservation efforts. We were also pleased to complete restoration efforts on our outdoor labyrinth, adding a more accessible approach path as well as low-level lighting.

Foster Educational Garden welcomed a special Good News Gardens group from St. John in the Wilderness Flat Rock. Together, they nurtured and harvested organic spices, flowers, and vegetables, giving nearly 300 pounds of fresh produce to community members in need. We

reestablished our honeybee colonies and added more native, edible plants such as blueberry bushes and elderberry trees. The garden is used as a teaching area for students enrolled in Mountain Trail Outdoor School.

We have embraced a “new way” of conferencing. Kanuga’s mission is to serve as a gathering place for all people to connect with each other, nature, and the Creator. Our conferences are now providing more opportunities for these connections to happen. Long days of sitting and taking notes have given over to inspiring presentations, creative expression, forest bathing, and time to simply “Be.” Our presenters have done an amazing job in leading us in the “new” way. We’ve been fortunate to welcome Cole Arthur Riley, David Whyte, Dr. Catherine Meeks, The Rev. Winnie Varghese, The Rev. Dr. Jacqui Lewis, Padraig Ó Tuama, Joy Harjo, The Rev. Dr. Hillary Raining, Ana Hernandez, Roger Hutchison, Dr. Westina Matthews, Robbin Brent, The Rev. Zack Nyein, The Rev. Ryan Hawthorne, and Diana McKendree, among others.
And, by the thousands, Kanuga’s prayer ribbon ministry in the Chapel of The Transfiguration has grown. The ribbons flutter above, filling the chapel with all the colors of God’s magnificent rainbow. This is our community. These are our prayers. This is Kanuga.

My gratitude knows no end.

Submitted by 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
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 work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
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 work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
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 work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
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 work has your committee, commission or board done to advance the diocesan mission strategy priority of 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 other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
Our charge is to receive and evaluate grants requests, which we dutifully do.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We support the Sustainability Fund of the Diocese as we think about how to fund ministries with ongoing financial needs.

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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
MRST has been in the process of working with the bishops, canons, and missioners 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
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.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
We have contacted each applicant and notified them of the award given to them through the approval of the Diocesan Council.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
MRST has continued to meet with churches via Zoom rather than requiring people to travel to a specific location to interview. We also have on our board a person who is able to speak Spanish. We have a small but diverse board that represents a wide spectrum of our diocesan demographics.

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

NORTH CAROLINA COUNCIL OF CHURCHES

Statement of Purpose
The North Carolina Council of Churches, founded in 1935, represents an estimated 1.5 million Christians across the state. The vision of the Council is "People of faith leading the social justice movement to create equitable, compassionate, and thriving communities for all."

Primary initiatives currently include environmental justice and health and welfare (including mental health, gun violence prevention, healthcare justice, HIV advocacy, and overdose awareness). Additionally, the Council focuses on the abolition of the death penalty, cash bail reform, public education, raising wages, racial equity, voting access, and immigrants' rights.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The Council has a long history of working for racial justice. Current initiatives include cash bail reform, racial equity, and public education equity.

At its biennial Legislative Day in May, the Council awarded its Faith Active in Public Life award to Governor Roy Cooper, in recognition of his faith-filled leadership to create a more just and equitable North Carolina for every North Carolinian.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
A primary initiative of the Council is its Eco-Justice Connection (EJC). Its mission is to address the causes and consequences of climate change as a moral imperative. EJC priorities include creation care, environmental justice, and civic engagement leading to transformative action for the Earth.

North Carolina Interfaith Power and Light is also a program of the Council, providing energy savings analyses to faith communities.

What are your plans for the coming year?
Continuing Council initiatives and responding to emerging issues that lead to more equitable opportunities for every North Carolinian.

Submitted by
The Rev. Jill Beimdiek

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)

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The NCECF has responded to requests from several historically African-American and Latino congregations with grants and loans to repair failing buildings and upgrade technology. We encourage visits to each congregation that applies for a grant so that we can observe the ministry occurring in these sites and hear their hopes and dreams and frustrations and successes.

Too often our poorer and historically minority congregations have been left out of the granting process by applications that were inaccessible or unnecessarily challenging. With Maria Gillespie's help the NCECF has over the past few years worked to see that these congregations have been able to submit compelling applications and thereby receive grant and loan assistance.

Our support of the Sustainability Fund continues to assist several historically Black congregations and offer our commitment to them as diocesan partners.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
NCECF continues to give 40% of its annual income to the Sustainability Fund of the Diocese to support selected vulnerable congregations, so that they might develop mission plans over a longer horizon and not have to worry about applying for funding each year. A few more Innovation and Adaptation Grants to vulnerable congregations were also made from the monies ECF made available during the Covid-19 pandemic. NCECF has opened the eligibility for Mission Grants to parishes in financial difficulty as well.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
NCECF made grants totaling $18,000 to two of our campus ministries to repair their facilities and grounds so that they may continue their Christian Formation work among college students.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
One of our Mission Grants helped fund kitchen upgrades and repairs for a collaborative ministry of St. Mark's, Huntersville -- the Flyin Lion Kitchen Ministry -- which provides help to women living in poverty and to developmentally challenged young adults.

We awarded a green grant of $4,500.00 to Galilee Ministries of East Charlotte to replace the double- door commercial freezer at the Galilee Center. The freezer is essential to the continuation of the Community Kitchen Program, community meals, and other community projects.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Since the 207th Convention, the NCECF has offered Green Grants totaling $48,867 to churches to reduce their energy consumption and their carbon footprint. We also received updates from churches which received grants in 2022 showing their progress in installing solar panels. We hope that Green Grants provide incentive for churches to undertake Creation Care upgrades they may not consider otherwise.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
As we continue enthusiastically to support the Sustainability Fund, the NCECF is adjusting its evaluation of grant applications to comport with the reality of less discretionary award money. In addition to the merits of the proposals, we are considering any past awards the congregation may have received as well as the capacity of the congregation to fund their project through other means. Fortunately were still able to comply with nearly all grant requests made in the past year.

What are your plans for the coming year?
In addition to its ordinary granting mission, through remaining Innovation Grant money the NCECF will consider grant requests from vulnerable congregations to assist with technology upgrades related to campus security enhancements such as doorbell cameras and alarm systems.

Submitted by
The Rev. Brad Mullis

PENICK VILLAGE

Statement of Purpose
As a faith-based non profit organization, Penick Villages 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
The Spiritual Life Committee at Penick Village has been in discussions around a Spring 2024 racial reconciliation trip to Charleston, SC.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
After this summer's demolition of the original Penick Village building, the organization is engaged in a multi-year expansion and renovation project that will see the addition of up to 44 Independent Living residences, a new Wellness Center and Welcome House, and a comprehensive modernization of the existing healthcare building for residents in Assisted Living and Skilled Nursing. The project will also include updates to the Village House, Penick Village's central gathering venue, as well as the Garden Cottage which focuses on memory support.

Penick Village continues to grow its Benevolent Assistance Program. This program ensures that any resident who has outlived their finances, would not be asked to leave and would always have a home. Last year, the fund assisted 12 residents at a cost of just over $800,000 provided by the BA program.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
Penick Village offers two Sunday services on campus, two weekly services in healthcare, and encourages residents from all faith traditions to participate. Penick Village has weekly Bible studies in all areas of care; classes for wellness include weekly meditation, coloring, painting classes, writer's group and an extensive calendar of activity and events including participation in programs at Weymouth Woods art center.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Each spring, parishes from throughout the Diocese contribute to Penick Village's annual "Mother's Day Campaign," funds that are used for the Benevolent Assistance Program.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
We hold a Creation Care Sunday during October with special prayers, readings and homily to reflect Creation Care.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
Penick Village recently hosted the bi-annual Diocesan retired clergy gathering with the Bishops; the Penick chaplain serves as the Diocesan Chaplain to the Daughter's of the King, and also serves as a Chaplain to retire clergy living in the Sandhills.

What are your plans for the coming year?
Penick Village building, the organization is engaged in a multi-year expansion and renovation project that will see the addition of up to 44 Independent Living residences, a new Wellness Center and Welcome House, and a comprehensive modernization of the existing healthcare building for residents in Assisted Living and Skilled Nursing. The project will also include updates to the Village House, Penick Village's central gathering venue, as well as the Garden Cottage which focuses on memory support.

Submitted by the Rev. Colette Bachand

BISHOP'S COMMITTEE FOR RACIAL JUSTICE AND RECONCILIATION

Statement of Purpose
Our ministry's primary purpose is to recreate, re-envision, and revitalize the RJRC Committee which had become dormant during the COVID-19 epidemic.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
OBJECTIVES THIS YEAR (2023):

1. Partnering with the Mission Strategy Oversight Group and the new Diocesan Coordinator to drive implementation of the first Mission Strategy - "Racial Reckoning, Justice & Healing."
2. Partnering with the Missioner for Adult and Lifelong Formation and the Race and Social Justice Sub-Committee of the Chartered Committee for Lifelong Learning Formation (CCLLF) to raise awareness to support and encourage broad participation in Dismantling Racism workshops, Sacred Ground circles, and Diocesan-sponsored book studies, Pilgrimages, and educational events. Provide funding for diocesan staff, RJRC committee members, and leaders from across the diocese to attend in-depth Racial Equity Training workshops.
3. Partnering with the Restitution Committee and the new Canon Missioner for Diocesan Restitution and Reparations Ministry to promote and implement racial justice, reckoning, and healing initiatives.
4. Developing New Models for Community Outreach Ministries to disseminate Best Practices for Community Outreach Ministries grounded in principles of antiracism.
5. Fostering Community Partnerships by identifying, supporting, and promoting parish and convocation-level projects, partnerships, and other initiatives having the potential for broader impact through the diocese.
6. Bringing together and fostering connections with leaders and stakeholders from across the diocese who are actively engaged in racial reckoning, justice, and reconciliation initiatives to Building Beloved Community.
7. Measuring Progress by developing a Racial Equity Toolkit designed to inventory and measure progress toward diocesan and parish-level racial equity goals and objectives.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
Our focus is on the first mission strategy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
As a follow up to the Fall 2022/Winter 2023 diocesan book study of Jemar Tisby's book "How to Fight Racism: Courageous Christianity and the Journey Toward Racial Justice" sponsored by the Race and Social Justice Sub-Committee of the CCLCF, we purchased 20 copies of the book, study guide, and DVD. We then disseminated all 20 copies of the book study "kits" to

individuals and parishes around the diocese who were interested in hosting a local discussion of Tisby's book.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Our focus is on the first mission strategy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Our focus is on the first mission strategy.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.
We participated in the working group that will implement and facilitate the process of equitable racial recruiting, hiring, and nomination practices of persons to be appointed, hired, or elected to diocesan positions, including but not limited to, all Diocesan staff, including bishops, members of the Diocesan Council, Foundation and Trustees, and the Standing Committee.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
We will partner closely with the Missioners for Black and Latino Ministries, the Missioner for Adult and Lifelong Formation, the new Mission Strategy Coordinator, and the new Canon Missioner for Diocesan Restitution and Reparations Ministry to ensure that our work closely aligns with diocesan priorities.

What are your plans for the coming year?
In addition to continuing with the Objectives for 2023 listed above, we plan use the information collected in the Parochial Report Section 3 to identify those parishes that are actively initiating and/or participating in activities that will meet the diocesan objectives of Racial Reckoning, Justice & Healing. We will develop relationships with those parishes to learn and understand what they do and how they do it. Then we will solicit individuals from those parishes to serve as mentors for parishes that express an interest in increasing their activities. We believe that not knowing how to proceed is a barrier to congregants not taking action.

Submitted by Lew Myers and the Rev. Cathy Rimer-Surles, co-chairs

SAINT MARY'S SCHOOL

Statement of Purpose
Saint Mary's School, a community dedicated to academic excellence and personal achievement, prepares young women for college and life. To accomplish our mission, Saint Mary's School:

- Challenges each young woman to embrace the habits of an intellectual life, engages her with the past and the emerging future, and empowers her to serve and shape her world.
- Fosters in each young woman a spirit of connection to others, guides her in developing her spiritual and ethical integrity, and prepares her to take responsibility for herself and her future.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
As an Episcopal school, our primary focus is on education and formation. Our faculty strive to include curriculum resources that reflect the full diversity of God's people, and we recognize and celebrate different cultural backgrounds and narratives in our Chapel services, assemblies, and other activities.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
This priority is less applicable to us as a school, but we do provide information about local parishes to our students and offer "Church Shuttles" on Sunday mornings so they can worship at the congregation of their choice.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
Our twice weekly all school Chapel services, combined with a Sunday evening "Vespers" activity or meditation, are the primary avenues for Christian formation at Saint Mary's. This year we have 8 students participating in Confirmation Class, and we also have weekly prayer groups and Bible study opportunities.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
This priority is less applicable in our setting.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
We pray for the care and dignity of Creation during our Chapel services, and we explore Creation Care as a theological concept and moral imperative during certain worship services and formation activities.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
The changing cultural landscape with regards to religious affiliations and identities is certainly evident in our student body. We continually make and remake ourselves as a community that is thoroughly Christian, thoroughly Episcopalian, without being inhospitable or alienating to students, employees, and families of other faiths (or no faith). We offer space for safe, honest, and vulnerable spiritual exploration and practices for our students, empowering them to discern and grow in faith.

What are your plans for the coming year?
We will continue with our worship offerings, formation opportunities, and pastoral care activities. We anticipate 8 confirmations in April 2024, 85 graduations in May, and introducing an optional course in Reading & Interpreting the Bible in the summer or fall.

Submitted by the Rev. Maggie Stoddard

SWINDELL COMMITTEE

Statement of Purpose
The Swindell Committee is a forward-thinking committee in the Diocese that looks at the world and looks at the gospel and tries to find that space where the church might look next to continue to share the good news of God in Christ.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
Several Years Ago we put together the graphic novel More & More

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
We are currently working on another graphic novel for the LGBTQ+ community.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
We are currently working on another graphic novel for the LGBTQ+ community.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
We are hoping to help others see themselves in the story of scripture.

What other work has your committee, commission or board done on behalf of the Diocese?
We have had many discussions on what the next issues might be the church as a whole might face in the coming years.

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Adapting to a changing mission field is exactly where the Swindell Committee has been called. We see one of our goals as trying to meet this world exactly where it is with our theology and enable others to find God working in their own lives.

What are your plans for the coming year?
We are working on a graphic novel for the LGBTQ+ Community that they may find themselves in the stories of scripture and also find LGBTQ+ experiences in scripture.

Submitted by
The Rev. Matt Addington

THOMPSON CHILD & FAMILY FOCUS

Statement of Purpose
Thompson's vision is "All children healthy, all families thriving, all communities strong."

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
Thompson, accredited by both the Council on Accreditation (COA) and the Joint Commission (JC), has firmly incorporated the principles of Culturally and Linguistically Appropriate Services (CLAS) into its operations. Thompson adheres to COA's rigorous standards, encompassing organizational assessments, inclusive policies, staff training, and client-centered care, all designed to honor cultural and linguistic diversity. Simultaneously, in alignment with JC's requirements, Thompson provides standardized language services, promotes cultural competence, supports informed decision-making, and practices patient-centered care, ensuring equitable and respectful service delivery to clients with diverse cultural and linguistic backgrounds. This dual accreditation demonstrates Thompson's commitment to upholding the highest standards of care and inclusivity.

Our staff composition reflects the demographic profile of the population we serve, with 72% of our leaders being from minority backgrounds and 79% being female. In comparison to the EEOC Benchmark of 50.5% for minority representation, we surpass the target by 21.5% and have increased our minority leadership by 2.7% since the previous year.

Notably, 85% of our clients are from minority communities, and we recognize the historical and current injustices affecting these marginalized groups. We are committed to amplifying the voices of our children, families, and communities, uniting diverse experiences, skills, and backgrounds to offer opportunities for overcoming personal, systemic, and institutional barriers. Our programs are thoughtfully designed to be responsive to their unique cultural strengths and traditions. In all our endeavors, we actively strive to advance racial equity and social capital by prioritizing the perspectives and preferences of our clients as we connect them with vital community resources.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
Over our history of serving high-needs populations involved with the child welfare system, we are familiar with the required strategies to access tangible items to meet the immediate needs of children, youth, and families, as well as linking them to community supports that will benefit them. Our approach is to assess each child and family’s needs at intake using our Whole Health Assessment. We then connect them directly to any physical resources, either directly or by linking to community support. We assist clients in applying for public benefits as needed. We also maintain a wide network of community partners who address needs like food, clothing, shelter, home furnishings, and other basic needs.

We work directly with our clients to help each family build formal and informal support systems by engaging the family in the development of an Ecomap to identify the family's strengths, needs, resources, and resource deficits.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
As a 501(c)(3) nonprofit organization, we do not provide specific religious discipleship but do intentionally interact with all those we interact with in a caring way and "Caring" is a Core Value of the agency. We model and exhibit caring behavior in all we do.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
Formal support systems might include a network of community service providers who help families meet specific goals, such as a job placement agency, a substance abuse treatment facility, or a childcare provider. Informal support systems might include relatives and close friends of the family who can assist with other needs. Our team brings these supports to the table in regular conversations to ensure all are on the same page and working together to empower families to create a sustainable support system that will aid them in accessing resources beyond their present crisis.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
Thompson does not have specific examples of work done to forward this priority.

What other work has your committee, commission or board done on behalf of the Diocese?
The principles of family support and protective factors are woven into the fabric of Thompson's current programs and processes.

At Thompson, our staff and families forge relationships founded on equality and respect, uniting to provide children and families across the community with help, hope, and healing.

Everyone Desires Respect: Client-led treatment plans ensure our clients are respected while receiving services

Everyone Needs to Be Heard: Clients play vital roles on Advisory Boards, Continuous Quality Improvement committees, and Peer Review committees

Everyone Has Strengths: Encouraging clients to draw from their personal strengths to achieve goals and hiring former clients to contribute to peer support and coordination roles

Judgments Can Wait: Listening without judging when serving families in crisis to accurately assess the situation and build trust

Partners Share Power: Continuously harnessing client insights and testimonials to create community educational materials highlighting our services and their remarkable achievements

Partnership is a Process: Partnering with clients as they navigate the stages of child welfare system, evolving our approach as their readiness grows

How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?
Headquartered in Matthews, a suburb of Charlotte, Thompson has been serving the community since 1886. Throughout our history we have evolved services in pursuit of continued excellence for children, youth, and families. Our services expanded from a long history of residential care programs to include foster care and educational services. Since the 2000's we've also developed mental health supports for the community. Those supports have exploded into multiple intensive in-home programs, evidenced-based programs and intervention services throughout North Carolina. In FY22-23, Thompson's growth led to the impact of more than 3,000 clients with nearly 3,500 services.

What are your plans for the coming year?
At Thompson, we transform the lives of children and families in North Carolina, South Carolina, and Florida. We engage children and families with evidence-based services that empower them to escape intergenerational cycles of poverty and trauma. We develop our services in response to the needs in our community as they align with our vision and core values. We work to bridge the gap of the ever-growing mental health crisis.

Submitted by
A. Smith

TRINITY CAMP AND CONFERENCE 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.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?
HEAL: Our facilities offer a non-threatening platform for divided entities to find common ground. Comfortable gathering places offer opportunity to take on difficult conversations or explore differences. Even a task as simple as sharing a meal together provides opportunity for reconciliation. Our scholarship programs help to address some of the injustice created by an uneven societal playing field. Trinity's scholarships allow for equal access to all of our programming.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?
LEAD: Our conference ministry supports diocesan and parish communities by providing a place for lay and clergy alike to conduct and participate in educational and spiritual formation activities.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?
LEAD: Our conference ministry supports diocesan and parish communities by providing a place for lay and clergy alike to conduct and participate in educational and spiritual formation activities.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?
SERVE: Partnering with churches, diocesan ministries and community nonprofits we are able to serve the most vulnerable in our midst. Gabby's Grounds (Special Abilities Community), Gratitude Weekend (Addiction Recovery), Wings Camp for Kids (Hospice Ministry) and Trinity's very own Adventurers Camp (Disabilities Camp) are just a few of our dozens of collaborative enterprises. The center provides needed support for important ministries and nonprofits that might otherwise have no place to meet or work.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?
LEARN: Trinity's Sound to Sea programming reinforces commitment of the Episcopal Church to creation care education. In 2023 over 5,000 students advanced through Trinity's Sound to Sea Program.

What other work has your committee, commission or board done on behalf of the Diocese?
Trinity Center is strategically positioned to address all of the mission priorities of the Diocese of

North Carolina. Our summer camp programming, our Sound to Sea programming and our conference ministry provide the proverbial three legged stool of outreach.

What are your plans for the coming year?
Trinity has created a 5 year Strategic Plan that we plan to begin implementing in 2024.

Submitted by
John Koch,
Executive Director

TRUSTEES OF SEWANEE, THE UNIVERSITY OF THE SOUTH

Statement of Purpose
The Board of Trustees promotes the welfare of the University of the South.

What other work has your committee, commission or board done on behalf of the Diocese?
The annual meeting of the Board of Trustees was held October 18-19, 2023, in conjunction with the installation of Dr. Robert Pearigen as the 18th Vice-Chancellor and President of the University. Vice-Chancellor Pearigen returns to Sewanee after a successful tenure as President of Millsaps College in Jackson, MS. He has been in the position since July 1 and has already been traveling across the country to visit with friends of Sewanee.

The new Vice-Chancellor reports that the University's core liberal arts and theological education experiences are strong. He is laying the groundwork for a strategic plan and capital campaign to help with the goals of attracting and retaining a diverse student body, addressing deferred maintenance, making faculty salaries more competitive, improving faculty housing options, and rebuilding trust.

Dr. Nancy Berner, former Provost and Professor of Biology, served as Acting Vice-Chancellor through June 30, making her the highest-ranking woman ever to work at Sewanee. Her portrait now hangs in Dupont library along other former Vice-Chancellors.

Sewanee recently responded to an employee housing shortage by building 6 new homes which have been purchased by faculty and staff. More will be built soon, including a 48-unit apartment building.

Sewanee is working toward carbon neutrality by 2030. The University is exploring a climate accountability plan and entering the carbon offset market to generate funds that will allow Sewanee to meet its environmental goals.

After a restructuring, the Dean of Admissions now reports directly to the Vice-Chancellor. 2023 saw the largest application pool ever for the College, up by 10 percent. The College welcomed 452 first-year students this fall and 21 transfer students from 31 states and 14 countries.

The former Office of Multicultural Affairs is now the Office of Inclusive Excellence, under the leadership of Sibby Anderson-Thompkins, Vice Provost for Diversity, Equity, and Inclusion. Among other projects, the office has begun a new Indigenous Engagement Initiative, a Truth, Racial Healing, and Transformation Campus Center, and an LGBTQ affinity group for faculty.

The Dean of the College is overseeing an equity audit on faculty hiring. 10 new tenure-track faculty were hired this year in a variety of fields. 13 tenure track positions have been approved for the coming year. A new Creative Writing major is being added. The Sewanee faculty collectively published 21 books, 31 chapters, 87 journal entries, and gave 161 keynotes around the world in the past year.

The University Choir recently received a transformational gift, funding scholarships and staff support. Choir alumni gatherings are being planned. The Interfaith Advisory Council has been redeveloped to be a hub for all spiritual groups and collaboration. All Saints' Chapel also sponsors the Chaplains in Residence program, a seminarians' bible study, Outreach Trip scholarships for seminarians, and the Wayfinding program for sophomores. Catechumenate doubled in size this year. The Chapel's Racial Healing Circles for undergrads have become a model for other institutions.

Sewanee athletic programs are thriving. The tennis team brought home a national championship in women's doubles. The basketball team celebrates its 100th anniversary this year.

A new student lounge, café, event space, and outdoor commons is nearly complete at Thompson Union. Next will be renovations to several dorms.

The School of Theology's renovation project at Hamilton Hall began in early 2023 with an anticipated completion date of August 2024. $14 million has been raised, out of the total $20 million needed. Enrollment in the School of Theology is down this year, but the completion of renovations is expected to bring numbers back up next year.

The Rev. Kevin M. Goodman is the new director of Education for Ministry. He is working to bring innovative new formats of curriculum to lay people. EfM has approximately 3,800 current participants across the Church and will celebrate its 50th anniversary in 2025.

At the annual meeting, new at-large trustees and new Regents were elected, and the trustees voted to change Regent terms from 6 years to 4 years, with the option for an additional 4 years.

Submitted by
The Rev. Carmen Germino

OFFICIAL ACTS OF THE BISHOP OF NORTH CAROLINA
January 1, 2023 – December 31, 2023

The Right Reverend Samuel S. Rodman
Summary of Official Acts

Ordinations to the Priesthood: 4
Postulants admitted: 6
Candidates admitted: 5
Clergy Transferred In: 8
Clergy Transferred Out: 11
Release and Removals: 1
Clergy Deaths: 7
Pastoral Directives: 1
Pastoral Letters: 1
Clergy Changes: 80
Celebrations of New Ministry: 4
Visitations & Vestry Meetings: 32
Baptisms: 8
Confirmations: 145
Receptions: 35
Reaffirmations: 13
Anniversaries, Dedications & Blessings: 5
Marriages: 1
Burials: 2
Lay Eucharistic Ministry Licenses: 279
Declaration of Secularizations: 1
Judgments for Remarriage: 18
Meetings with Diocesan Governance: 15
Real Estate Approval Consents: Standing Committee: 4
Consents Episcopacy: 7
Non-Consents Episcopacy: 1

ORDINATIONS

Priesthood - Christ Episcopal Church, Raleigh

Dec. 9 The Rev. Karen Connor McGugan
Dec. 9 The Rev. Ryan Paul Parker
Dec. 9 The Rev. Andrew Ryan Phillips
Dec. 9 The Rev. Katherine Campbell, on behalf of The Rt. Rev. Jacob W. Owensby

Postulants Admitted for Holy Orders – Priesthood

Jan. 14	Margaret Baker
Jan. 14	Bryan Dougan
Jan. 14	Paul Apple Flynn
Jan. 14	Kate Rademacher
Jan. 14	John Wakefield
Sept. 9	Steven "Chipper" Long

Candidates Admitted for Holy Orders – Priesthood

March 20	Emily Collins Baggett
March 20	William "Liam" Wolcott Barr
March 20	Daisy Vega Colon
March 20	Karen Elizabeth Connor McGugan
March 20	Weston Morris

CLERGY TRANSFERRED INTO THE DIOCESE

Feb. 2	The Rev. Grayce Rowe, Diocese of Arizona
June 22	The Rev. Lindsey Ardrey, Diocese of Louisiana
Aug. 1	The Rev. Robert Beauchamp, East Carolina
Aug 2	The Rev. Michelle M. Roach, Diocese of Central Florida
Oct. 1	The Rev. Morris K. Thompson, III, Diocese of Mississippi
Nov. 6	The Rev. David Nichols, Diocese of Tennessee
Nov. 16	The Rev. Valerie Mayo, Diocese of Kentucky
Nov. 17	The Rev. Fred "Mac" M. Brown, Diocese of the Rio Grande

CLERGY TRANSFERRED OUT OF THE DIOCESE

Jan. 5	The Rev. Daniel Robayo, Diocese of Texas
Jan. 13	The Rev. Julia B. Mitchener, Diocese of Atlanta
Jan. 25	The Rev. Sarah Diener-Schlitt, Diocese of Northern Michigan
Feb. 9	The Rev. Andrew Ancona, Diocese of New York
Feb. 10	The Rev. Rebecca Ogus, Diocese of Maryland
April 19	The Rev. Paul Anthony Daniels, II, Diocese of Los Angeles
Sept. 13	The Rev. Marisa Sifontes, Diocese of New York
Sept. 28	The Rev. Noah Van Niel, Diocese of Southern Virginia
Nov. 15	The Rev. Sarah Koppelberger, Diocese of Montana
Nov. 28	The Rev. Stephanie Allen, Diocese of East Carolina
Dec. 11	The Rev. Taylor Vines, Diocese of Michigan

TITLE III.9.9 – RELEASE AND REMOVALS

Jan. 24	The Rev. James MacGregor Stewart

CLERGY DEATHS

Jan. 22	The Rev. Dr. Glenn Busch, Lynchburg, Virginia
April 17	The Rev. Robert L. Haden, Hendersonville, North Carolina
April 18	The Rev. Noah Baker Howard, Tarboro, North Carolina
May 1	The Rev. John Nelson Ogburn, Asheboro, North Carolina
May 20	The Rev. Joseph A. Hayworth, High Point, North Carolina
June 22	The Rev. David Charles Musgrave, Raleigh, North Carolina
Sept. 4	The Rev. Sara Chapman Batson, Durham, North Carolina

CHANGES OF CURE:

Jan. 1	The Rev. Daniel Strandlund from Non-parochial to Vicar, St. Christopher's, High Point
Jan. 1	The Rev. Daniel Wall from Non-parochial to Retirement
Jan. 1	The Rev. Richard Galloway from Vicar, Church of Our Saviour, Jackson to Retirement
Jan. 5	The Rev. Daniel Robayo from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Texas
Jan. 13	The Rev. Julia B. Mitchener from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Atlanta
Jan. 21	The Rev. Sherry Storrs from Candidate to Vocational Deacon, ordained by the Rt. Rev. Jennifer Brooke-Davidson; assigned Grace Church, Clayton
Jan. 21	The Rev. Katherine Wisz from Candidate to Vocation Deacon, ordained by The Rt. Rev. Jennifer Brooke-Davidson; assigned St. Luke's, Durham
Jan. 22	The Rev. Glenn Busch to Deceased, Lynchburg, Virginia
Jan. 24	The Rev. James MacGregor Steward to Release and Removal for Ordained Ministry in The Episcopal Church
Jan. 25	The Rev. Sarah Diener-Schlitt from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Northern Michigan
Jan. 28	The Rev. Dr. Sally French from Canon Missioner for East Regional Ministry to Bishop-elect, Diocese of New Jersey
Feb. 1	The Rev. Kate Wizs from Non-parochial to Deacon, St. Luke's, Durham
Feb. 2	The Rev. Grayce Rowe from Letters Dimissory, Diocese of Arizona to Letters Dimissory, Diocese of North Carolina
Feb. 9	The Rev. Andrew Ancona from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of New York
Feb. 10	The Rev. Rebecca Ogus, from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Maryland
Feb. 19	The Rev. Jacquline Whitfield from Deacon, All Saints', Concord to Retirement
Mar. 19	The Rev. Dr. Clarke French from Rector, Church of the Holy Family, Chapel Hill to Non-parochial
Mar. 21	The Rev. Dr. Cathy L. Deats from Retirement to Interim Canon Missioner for Congregational Vitality
April 9	The Rev. Raymond Hanna from Part-time Vicar, St. Stephen's, Erwin to Retirement
April 16	The Rev. Miriam Saxon from Vicar, St. Andrew's, Haw River to Retirement

April 16	The Rev. Sarah Ball-Damberg from Associate Rector, Church of the Holy Family, Chapel Hill, to Priest-in-Charge, Church of the Holy Family, Chapel Hill
April 17	The Rev. Robert L. Haden, Jr., deceased, Hendersonville, North Carolina
April 18	The Rev. Noah Baker Howard, deceased, Tarboro, North Carolina
April 19	The Rev. Paul Daniels from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Los Angeles
April 30	The Rev. Edmund Pickup from Interim Rector, St. Paul's, Monroe to Retirement
May 1	The Rev. George Greer from Rector, Church of the Good Shepherd, Rocky Mount, to Retirement
May 1	The Rev. John Nelson Ogburn, deceased, Asheboro, North Carolina
May 1	The Rev. Candis Burgess from Non-parochial to Rector, St. Paul's, Monroe
May 7	The Rev. Joan Sherrill from Deacon, Church of the Ascension, Advance to Retirement
May 15	The Rev. Lindsey Ardrey from Diocese of Kentucky to Canon Missioner for Diocesan Reparations and Restitution Ministry
May 20	The Rev. Joseph A. Hayworth, deceased, High Point, North Carolina
May 31	The Rev. Susan Rebecca Michelfelder from Interim Rector, Church of the Good Shepherd, Rocky Mount to Retirement
June 1	The Rev. George Silides from Rector, Holy Comforter, Burlington, to Retirement
June 1	The Rev. Eugene L. Humphreys from Deacon, Holy Comforter, Charlotte to Retirement
June 3	The Rev. Kimberly Dunn from Candidate to Transitional Deacon assigned St. Paul's, Augusta, Georgia
June 3	The Rev. Karen Connor McGugan from Candidate to Transitional Deacon, assigned Curate, Chapel of the Cross, Chapel Hill
June 3	The Rev. Ryan Parker from Candidate to Transitional Deacon, to Priest Associate, Church of the Nativity, Raleigh
June 3	The Rev. Andrew Phillips from Candidate to Transitional Deacon, assigned Good Shepherd, Raleigh
June 3	The Rev. Taylor Vines from Candidate to Transitional Deacon, assigned St. Luke's, Ypsilanti, Michigan
June 11	The Rev. Leslie Bland from Deacon, St. Barnabas, Greensboro to Retirement
June 21	The Rev. Lindsey Ardrey from Letters Dimissory, Diocese of Louisiana, to Letters Dimissory, Diocese of North Carolina
June 22	The Rev. David Charles Musgrave, deceased, Raleigh, North Carolina
July 1	The Rev. Stephen Mazingo from Non-parochial to Rector, Calvary, Tarboro
July 1	The Rev. Vincent J. Kopp from Rector, St. Stephen's, Oxford to Retirement
July 1	The Rev. Katherine Craven Campbell from Diocese of Western Louisiana to Curate, St. Stephen's, Durham
July 1	The Rev. Angela Compton-Nelson from Assistant to the Rector, Church of the Holy Family, Chapel Hill to Associate Rector, Church of the Holy Family, Chapel Hill
July 15	The Rev. Elizabeth Walker from the Diocese of Olympia to Associate Rector for Young Adult and Family Ministry, Christ Church, Charlotte
July 30	The Rev. Joe Mitchell from Rector, Church of the Good Shepherd, Asheboro to Non-parochial

July 31	The Rev. Alicia Alexis from Interim Rector, St. Titus, Durham to Non-parochial
July 31	The Rev. Canon Patricia Grace from Interim Rector, Emmanuel, Southern Pines to Retirement
Aug. 1	The Rev. Robert Beauchamp from Diocese of East Carolina to Rector, Time-Certain, Church of the Holy Innocents, Henderson
Aug. 1	The Rev. Robert Beauchamp from Letters Dimissory, Diocese of East Carolina to Letters Dimissory, Diocese of North Carolina
Aug. 1	The Rev. Michelle M. Roach from Diocese of Central Florida to Rector, Time-Certain, Church of the Redeemer, Greensboro
Aug. 2	The Rev. Michelle M. Roach from Letters Dimissory, Diocese of Central Florida to Letters Dimissory, Diocese of North Carolina
Aug. 7	The Rev. Phillip Zoutendam from Bridge Priest, Church of the Good Shepherd, Rocky Mount to Non-parochial
Aug. 23	The Rev. Morris K. Thompson, III, from Diocese of Mississippi to Rector, Emmanuel, Southern Pines
Aug. 27	The Rev. James L. Pahl from Vicar, St. Michael's, Raleigh to Non-parochial
Sept. 1	The Rev. Andrew Phillips from Curate, Church of the Good Shepherd, Raleigh to Assistant to the Rector, Church of the Good Shepherd, Raleigh
Sept. 1	The Rev. Mawethu Ncaca from non-parochial to Associate Rector, St. John's, Wake Forest
Sept. 4	The Rev. Sara Chapman Batson, deceased, Durham, North Carolina
Sept. 13	The Rev. Marisa Sifontes from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of New York
Sept. 28	The Rev. Noah Van Niel from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Southern Virginia
Oct. 1	The Rev. Morris K. Thompson, III, Letters Dimissory from Diocese of Mississippi to Letters Dimissory, Diocese of North Carolina
Oct. 1	The Rev. Joseph Sroka from non-parochial to Vicar, St. Andrew's, Haw River
Oct. 30	The Rev. Sarah Blaies from Vicar, Christ Church, Cleveland to Non-parochial
Nov. 1	The Rev. Valerie Mayo from Diocese of Kentucky to Rector, St. Titus', Durham
Nov. 6	The Rev. David Nichols, from Letters Dimissory, Diocese of Tennessee to Letters Dimissory, Diocese of North Carolina
Nov. 13	The Rev. Fred "Mac" M. Brown, from Diocese of the Rio Grande to Rector, St. Bartholomew's, Pittsboro
Nov. 15	The Rev. Sarah Koppelberger, from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Montana
Nov. 17	The Rev. Fred "Mac" M. Brown from Letters Dimissory, Diocese of the Rio Grande to Letters Dimissory, Diocese of North Carolina
Nov. 27	The Rev. Craig Dolack from Diocese of Georgia to Rector Time-Certain, Calvary, Wadesboro
Nov. 28	The Rev. Stephanie Allen, from Letters Dimissory, Diocese of North Carolina to Letters Dimissory Diocese of East Carolina
Dec. 1	The Rev. Rebecca Michelfelder from Non-parochial to Vicar, St. Cyprian's, Oxford
Dec. 9	The Rev. Karen Connor McGugan, ordained to priesthood by the Rt. Rev. Samuel S. Rodman, at Christ Church, Raleigh

Dec. 9 The Rev. Ryan Parker ordained to priesthood by the Rt. Rev. Samuel S. Rodman, at Christ Church, Raleigh

Dec. 9 The Rev. Andrew Phillips ordained to priesthood by the Rt. Rev. Samuel S. Rodman, at Christ Church, Raleigh

Dec. 9 The Rev. Katherine Campbell ordained to priesthood by the Rt. Rev. Samuel S. Rodman on behalf of the Rt. Rev. Jacob W. Owensby, Diocese of Western Louisiana, at Christ Church, Raleigh

Dec. 9 The Rev. Taylor Vines, ordained to priesthood by the Rt. Rev. Bonnie Perry on behalf of the Rt. Rev. Samuel S. Rodman, at St. Luke's, Ypsalanti, Michigan

Dec. 16 The Rev. Kimberly Dunn Ordained to Priesthood by the Rt. Rev. Frank Logue on behalf of the Rt. Rev. Samuel S. Rodman, at Saint Paul's Episcopal Church, Augusta Georgia

SUNDAY VISITATIONS WITH VESTRY MEETINGS AND REGIONAL VISITATIONS
NOTE: Bishop Diocesan on SABBATICAL from March 20, 2023 to June 20, 2023

Date	Congregation	Baptism	Confirmation	Reception	Reaffirmation
Jan. 8	Ascension, Fork		3C	3R	
Jan. 15	St. Joseph's, Durham	1B	8C	3R	
Jan. 22	Holy Spirit, Greensboro			1R	
Jan. 29	No Visitation				
Feb. 5	St. Philips', Durham		10C	1R	6Re
Feb. 12	Good Shepherd, Cooleemee (Holy Eucharist)				
Feb. 12	St. Matthew's, Salisbury (Holy Eucharist)				
Feb. 19	St. Martin's, Charlotte		8C	1R	
Feb. 19	Chapel of Christ the King, Charlotte (Holy Eucharist)				
Feb. 26	St. Matthias', Louisburg (Holy Eucharist)				
Feb. 26	St. Paul's, Louisburg (Holy Eucharist)				
Mar. 5	Calvary, Tarboro		9C	2R	
Mar. 5	St. Luke's, Tarboro (Holy Eucharist)				
Mar. 12	No Visitation				
Mar. 19	St. Paul's, Winston-Salem		13C	4R	
Mar. 26 – June 18	Sabbatical				
June 25	St. Francis, Greensboro		7C	2R	
July 23	Iglesia la Guadalupana, Wilson	1B	31C	1R	

Sept. 10	St. James', Mooresville (Holy Eucharist)				
Sept. 10	Christ Church, Cleveland (Holy Eucharist)				
Sept. 17	St. Mary Magdalene, Seven Lakes (Holy Eucharist)				
Sept. 24	No Visitation				
Oct. 1	St. Peter's, Charlotte	1B	14C	2R	2Re
Oct. 8	Calvary, Wadesboro/All Soul's, Ansonville (Holy Eucharist)				
Oct. 15	St. Mark's, Roxboro (Holy Eucharist)				
Oct. 22	Grace Mission, Clayton		1C	3R	
Oct. 29	Holy Comforter, Charlotte		10C		
Nov. 5	Chapel of the Cross, Chapel Hill	3B	14C	5R	2Re
Nov. 12	St. Paul's, Cary		9C	3R	1Re
Nov. 19	St. Christopher's, High Point (Holy Eucharist)				
Nov. 26	No Visitation				
Dec. 3	St. Andrew's, Greensboro	1B	3C	4Re	
Dec. 10	St. Mark's, Wilson (Holy Eucharist)		3C		3Re
Dec. 17	Emmanuel, Southern Pines	1B	1C		
	Totals:	**8B**	**145C**	**35R**	**13Re**

OTHER MEETINGS AND LITURGICAL EVENTS

Jan. 3/5	Office Days
Jan. 6	Martha Matthew's Funeral, St. Michael's, Raleigh
Jan. 9/12	Office Days
Jan. 12/13	Postulancy Weekend COM-P, Diocesan House Raleigh
Jan. 16	Martin Luther King, Jr. Day, office closed
Jan. 17	Office Day
Jan. 18	Day Off
Jan. 19	De-consecration, St. Christopher's, Garner
Jan. 20	Board of Trustees Meeting, St. Augustine's University, Raleigh
Jan. 21	Vocational Diaconate ordinations, the Rev. Kate Wisz and the Rev. Sherry Storrs, St. Michael's, Raleigh
Jan. 23/26	Office Days
Jan. 30/Feb. 1	Office Days
Feb. 2	Office Day/Priesthood ordination, the Rev. Jason Eslicker on behalf of the Rt. Rev. C. Andrew Doyle, St. Michael's, Raleigh

Feb. 5/6	Joint Diocesan Council, Standing Committee and Trustees Retreat, St. Francis Springs Prayer Center, Stoneville, North Carolina
Feb. 7/9	Office Days
Feb. 11	Celebration of the Feast of Blessed Absalom Jones, Chapel, St. Augustine's University
Feb. 13/16	Office Days
Feb. 18	Genesis II, Diocesan Event, Charlotte
Feb. 20	Standing Committee/Trustees Retreat, St. Francis Springs Prayer Center, Stoneville, North Carolina
Feb. 21/23	Office Days
Feb. 27/Mar. 2	Office Days
Mar. 6	Office Day
Mar. 7/14	Spring House of Bishops Meeting, Camp McDowell, Alabama
Mar. 15	EDNC Lobby Day, North Carolina Legislature, Raleigh
Mar. 16	Office Day/Celebration of New Ministry, the Rev. Franklin Colebrooke, All Saints', Hamlet
Mar. 18	Workshop presented by the Rev. Carter Heyward, Chapel of the Cross, Chapel Hill
Mar. 20/Jun. 20	Sabbatical
Jun. 21/22	Office Days
Jun. 23/24	2023 Synod, Moravian Church, Northern Province, Bethlehem, Pennsylvania
Jun. 26/27	Office Days
Jun. 28/29	Clergy Conference, St. Paul's, Winston-Salem
Jun. 30	Office Day
July 3	Office Closed in observance of Independence Day
July 4/8	Episcopal Youth Event, University of Maryland, College Park, Maryland
July 10/12	Office Days
July 13	HUGS Camp, Haw River State Park, Browns Summit, North Carolina
July 14	Office Day
July 17/21	Office Days
July 24/28	Office Days
July 31/Aug. 4	Office Days
Aug. 7/10	Office Days
Aug. 11/Sept. 4	Vacation
Sept. 5/7	Office Days
Sept. 11/14	Office Days
Sept. 16	Annual Global Mission Event, St. Mary's, High Point
Sept. 18	Office Day
Sept. 19/22	Virtual Fall House of Bishops Meeting
Sept. 25/28	Office Days
Oct. 2/4	Office Days
Oct. 5/6	HBCU Committee Meeting, St. Augustine's University, held via Zoom
Oct. 9/10	Office Days
Oct. 11	Day Off
Oct. 12/13	Archives Committee, TEC, Baltimore, Maryland

Oct. 14	Virginia Theological Seminary's Bicentennial, Alexandria, Virginia
Oct. 16/19	Office Days
Oct. 20	Wedding, Nags Head, North Carolina
Oct. 23/24	Office Days
Oct. 25	Retired Clergy Lunch, Penick Village, Southern Pines, North Carolina
Oct. 26	North Carolina Council of Churches Meeting, Salisbury, North Carolina
Oct. 27/28	Vocational Deacon's Retreat, St. Matthew's, Hillsborough
Oct. 30	Day Off
Oct. 31	Office Day
Nov. 1-2	Constituting Working Group Meeting, New York City, New York
Nov. 3	St. Thomas Episcopal Church, Whitemarsh, Fort Washington, Pennsylvania
Nov. 6/9	Office Days
Nov. 13/15	Office Days
Nov. 16/18	208th Annual Diocesan Convention, Benton Convention Center, Winston-Salem
Nov. 20/21	Office Days
Nov. 22/24	Thanksgiving break
Nov. 27/28	Office Days
Nov. 29/Dec.1	Province IV Bishops & Spouses Meeting, St. Christopher's Camp, Seabrook Island, South Carolina
Dec. 4/6	Office Days
Dec. 7	Quiet Day Retreat for Priesthood ordination, Church of the Good Shepherd, Raleigh
Dec. 9	Priesthood Ordination, Christ Church, Raleigh
Dec. 11/12	Office Days
Dec. 13	Office Day/Trustees Meeting, Diocesan House
Dec. 14	Diocesan Council, St. Alban's, Davidson
Dec. 18	Office Day
Dec. 19/31	Christmas Break

VESTRY MEETINGS & CONGREGATIONAL MEETINGS BEYOND VISITATIONS

Feb. 9	Vestry Meeting, Church of the Nativity, Raleigh
July 12	Vestry Meeting, Good Shepherd, Asheboro
Oct. 17	Vestry Meeting, Church of the Nativity, Raleigh

WEDDINGS

Oct. 20	The Rev. Amanda Stephenson and the Rev. Matthew Moorman, St. Andrew's by-the-Sea, Nags Head, North Carolina

FUNERALS

Jan. 14	Mrs. Carmen Reeve, St. Mark's Episcopal Church (closed), Raleigh, NC
Mar. 3	Rev. Ralph Smith, Chapel of the Cross, Chapel Hill, NC

OTHER SERVICES IN THE DIOCESE

Jan. 19	Secularization of a Consecrated Building, St. Christopher's, Garner

CHURCH ANIVERSARY CELEBRATIONS, DEDICATIONS AND BLESSINGS

Jan. 22	Blessing of new members of Abundant Life Team, Holy Spirit, Greensboro
Sept. 17	150th Anniversary Celebration, St. Luke's, Tarboro, NC
Oct. 22	Blessing of Stations of the Cross plaques, Grace, Clayton
Nov. 19	Commissioning liturgical volunteers, St. Christopher's, High Point
Dec. 3	Blessing of new Daughters of the King Chapter, St. Andrew's, Greensboro

CONSENTS EPISCOPACY

Jan. 23	The Rev. Justin S. Holcomb, Bishop Diocesan, Diocese of Central Florida
Feb. 8	The Rev. Sally French, Bishop Diocesan, Diocese of New Jersey
Mar. 27	The Rev. Ann Rionia, Armed Forces and Federal Ministries
May 6	The Rev. Carrie Schofield-Broadbent, Bishop Coadjutor, Diocese of Maryland
Sept. 12	The Rev. John T. W. Harmon, Bishop Diocesan, Diocese of Arkansas
Sept. 13	The Rev. Jeremiah Williamson, Bishop Diocesan, Diocese of Albany
Oct. 3	The Rev. Kristin Uffelman White, Bishop Diocesan, Diocese of Southern Ohio
Dec. 13	The Rev. Austin K. Rios, Bishop Coadjutor, Diocese of California

NON-CONSENTS EPISCOPACY

Apr. 1	The Rev. Charlie Holt, Diocese of Florida

CELEBRATIONS OF NEW MINISTRY

Mar. 16	The Rev. Franklin Colebrooke, All Saints', Hamlet
Sept. 14	The Rev. Stephen Mazingo, Calvary, Tarboro
Sept. 17	The Rev. Stephen Mazingo, St. Luke's, Tarboro
Oct. 26	The Rev. Candis Burgess, St. Paul's, Monroe

DIOCESAN COUNCIL MEETINGS

Jan. 19	St. John's, Wake Forest, NC
Feb. 5-6	Joint Diocesan Council/Standing Committee/Trustees Retreat, St. Francis Springs Prayer Center, Stoneville (Celebrated Eucharist)
Mar. 16	Episcopal Farmworkers Ministry, Newton Grove
Jun. 22	El Buen Pastor, Durham
Aug. 10	Calvary, Wadesboro
Sept. 14	Virtual Meeting via Zoom
Oct. 19	Hybrid Meeting: Diocesan Office, Raleigh & Zoom
Dec. 14	St. Alban's, Davidson

STANDING COMMITTEE MEETINGS

Jan. 23	Via Zoom
Feb. 5/6	Joint Retreat with Diocesan Council, St. Francis Springs Prayer Center, Stoneville
Feb. 20	Retreat with Trustees, St. Francis, Greensboro
Jun. 26	Via Zoom
Oct. 16	Via Zoom
Nov. 16	Benton Convention Center, Winston-Salem
Dec. 18	Via Zoom

TRUSTEE MEETINGS

Dec. 13	Diocesan House

OFFICIAL ACTS OF THE ASSISTANT BISHOP OF NORTH CAROLINA
January 1, 2023-December 31, 2023

The Right Reverend Jennifer Brooke-Davidson
Summary of Official Acts

Baptisms: 4
Burials: 3
Celebrated Holy Communion:* 15
Celebrations of New Ministry: 2
Confirmations: 163
Consecrations of a Bishop: 2
Consents: 2
Deconsecrations: 2
Dedications and Blessings: 1
Diocesan Council Meetings: 11
Marriages: 0
Ordinations to the Diaconate: 5
Ordinations to the Priesthood: 0
Reaffirmations: 22
Receptions: 53
Visitations and Vestry Meetings: 37

*Does not include Holy Communions celebrated during Visitations

NOTE: With the Covid-19 pandemic crisis behind us, the Diocesan House resumed its normal schedule of in-person meetings and visitations. Nevertheless, as a result of the pandemic, several commissions and committees continued to meet on a virtual and/or hybrid platform as necessary and feasible. The bishops also conducted official acts on a virtual and/or hybrid platform when necessary and feasible. In December 2023, the Diocesan House moved from 200 West Morgan Street in Raleigh to 4800 Six Forks Road in Raleigh.

From March 21-June 21, the Rt. Rev. Samuel Rodman was on sabbatical. The Rt. Rev. Jennifer Brooke-Davidson, along with the Standing Committee, served in his capacity.

VISITATIONS AND VESTRY MEETINGS

		Confirmed/Received/Reaffirmed/Baptized	
8-Jan	Christ's Beloved Community, Winston Salem		
15-Jan	Trinity, Scotland Neck		
	St. Mary's, Speed		
22-Jan	St. Matthew's, Kernersville		
29-Jan	St. Patrick's, Mooresville		
5-Feb	St. Bartholomew's, Pittsboro		
12-Feb	Holy Comforter, Burlington		
19-Feb	St. Stephen's, Erwin		
26-Feb	St. Paul's, Smithfield	4	1

		Confirmed	Received	Reaffirmed	Baptized
19-Mar	St. Mark's, Huntersville				
26-Mar	All Saints, Concord	4	2	1	
2-Apr	Good Shepherd, Asheboro (Palm Sunday)				
8-Apr	St. Matthew's, Hillsborough (Easter Vigil)	1	3		
16-Apr	St. Stephen's, Oxford	3			
23-Apr	St. Luke's, Durham				
30-Apr	St. Michael's, Raleigh	33	3	1	
7-May	St. Timothy's, Wilson				
14-May	Good Shepherd, Rocky Mount	10			
21-May	Christ Church, Raleigh	40	1	4	
4-Jun	Christ Church, Walnut Cove				
11-Jun	St. Paul's, Monroe				
18-Jun	St. Luke's/Epiphany, Eden (at St. Luke's)				
25-Jun	St. John's, Wake Forest				
26-Aug	St. Andrew's, Woodleaf	5	1	1	
10-Sep	Trinity, Mount Airy	6	1		
17-Sep	St. Ambrose, Raleigh	13	3	6	1
8-Oct	Holy Innocents				
	St. John's, Henderson				
15-Oct	St. Alban's, Davidson	9	10		
	Davidson College Campus Ministry, Davidson				
22-Oct	St. Stephen's, Durham	5			
29-Oct	Good Shepherd, Raleigh	10	3	1	
12-Nov	St. Timothy's, Raleigh	1	14	1	
19-Nov	St. Anne's, Winston-Salem	7	5	3	
3-Dec	Nativity, Raleigh				
10-Dec	St. Clement's, Clemmons	5	4	1	1
17-Dec	St. Mary's, High Point	6	2		3
13-Sep	Diocesan House, Raleigh	1			

VESTRY MEETINGS – OTHER THAN DURING VISITATIONS

May 16 St. Matthew's, Hillsborough

CELEBRATED HOLY COMMUNION – OTHER THAN DURING VISITATIONS

Jan 18 Quiet Day with Vocational Deacon Ordinands, Good Shepherd, Raleigh
Jan 21 Ordination to the Sacred Order of Deacons, St. Michael's, Raleigh
Jan 28 Bishops' Ball, Haw River State Park, Browns Summit
Jan 31 Duke University, Anglican Episcopal House of Study, Durham
Feb 11 Absalom Jones, St. Augustine's Chapel, Raleigh
Feb 22 Ash Wednesday, St. Ambrose, Raleigh
Feb 22 Ash Wednesday, Redeemer, Greensboro
Mar 16 Diocesan Council Meeting, Episcopal Farmworkers Ministry, Dunn
Mar 29 Clergy Quiet Day, St. Mary's, High Point

April 15	History Day, St. Luke's, Salisbury
Apr 23	Closing Ceremony, Cursillo, Camp Walter Johnson, Denton
May 31	Retreat with Candidates for the Transitional Diaconate, St. Matthew's, Hillsborough
Jun 3	Ordination to the Transitional Diaconate, Good Shepherd, Raleigh
Dec 9	Ordination to the Priesthood, Christ Church, Raleigh

CELEBRATIONS OF NEW MINISTRY (INSTITUTIONS)

Feb 8	The Rev. Ricardo Medina, El Buen Pastor, Durham
Sep 6	The Rev. Daniel Strandlund, St. Christopher's, High Point

DECONSECRATIONS

Jan 19	St. Christopher's, Garner
Dec 15	Diocesan House, 200 West Morgan Street, Raleigh

DEDICATIONS

Jun 19	McCoy Slave Cemetery, Huntersville, NC

DIOCESAN COUNCIL MEETINGS

Jan 19, Apr 20, May 18, Sep 14, Oct 19	Diocesan House
Feb 5-6	Standing Committee/Diocesan Council Retreat, St. Francis Center, Stoneville
Mar 16	Episcopal Farmworkers Ministry, Dunn
Jun 22	El Buen Pastor, Durham
Aug 10	Calvary, Wadesboro
Nov 16-18	Diocesan Convention, Benton Convention Center, Winston-Salem
Dec 14	St. Alban's, Davidson

FUNERALS

Jan 5	Martha Matthews, Christ Church, New Bern
Jan 6	Martha Matthews, Graveside, St. Michael's, Raleigh
Apr 21	Noah Howard, St. Michael's, Tarboro

ORDINATIONS

Transitional Diaconate – Title III, Canon 8, Section 6

Jun 3	Good Shepherd, Raleigh
	Kimberly Dunn
	Karen McGugan
	Ryan Parker
	Andrew Phillips
	Taylor Vines

Candidates for Ordination to the Vocational Diaconate - Title III, Canon 6.4.a.1

May 15 Cuyler O'Connor
Kelly Ryan

Postulants Admitted for Vocational Diaconate – Title III, Canon 6.3

Jan 7 Mark Lile-King
Thomas Lowe
Susan Schrader

OTHER LITURGICAL EVENTS OR MEETINGS – OTHER THAN VISITATIONS

Chartered Committee on Lifelong Learning (CCLLL)

Apr 13, Sep 6, Nov 28 Virtual

Commission on Ministry-Diaconate (COM-D)

Apr 27, Jun 20, Oct 23 Virtual
Jan 7 Interviews for Postulancy, St. Paul's, Winston-Salem
Aug 15-16 Nominee Interviews for Internships, Diocesan House, Raleigh

Standing Committee Meetings

Feb 5-6 Standing Committee/Diocesan Council Retreat, St. Francis Center, Stoneville
Mar 20, Apr 17, May 15 Virtual (Bp. Sam on sabbatical)
Jun 28-29 Clergy Conference, St. Paul's, Winston-Salem
Sep 13 Confirmation at Diocesan House for El Buen Pastor, Durham
Sep 16 Global Mission Day, St. Mary's, High Point
Sep 28 Deacons' Retreat, St. Matthew's, Hillsborough
Nov 18 Opening Eucharist, Diocesan Convention, Winston-Salem

RECURRING MEETINGS

Council of Advice on Public Policy (CAPP)
Galilee Ministries of East Charlotte (GMEC)
Building for Mission
Good Samaritan Fund
Episcopal farmworkers
Latino Ministries
Mission Strategy
Sustainability Fund

OUTSIDE THE DIOCESE

College for Bishops Board

Aug 28 Virtual
Sep 7 Virtual
Oct 17 St. Peter's, Charlotte
Oct 23 Virtual

Consecration/Ordination of a Bishop

Jun 23-24 Consecration of the Bishop of New Jersey, the Rt. Rev. Sally French, Trenton, NJ

Jul 7-8 Consecration of the Bishop Coadjutor of West Texas, the Rt. Rev. Dr. David G. Read, San Antonio, TX

Consents

Sep 26 The Rt. Rev. Samuel Johnson Howard, Bishop of Florida, Resignation

Dec 20 The Rt. Rev. Larry R. Benfield, Bishop of Arkansas, Resignation

Disciplinary Board of Bishops (DBB)

Jan 18-19, May 17, Aug 11, Sep 12, Oct 12, Nov 20 Virtual

Apr 17-18 Maritime Center, Linthicum Heights, MD

House of Bishops

Sep 19-22 Virtual

Province IV Bishops

Nov 20-Dec 1 Camp Christopher, Seabrook Island, SC

OTHER BISHOPS' VISITATIONS

The Rt. Rev. William Gregg

Nov 5 St. Luke's, Salisbury
St. Paul's, Salisbury

The Rt. Rev. Anne Hodges-Copple

Nov 3 St. Mary's School, Raleigh, Head Master Installation

2022 PAROCHIAL REPORT-STATISTICAL

			TOTAL MEMBERSHIP			CONFIRMATIONS & RECEPTIONS			STATISTICAL GIVING INFORMATION		
		Mission/ Parish	Active Baptized Members 12/31/2022	Total Communicants	Under 16	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Advance	Church of the Ascension	M	90	59	8	-	-	-	13	37,316	2,870
Albemarle	Christ Episcopal Church	P	100	100	1	2	-	1	23	60,800	2,643
Ansonville	All Souls Episcopal Church	M	-	-	-	-	-	-	-	-	
Asheboro	Church of the Good Shepherd	P	240	232	18	-	-	-	98	289,909	2,958
Battleboro	St Johns Episcopal Church	M	14	14	-	-	-	-	-	-	
Burlington	Church of the Holy Comforter	P	311	311	29	-	-	-	108	404,097	3,742
Cary	St Pauls Episcopal Church	P	845	639	120	5	5	3	288	1,158,979	4,024
Chapel Hill	Church of the Advocate	P	176	176	32	-	-	-	77	205,938	2,675
Chapel Hill	Church of the Holy Family	P	739	739	92	10	-	2	180	781,393	4,341
Chapel Hill	The Chapel of the Cross	P	1,896	1,520	5	6	6	11	483	1,625,490	3,365
Charlotte	Chapel of Christ the King	M	28	28	4	-	-	-	-	-	
Charlotte	Christ Episcopal Church	P	5,978	4,452	910	7	34	-	1,144	5,722,938	5,003
Charlotte	Church of the Holy Comforter	P	577	570	116	3	4	2	198	799,310	4,037
Charlotte	St Johns Episcopal Church	P	987	647	112	2	24	1	302	1,356,047	4,490
Charlotte	St Martins Episcopal Church	P	593	521	55	-	-	-	185	872,093	4,714
Charlotte	St Michael & All Angels	M	102	87	11	-	-	-	52	92,728	1,783
Charlotte	St Peters Episcopal Church	P	938	846	118	1	-	1	253	925,307	3,657
Clayton	Grace Episcopal Mission	M	49	48	4	-	-	-	33	97,620	2,958
Clemmons	St Clements Episcopal Church	P	241	118	3	-	-	-	47	160,102	3,406
Cleveland	Christ Episcopal Church	M	89	-	-	-	-	-	7	32,000	4,571
Concord	All Saints Episcopal Church	P	465	256	55	-	-	-	123	496,601	4,037
Cooleemee	Church of the Good Shepherd	M	7	5	-	-	-	-	4	10,860	2,715
Davidson	St Albans Episcopal Church	P	536	536	90	6	11	7	174	667,030	3,834
Durham	Iglesia El Buen Pastor	M	556	350	200	4	-	1	9	6,520	724
Durham	St Josephs Episcopal Church	M	112	102	7	-	-	-	16	60,000	3,750
Durham	St Lukes Church	P	190	190	13	-	-	-	114	322,415	2,828
Durham	St Philips Episcopal Church	P	1,543	303	40	-	-	-	191	680,505	3,563
Durham	St Stephens Church	P	621	186	-	1	-	-	102	474,763	4,655
Durham	St Titus Episcopal Church	P	186	120	10	2	-	2	57	243,810	4,277
Eden	Church of the Epiphany	P	44	40	5	2	-	-	18	66,980	3,721
Eden	St Lukes Episcopal Church	P	93	93	7	-	-	-	-	-	
Elkin	Galloway Memorial Chapel	M	46	38	-	-	-	2	22	47,720	2,169
Erwin	St Stephens Episcopal Church	P	111	107	20	-	-	-	43	74,850	1,741
Fuquay Varina	Trinity Episcopal Church	P	147	92	6	2	-	2	46	117,691	2,559
Greensboro	All Saints Church	P	143	85	10	-	-	-	29	100,000	3,448
Greensboro	Church of the Holy Spirit	M	57	52	5	-	-	-	18	43,560	2,420
Greensboro	Church of the Redeemer	P	153	-	-	-	3	-	53	137,999	2,604
Greensboro	Holy Trinity Episcopal Church	P	2,675	2,352	537	7	8	2	428	1,769,649	4,135
Greensboro	St Andrews Episcopal Church	P	380	313	38	7	6	1	116	344,131	2,967
Greensboro	St Barnabas Episcopal Church	M	119	119	19	-	-	-	29	93,600	3,228

			TOTAL MEMBERSHIP			CONFIRMATIONS & RECEPTIONS			STATISTICAL GIVING INFORMATION		
		Mission/ Parish	Active Baptized Members 12/31/2022	Total Communicants	Under 16	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Greensboro	St Francis Episcopal Church	P	597	597	14	5	-	-	170	591,088	3,477
Halifax	St Mark Episcopal Church	M	6	6	-	-	-	-	-	-	
Hamlet	All Saints Episcopal Church	M	85	84	9	3	-	-	7	11,720	1,674
Haw River	St Andrews Episcopal Church	M	68	45	3	-	-	1	24	82,220	3,426
Henderson	Church of the Holy Innocents	P	143	143	23	1	4	5	38	140,000	3,684
Henderson	St Johns Episcopal Church	M	25	7	-	-	-	-	-	-	
High Point	St Christophers Episcopal Church	P	119	77	2	-	-	-	20	58,565	2,928
High Point	St Marys Episcopal Church	P	247	247	56	1	2	1	157	698,067	4,446
Hillsborough	St Matthews Parish Church	P	283	283	23	7	-	2	156	447,200	2,867
Huntersville	St Marks Episcopal Church	P	376	279	49	-	-	-	84	314,516	3,744
Jackson	The Church of The Saviour	M	53	53	5	-	-	-	-	21,000	
Kernersville	St Matthews Episcopal Church	M	22	22	1	-	-	-	8	12,960	1,620
Laurinburg	St Davids Episcopal Church	M	45	34	4	1	1	1	18	45,840	2,547
Lexington	Grace Episcopal Church	P	214	155	19	-	-	-	75	285,943	3,813
Littleton	St Alban Episcopal Church	M	25	25	1	1	1	-	12	33,347	2,779
Louisburg	St Matthias Episcopal Church	M	16	16	-	-	-	-	-	-	
Louisburg	St Pauls Episcopal Church	M	71	66	6	-	-	-	27	54,260	2,010
Mayodan	Church of the Messiah	M	32	32	4	-	-	-	5	37,300	7,460
Monroe	St Pauls Church	P	198	125	10	1	-	-	60	169,680	2,828
Mooresville	St James Episcopal Church	M	*No Parochial Report Filed*								
Mooresville	St Patrick Episcopal Church	P	335	335	26	-	-	-	114	410,459	3,601
Mount Airy	Trinity Episcopal Church	P	139	129	8	3	-	1	50	194,085	3,882
Oxford	St Cyprians Episcopal Church	M	68	53	-	-	-	-	15	48,000	3,200
Oxford	St Stephens Episcopal Church	P	137	115	8	-	-	-	59	184,750	3,131
Pittsboro	St Bartholomews Episcopal Church	P	91	91	3	-	-	-	43	122,064	2,839
Raleigh	Christ Episcopal Church	P	2,906	2,710	412	22	37	2	804	2,977,985	3,704
Raleigh	Church of the Good Shepherd	P	795	373	40	5	4	1	174	621,954	3,574
Raleigh	Church of the Nativity	P	534	534	99	-	6	-	135	421,028	3,119
Raleigh	St Ambrose Episcopal Church	P	413	413	70	-	-	-	81	270,536	3,340
Raleigh	St Michaels Episcopal Church	P	2,086	1,582	258	1	10	8	509	1,760,487	3,459
Raleigh	St Timothys Church	P	200	160	20	-	-	-	84	204,221	2,431
Reidsville	St Thomas Episcopal Church	P	103	103	-	-	-	-	34	1,150,000	33,824
Ridgeway	The Chapel of the Good Shepherd	M	9	9	-	-	-	-	-	-	
Roanoke Rapids	All Saints Episcopal Church	P	129	67	-	4	-	-	32	116,500	3,641
Rockingham	Church of the Messiah	M	3	3	-	-	-	-	-	-	
Rocky Mount	Church of the Good Shepherd	P	180	180	27	-	-	-	69	274,490	3,978
Rocky Mount	St Andrews Episcopal Church	P	330	165	15	-	7	-	65	274,400	4,222
Roxboro	St Marks Episcopal Church	M	25	18	-	-	1	-	3	17,660	5,887
Salisbury	St Lukes Episcopal Church	P	613	338	38	2	-	4	126	422,511	3,353
Salisbury	St Matthew Episcopal Church	M	25	18	4	-	-	-	7	12,920	1,846
Salisbury	St Pauls Church	M	32	32	-	-	-	1	21	44,257	2,107
Sanford	St Thomas Episcopal Church	P	109	97	15	2	-	-	44	113,800	2,586

			TOTAL MEMBERSHIP			CONFIRMATIONS & RECEPTIONS			STATISTICAL GIVING INFORMATION		
		Mission/ Parish	Active Baptized Members 12/31/2022	Total Communicants	Under 16	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Scotland Neck	Trinity Episcopal Church	P	30	23	-	-	-	-	13	17,164	1,320
Seven Lakes	St Mary Magdalene Episcopal Church	M	51	51	8	-	-	-	18	32,384	1,799
Smithfield	San Jose Mission	M	35	32	12	-	-	-	1	800	800
Smithfield	St Paul Episcopal Church	P	207	180	20	-	-	-	63	258,485	4,103
Southern Pines	Emmanuel Parish Episcopal Church	P	526	467	31	5	2	4	207	573,200	2,769
Speed	St Marys Episcopal Church	M	24	24	-	-	-	-	-	-	
Statesville	Trinity Episcopal Church	P	285	254	24	5	3	-	82	265,568	3,239
Tarboro	Calvary Episcopal Church	P	286	286	33	-	-	-	136	408,863	3,006
Tarboro	St Luke Episcopal Church	M	11	11	-	-	-	-	8	13,680	1,710
Tarboro	St Michael Episcopal Church	M	99	99	6	-	-	-	14	22,265	1,590
Wadesboro	Calvary Episcopal Church	P	84	84	10	-	-	-	-	-	
Wake Forest	St Johns Episcopal Church	P	529	439	68	1	1	5	131	366,305	2,796
Walnut Cove	Christ Church	M	22	22	1	-	-	-	6	15,180	2,530
Warrenton	Emmanuel Episcopal Church	M	49	27	-	2	-	-	19	15,840	834
Waxhaw	St Margarets Episcopal Church	P	792	520	100	10	-	2	221	837,728	3,791
Weldon	Grace Episcopal Church	M	10	10	-	-	-	2	-	-	
Wilson	La Iglesia de la Guadalupana	M	1,398	340	30	8	4	-	-	-	
Wilson	St Marks Episcopal Church	M	22	12	1	-	-	-	-	-	
Wilson	St Timothys Church	P	411	368	54	4	6	1	104	415,970	4,000
Winston Salem	Christ's Beloved Community	P	184	70	16	13	7	35	11	14,119	1,284
Winston Salem	St Annes Episcopal Church	P	210	210	24	2	-	8	84	286,125	3,406
Winston Salem	St Pauls Episcopal Church	P	2,076	2,076	327	-	-	-	592	2,364,995	3,995
Winston Salem	St Stephen Episcopal Church	P	38	38	4	-	-	-	22	80,000	3,636
Winston Salem	St Timothys Episcopal Church	P	1,103	235	20	6	6	-	120	588,177	4,901
	Totals		**42,546**	**32,145**	**4,761**	**182**	**203**	**122**	**10,265**	**39,603,412**	**3,858**

Greensboro	St. Mary's House**		20	20	5	-	-	-	9	13,645	1,516

***St Mary's House, Greensboro is not a congregation in union with Convention.*

2022 PAROCHIAL REPORT - STATISTICAL

		HOLY EUCHARIST SERVICES				OTHER SACRAMENTS & SERVICES					
		Saturday & Sunday Eucharists	Weekday Eucharists	Private Eucharists	Average Sunday Attendance	Marriages	Burials	Baptisms 16 & Older	Baptisms Under 16	Church School Students Enrolled	Adult Education Program
Advance	Church of the Ascension	53	4	1	20	0	3	0	0	5	Yes
Albemarle	Christ Episcopal Church	51	0	1	28	0	1	0	0	0	No
Ansonville	All Souls Episcopal Church	1	0	0	1	0	0	0	0	0	No
Asheboro	Church of the Good Shepherd	50	55	6	73	1	2	0	0	0	Yes
Battleboro	St Johns Episcopal Church	48	0	0	10	0	0	0	0	0	No
Burlington	Church of the Holy Comforter	52	37	19	84	1	6	2	4	22	Yes
Cary	St Pauls Episcopal Church	52	24	130	191	4	13	0	7	100	Yes
Chapel Hill	Church of the Advocate	52	0	1	58	1	0	0	1	11	Yes
Chapel Hill	Church of the Holy Family	52	56	45	170	1	10	1	5	122	Yes
Chapel Hill	The Chapel of the Cross	52	34	13	366	9	19	4	19	150	Yes
Charlotte	Chapel of Christ the King	52	0	0	12	0	3	0	0	2	Yes
Charlotte	Christ Episcopal Church	52	120	6	421	10	16	2	88	1256	Yes
Charlotte	Church of the Holy Comforter	52	36	28	156	0	7	0	8	90	Yes
Charlotte	St Johns Episcopal Church	52	52	102	222	1	17	1	16	210	Yes
Charlotte	St Martins Episcopal Church	52	0	59	114	3	11	0	4	53	Yes
Charlotte	St Michael & All Angels	0	0	0	0	0	0	0	0	8	Yes
Charlotte	St Peters Episcopal Church	52	50	31	238	8	7	0	8	77	Yes
Clayton	Grace Episcopal Mission	48	0	0	37	0	0	0	0	0	No
Clemmons	St Clements Episcopal Church	51	4	4	53	0	0	0	0	0	Yes
Cleveland	Christ Episcopal Church	45	1	2	13	0	1	0	0	0	No
Concord	All Saints Episcopal Church	48	0	121	114	1	5	0	1	30	Yes
Cooleemee	Church of the Good Shepherd	45	1	1	6	1	1	1	0	0	No
Davidson	St Albans Episcopal Church	50	32	2	150	0	1	1	4	99	Yes
Durham	Iglesia El Buen Pastor	51	5	20	67	0	0	0	13	13	Yes
Durham	St Josephs Episcopal Church	52	6	0	50	0	1	0	1	5	Yes
Durham	St Lukes Church	52	0	14	72	0	8	0	0	2	Yes
Durham	St Philips Episcopal Church	53	51	9	149	6	4	0	9	77	Yes
Durham	St Stephens Church	52	0	2	89	1	6	0	4	20	Yes
Durham	St Titus Episcopal Church	52	0	0	51	0	4	0	0	15	Yes
Eden	Church of the Epiphany	52	8	3	20	0	3	0	1	0	Yes
Eden	St Lukes Episcopal Church	52	2	0	33	0	0	0	0	0	Yes
Elkin	Galloway Memorial Chapel	49	0	20	19	0	0	0	0	0	Yes
Erwin	St Stephens Episcopal Church	50	4	42	34	0	3	0	0	3	Yes
Fuquay Varina	Trinity Episcopal Church	52	0	0	87	0	0	0	1	0	Yes
Greensboro	All Saints Church	52	4	3	33	0	3	0	0	6	Yes
Greensboro	Church of the Holy Spirit	41	0	7	21	0	1	0	0	5	Yes
Greensboro	Church of the Redeemer	47	0	39	40	0	2	0	0	0	Yes
Greensboro	Holy Trinity Episcopal Church	51	53	84	228	5	18	1	16	108	Yes

		HOLY EUCHARIST SERVICES				OTHER SACRAMENTS & SERVICES					
		Saturday & Sunday Eucharists	Weekday Eucharists	Private Eucharists	Average Sunday Attendance	Marriages	Burials	Baptisms 16 & Older	Baptisms Under 16	Church School Students Enrolled	Adult Education Program
Greensboro	St Andrews Episcopal Church	52	0	0	131	0	4	0	3	50	Yes
Greensboro	St Barnabas Episcopal Church	52	0	0	24	0	0	0	0	0	Yes
Greensboro	St Francis Episcopal Church	51	4	20	121	3	17	0	0	14	Yes
Halifax	St Mark Episcopal Church	*No Parochial Report Filed*									
Hamlet	All Saints Episcopal Church	37	0	0	25	0	0	0	0	20	Yes
Haw River	St Andrews Episcopal Church	51	3	0	22	0	1	0	1	3	Yes
Henderson	Church of the Holy Innocents	50	12	0	71	1	2	0	2	11	Yes
Henderson	St Johns Episcopal Church	20	0	0	7	1	0	0	0	0	No
High Point	St Christophers Episcopal Church	51	2	0	29	0	2	0	0	0	Yes
High Point	St Marys Episcopal Church	52	59	20	121	3	10	0	3	24	Yes
Hillsborough	St Matthews Parish Church	48	35	8	124	3	5	0	3	23	Yes
Huntersville	St Marks Episcopal Church	53	6	1	92	6	7	0	6	21	Yes
Jackson	The Church of The Saviour	31	0	0	12	0	0	0	1	0	No
Kernersville	St Matthews Episcopal Church	51	0	0	12	0	0	0	0	0	No
Laurinburg	St Davids Episcopal Church	52	0	1	19	0	0	0	0	0	Yes
Lexington	Grace Episcopal Church	52	10	20	62	0	2	0	1	21	Yes
Littleton	St Alban Episcopal Church	49	2	12	15	0	0	0	0	0	Yes
Louisburg	St Matthias Episcopal Church	24	0	0	9	0	2	0	0	0	No
Louisburg	St Pauls Episcopal Church	26	3	0	27	0	1	0	0	0	Yes
Mayodan	Church of the Messiah	47	0	0	19	0	1	0	0	0	No
Monroe	St Pauls Church	52	2	2	51	1	5	0	1	2	Yes
Mooresville	St James Episcopal Church	0	0	0	0	0	0	0	0	0	No
Mooresville	St Patrick Episcopal Church	51	52	0	133	1	2	0	3	20	Yes
Mount Airy	Trinity Episcopal Church	45	53	23	66	3	9	5	1	6	Yes
Oxford	St Cyprians Episcopal Church	52	72	0	32	0	1	0	6	0	Yes
Oxford	St Stephens Episcopal Church	49	0	0	58	0	0	0	1	10	Yes
Pittsboro	St Bartholomews Episcopal Church	51	8	1	46	1	4	2	8	12	Yes
Raleigh	Christ Episcopal Church	52	33	84	355	12	24	2	49	348	Yes
Raleigh	Church of the Good Shepherd	48	14	28	108	2	9	0	7	28	Yes
Raleigh	Church of the Nativity	52	0	49	122	1	7	0	4	25	Yes
Raleigh	St Ambrose Episcopal Church	52	0	6	68	0	5	1	9	20	Yes
Raleigh	St Michaels Episcopal Church	49	55	30	322	3	10	0	36	194	Yes
Raleigh	St Timothys Church	52	84	1	91	3	3	4	1	15	Yes
Reidsville	St Thomas Episcopal Church	52	0	10	28	1	10	0	0	0	No
Ridgeway	The Chapel of the Good Shepherd	21	0	0	14	0	0	0	0	0	No
Roanoke Rapids	All Saints Episcopal Church	52	48	5	23	0	2	0	0	0	Yes
Rockingham	Church of the Messiah	52	0	0	3	0	0	0	0	0	Yes
Rocky Mount	Church of the Good Shepherd	47	4	2	54	0	4	1	3	0	Yes
Rocky Mount	St Andrews Episcopal Church	52	32	16	78	2	2	0	2	7	Yes
Roxboro	St Marks Episcopal Church	38	6	0	12	0	1	0	0	0	No

		HOLY EUCHARIST SERVICES				OTHER SACRAMENTS & SERVICES					
		Saturday & Sunday Eucharists	Weekday Eucharists	Private Eucharists	Average Sunday Attendance	Marriages	Burials	Baptisms 16 & Older	Baptisms Under 16	Church School Students Enrolled	Adult Education Program
Salisbury	St Lukes Episcopal Church	52	64	7	117	0	13	0	1	30	Yes
Salisbury	St Matthew Episcopal Church	50	0	0	8	0	0	0	0	0	No
Salisbury	St Pauls Church	45	0	0	21	0	0	0	1	0	No
Sanford	St Thomas Episcopal Church	51	0	0	30	0	0	2	2	12	Yes
Scotland Neck	Trinity Episcopal Church	46	1	5	15	0	3	0	0	0	No
Seven Lakes	St Mary Magdalene Episcopal Church	52	0	0	22	0	0	0	0	4	Yes
Smithfield	San Jose Mission	8	0	0	20	0	0	0	0	0	No
Smithfield	St Paul Episcopal Church	50	0	20	79	0	7	1	0	18	Yes
Southern Pines	Emmanuel Parish Episcopal Church	49	4	38	182	4	12	0	4	30	Yes
Speed	St Marys Episcopal Church	48	0	0	10	0	0	0	1	0	No
Statesville	Trinity Episcopal Church	47	1	26	81	2	5	0	2	20	Yes
Tarboro	Calvary Episcopal Church	47	38	78	84	1	7	0	2	16	Yes
Tarboro	St Luke Episcopal Church	39	0	0	19	0	0	0	0	0	No
Tarboro	St Michael Episcopal Church	52	0	0	15	0	0	0	0	0	No
Wadesboro	Calvary Episcopal Church	52	2	0	24	0	0	0	1	0	No
Wake Forest	St Johns Episcopal Church	52	3	78	95	0	5	0	6	50	No
Walnut Cove	Christ Church	52	0	0	8	0	0	0	0	0	No
Warrenton	Emmanuel Episcopal Church	39	0	0	11	0	1	0	0	0	No
Waxhaw	St Margarets Episcopal Church	52	59	101	234	0	6	0	10	92	Yes
Weldon	Grace Episcopal Church	52	0	0	6	0	0	0	0	0	No
Wilson	La Iglesia de la Guadalupana	49	52	1	55	5	4	1	38	20	Yes
Wilson	St Marks Episcopal Church	32	2	0	9	1	1	0	0	0	Yes
Wilson	St Timothys Church	52	74	300	80	2	7	0	5	30	Yes
Winston Salem	Christ's Beloved Community	27	0	4	59	0	0	0	23	0	Yes
Winston Salem	St Annes Episcopal Church	52	38	52	72	0	2	0	1	25	Yes
Winston Salem	St Pauls Episcopal Church	52	100	38	291	0	0	0	0	295	Yes
Winston Salem	St Stephen Episcopal Church	52	0	0	21	0	1	0	0	0	Yes
Winston Salem	St Timothys Episcopal Church	52	238	0	217	0	3	2	2	30	Yes
	Totals	**4,891**	**1,914**	**1,902**	**8,021**	**115**	**405**	**34**	**460**	**4,035**	

Greensboro	St. Mary's House**	52	0	0	12	0	0	0	0	4	Yes

***St Mary's House, Greensboro is not a congregation in union with Convention.*

2022 PAROCHIAL REPORT - FINANCIAL

		Normal Operating Income	Bequests	Diocesan Assistance	Total Operating Revenue	Outreach from Operating Budget	Total Operating Expenses	Seminary Contributions	Transmitted to Other Organizations	Outreach & Mission
Advance	Church of the Ascension	$ 147,124.00	$ -	$ -	$ 147,124.00	$ 3,390.00	$ 147,124.00	$ -	$ 1,200.00	$ -
Albemarle	Christ Episcopal Church	$ 85,766.00	$ -	$ -	$ 85,766.00	$ -	$ 92,160.00	$ -	$ 500.00	$ -
Ansonville	All Souls Episcopal Church	$ 11,777.00	$ -	$ -	$ 11,777.00	$ -	$ 12,661.00	$ -	$ -	$ -
Asheboro	Church of the Good Shepherd	$ 327,887.00	$ 2,240.00	$ 6,453.00	$ 334,340.00	$ 4,310.00	$ 324,727.00	$ -	$ 8,438.00	$ -
Battleboro	St Johns Episcopal Church	$ 18,153.00	$ -	$ -	$ 18,153.00	$ -	$ 11,752.00	$ -	$ -	$ -
Burlington	Church of the Holy Comforter	$ 521,737.00	$ -	$ -	$ 521,737.00	$ 11,778.00	$ 492,496.00	$ -	$ 12,929.00	$ 33,296.00
Cary	St Pauls Episcopal Church	$ 1,136,366.00	$ -	$ 10,000.00	$ 1,146,366.00	$ 200.00	$ 1,165,721.00	$ -	$ 63,884.00	$ 185,760.00
Chapel Hill	Church of the Advocate	$ 267,336.00	$ -	$ -	$ 267,336.00	$ 20,054.00	$ 259,846.00	$ -	$ 15,738.00	$ 9,689.00
Chapel Hill	Church of the Holy Family	$ 845,728.00	$ -	$ 4,828.00	$ 850,556.00	$ 51,000.00	$ 841,578.00	$ -	$ 115,708.00	$ 53,959.00
Chapel Hill	The Chapel of the Cross	$ 1,961,931.00	$ -	$ 83,906.00	$ 2,045,837.00	$ 66,759.00	$ 1,857,010.00	$ -	$ 1,662.00	$ 66,706.00
Charlotte	Chapel of Christ the King	$ 14,664.00	$ -	$ 61,990.00	$ 76,654.00	$ -	$ 94,278.00	$ -	$ -	$ -
Charlotte	Christ Episcopal Church	$ 5,990,615.00	$ -	$ -	$ 5,990,615.00	$ 440,047.00	$ 5,888,676.00	$ -	$ -	$ 28,000.00
Charlotte	Church of the Holy Comforter	$ 897,420.00	$ -	$ -	$ 897,420.00	$ 7,000.00	$ 1,010,026.00	$ -	$ 30,684.00	$ 14,253.00
Charlotte	St Johns Episcopal Church	$ 1,393,351.00	$ -	$ -	$ 1,393,351.00	$ 30,000.00	$ 1,543,712.00	$ -	$ 64,341.00	$ 324,202.00
Charlotte	St Martins Episcopal Church	$ 991,016.00	$ -	$ -	$ 991,016.00	$ 15,105.00	$ 962,887.00	$ 4,150.00	$ 10,453.00	$ 53,273.00
Charlotte	St Michael & All Angels	$ 88,294.00	$ -	$ -	$ 88,294.00	$ 1,000.00	$ 63,388.00	$ -	$ -	$ -
Charlotte	St Peters Episcopal Church	$ 1,126,714.00	$ -	$ -	$ 1,126,714.00	$ 1,026.00	$ 1,086,428.00	$ -	$ 87,500.00	$ -
Clayton	Grace Episcopal Mission	$ 111,281.00	$ -	$ 15,000.00	$ 126,281.00	$ -	$ 104,951.00	$ -	$ 500.00	$ -
Clemmons	St Clements Episcopal Church	$ 183,437.00	$ -	$ -	$ 183,437.00	$ 1,500.00	$ 185,179.00	$ -	$ -	$ -
Cleveland	Christ Episcopal Church	$ 76,781.00	$ -	$ 1,924.00	$ 78,705.00	$ 2,877.00	$ 75,912.00	$ -	$ 350.00	$ -
Concord	All Saints Episcopal Church	$ 601,206.00	$ -	$ -	$ 601,206.00	$ 9,635.00	$ 702,384.00	$ 1,500.00	$ 31,105.00	$ 27,060.00
Cooleemee	Church of the Good Shepherd	$ 18,684.00	$ 4,540.00	$ 2,505.00	$ 21,189.00	$ 3,397.00	$ 20,445.00	$ -	$ 853.00	$ -
Davidson	St Albans Episcopal Church	$ 765,745.00	$ -	$ 53,041.00	$ 818,786.00	$ 44,633.00	$ 783,947.00	$ 2,000.00	$ 10,741.00	$ 210,684.00
Durham	Iglesia El Buen Pastor	$ 31,697.00	$ -	$ 5,493.00	$ 37,190.00	$ -	$ 47,098.00	$ -	$ -	$ -
Durham	St Josephs Episcopal Church	$ 161,027.00	$ -	$ -	$ 161,027.00	$ -	$ 158,679.00	$ -	$ -	$ -
Durham	St Lukes Church	$ 385,166.00	$ -	$ -	$ 385,166.00	$ 13,100.00	$ 421,400.00	$ -	$ 9,785.00	$ 35,075.00
Durham	St Philips Episcopal Church	$ 1,271,325.00	$ -	$ -	$ 1,271,325.00	$ 111,340.00	$ 1,212,736.00	$ -	$ 22,846.00	$ 62,262.00
Durham	St Stephens Church	$ 599,839.00	$ -	$ -	$ 599,839.00	$ 57,157.00	$ 616,827.00	$ -	$ 15,994.00	$ 29,375.00
Durham	St Titus Episcopal Church	$ 333,249.00	$ -	$ 1,500.00	$ 334,749.00	$ 5,319.00	$ 235,817.00	$ 316.00	$ 645.00	$ 8,250.00
Eden	Church of the Epiphany	$ 178,491.00	$ -	$ -	$ 178,491.00	$ 3,707.00	$ 183,017.00	$ -	$ -	$ -
Eden	St Lukes Episcopal Church	$ 130,560.00	$ -	$ -	$ 130,560.00	$ 2,422.00	$ 111,559.00	$ -	$ 207.00	$ -
Elkin	Galloway Memorial Chapel	$ 70,796.00	$ -	$ 12,000.00	$ 82,796.00	$ 3,443.00	$ 80,080.00	$ -	$ 3,305.00	$ 762.00
Erwin	St Stephens Episcopal Church	$ 122,285.00	$ -	$ -	$ 122,285.00	$ -	$ 113,464.00	$ -	$ 2,292.00	$ -
Fuquay Varina	Trinity Episcopal Church	$ 130,147.00	$ -	$ -	$ 130,147.00	$ 11,554.00	$ 124,756.00	$ -	$ 2,806.00	$ -
Greensboro	All Saints Church	$ 145,167.00	$ -	$ -	$ 145,167.00	$ 2,867.00	$ 212,878.00	$ -	$ 100.00	$ 6,215.00
Greensboro	Church of the Holy Spirit	$ 55,396.00	$ -	$ 14,955.00	$ 70,351.00	$ 4,262.00	$ 57,702.00	$ 300.00	$ -	$ 9,792.00
Greensboro	Church of the Redeemer	$ 158,221.00	$ -	$ -	$ 158,221.00	$ 900.00	$ 83,817.00	$ -	$ 100.00	$ -
Greensboro	Holy Trinity Episcopal Church	$ 1,803,963.00	$ -	$ -	$ 1,803,963.00	$ 33,326.00	$ 1,742,773.00	$ -	$ 61,438.00	$ -
Greensboro	St Andrews Episcopal Church	$ 411,754.00	$ -	$ -	$ 411,754.00	$ -	$ 376,678.00	$ -	$ -	$ 26,922.00
Greensboro	St Barnabas Episcopal Church	$ 141,255.00	$ -	$ -	$ 141,255.00	$ -	$ 146,574.00	$ 1,191.00	$ 14,843.00	$ -

		Normal Operating Income	Bequests	Diocesan Assistance	Total Operating Revenue	Outreach from Operating Budget	Total Operating Expenses	Seminary Contributions	Transmitted to Other Organizations	Outreach & Mission
Greensboro	St Francis Episcopal Church	$ 784,515.00	$ -	$ 19,000.00	$ 803,515.00	$ -	$ 745,195.00	$ -	$ 14,101.00	$ 6,073.00
Halifax	St Mark Episcopal Church	$ 43,337.00	$ -	$ -	$ 43,337.00	$ -	$ 31,139.00	$ -	$ -	$ -
Hamlet	All Saints Episcopal Church	$ 64,002.00	$ -	$ -	$ 64,002.00	$ 1,100.00	$ 54,409.00	$ -	$ -	$ 3,000.00
Haw River	St Andrews Episcopal Church	$ 89,906.00	$ -	$ -	$ 89,906.00	$ 1,470.00	$ 89,370.00	$ -	$ 2,993.00	$ 5,760.00
Henderson	Church of the Holy Innocents	$ 225,483.00	$ 28,625.00	$ -	$ 225,483.00	$ -	$ 147,481.00	$ 2,400.00	$ 53,478.00	$ -
Henderson	St Johns Episcopal Church	$ 5,385.00	$ -	$ -	$ 5,385.00	$ -	$ 10,674.00	$ -	$ -	$ 250.00
High Point	St Christophers Episcopal Church	$ 127,853.00	$ -	$ -	$ 127,853.00	$ -	$ 87,613.00	$ -	$ -	$ -
High Point	St Marys Episcopal Church	$ 1,007,108.00	$ -	$ -	$ 1,007,108.00	$ 36,750.00	$ 1,031,612.00	$ -	$ 55,199.00	$ 19,273.00
Hillsborough	St Matthews Parish Church	$ 674,786.00	$ -	$ -	$ 674,786.00	$ 26,700.00	$ 546,015.00	$ -	$ 22,160.00	$ 23,520.00
Huntersville	St Marks Episcopal Church	$ 517,612.00	$ -	$ -	$ 517,612.00	$ 9,104.00	$ 490,170.00	$ -	$ 5,000.00	$ 8,201.00
Jackson	The Church of The Saviour	$ 54,942.00	$ -	$ -	$ 54,942.00	$ 1,400.00	$ 54,430.00	$ -	$ 2,696.00	$ -
Kernersville	St Matthews Episcopal Church	$ 33,073.00	$ -	$ -	$ 33,073.00	$ -	$ 50,103.00	$ -	$ -	$ -
Laurinburg	St Davids Episcopal Church	$ 70,745.00	$ -	$ -	$ 70,745.00	$ 3,893.00	$ 59,084.00	$ -	$ -	$ -
Lexington	Grace Episcopal Church	$ 355,676.00	$ 50,835.00	$ -	$ 355,676.00	$ 80,205.00	$ 438,336.00	$ -	$ -	$ -
Littleton	St Alban Episcopal Church	$ 51,282.00	$ 150.00	$ -	$ 51,282.00	$ -	$ 53,988.00	$ -	$ 952.00	$ -
Louisburg	St Matthias Episcopal Church	$ 5,788.00	$ -	$ -	$ 5,788.00	$ -	$ 1,200.00	$ -	$ -	$ -
Louisburg	St Pauls Episcopal Church	$ 92,455.00	$ -	$ -	$ 92,455.00	$ 540.00	$ 79,139.00	$ -	$ -	$ -
Mayodan	Church of the Messiah	$ 50,520.00	$ -	$ 3,808.00	$ 54,328.00	$ -	$ 46,359.00	$ -	$ -	$ -
Monroe	St Pauls Church	$ 240,837.00	$ -	$ -	$ 240,837.00	$ 3,400.00	$ 195,062.00	$ -	$ -	$ 1,768.00
Mooresville	St James Episcopal Church	*No Parochial Report Filed*								
Mooresville	St Patrick Episcopal Church	$ 495,247.00	$ -	$ -	$ 495,247.00	$ 20,575.00	$ 508,824.00	$ -	$ 47,474.00	$ 27,032.00
Mount Airy	Trinity Episcopal Church	$ 217,836.00	$ 32,319.00	$ -	$ 217,836.00	$ -	$ 235,168.00	$ -	$ -	$ 57,644.00
Oxford	St Cyprians Episcopal Church	$ 48,000.00	$ -	$ 37,000.00	$ 85,000.00	$ 5,000.00	$ 82,680.00	$ -	$ -	$ -
Oxford	St Stephens Episcopal Church	$ 214,247.00	$ -	$ -	$ 214,247.00	$ -	$ 218,551.00	$ -	$ 3,582.00	$ 2,126.00
Pittsboro	St Bartholomews Episcopal Church	$ 171,620.00	$ -	$ -	$ 171,620.00	$ -	$ 130,479.00	$ -	$ 7,305.00	$ 62,387.00
Raleigh	Christ Episcopal Church	$ 3,339,162.00	$ -	$ -	$ 3,339,162.00	$ 274,623.00	$ 3,339,162.00	$ -	$ 225,832.00	$ 217,403.00
Raleigh	Church of the Good Shepherd	$ 734,779.00	$ -	$ -	$ 734,779.00	$ 3,736.00	$ 750,232.00	$ -	$ -	$ 83,040.00
Raleigh	Church of the Nativity	$ 528,800.00	$ -	$ 8,750.00	$ 537,550.00	$ 13,533.00	$ 511,253.00	$ -	$ -	$ -
Raleigh	St Ambrose Episcopal Church	$ 442,161.00	$ -	$ -	$ 442,161.00	$ 191,231.00	$ 600,616.00	$ -	$ 11,350.00	$ -
Raleigh	St Michaels Episcopal Church	$ 1,871,598.00	$ -	$ -	$ 1,871,598.00	$ 23,923.00	$ 1,909,292.00	$ -	$ 119,577.00	$ 98,463.00
Raleigh	St Timothys Church	$ 401,037.00	$ -	$ -	$ 401,037.00	$ 7,000.00	$ 361,988.00	$ 10,000.00	$ 1,355.00	$ -
Reidsville	St Thomas Episcopal Church	$ 165,904.00	$ -	$ -	$ 165,904.00	$ 7,194.00	$ 165,149.00	$ 1,500.00	$ 3,000.00	$ -
Ridgeway	The Chapel of the Good Shepherd	$ 15,111.00	$ -	$ -	$ 15,111.00	$ -	$ 10,256.00	$ -	$ -	$ -
Roanoke Rapids	All Saints Episcopal Church	$ 230,680.00	$ -	$ -	$ 230,680.00	$ -	$ 231,996.00	$ -	$ -	$ 15,637.00
Rockingham	Church of the Messiah	$ 36,479.00	$ -	$ -	$ 36,479.00	$ 36,183.00	$ 37,616.00	$ -	$ -	$ -
Rocky Mount	Church of the Good Shepherd	$ 430,254.00	$ -	$ -	$ 430,254.00	$ -	$ 451,891.00	$ -	$ 6,500.00	$ 15,478.00
Rocky Mount	St Andrews Episcopal Church	$ 368,548.00	$ -	$ -	$ 368,548.00	$ -	$ 307,978.00	$ 1,000.00	$ 1,046.00	$ 28,448.00
Roxboro	St Marks Episcopal Church	$ 30,828.00	$ -	$ -	$ 30,828.00	$ 233.00	$ 55,406.00	$ -	$ 2,476.00	$ -
Salisbury	St Lukes Episcopal Church	$ 542,445.00	$ -	$ -	$ 542,445.00	$ 5,000.00	$ 504,691.00	$ -	$ 5,660.00	$ 260.00
Salisbury	St Matthew Episcopal Church	$ 31,002.00	$ -	$ -	$ 31,002.00	$ 970.00	$ 32,047.00	$ 200.00	$ -	$ -
Salisbury	St Pauls Church	$ 57,239.00	$ -	$ -	$ 57,239.00	$ 227.00	$ 63,138.00	$ -	$ -	$ -
Sanford	St Thomas Episcopal Church	$ 250,449.00	$ -	$ -	$ 250,449.00	$ 1,003.00	$ 276,774.00	$ -	$ -	$ 1,790.00
Scotland Neck	Trinity Episcopal Church	$ 87,556.00	$ -	$ -	$ 87,556.00	$ -	$ 63,158.00	$ 737.00	$ -	$ -

		Normal Operating Income	Bequests	Diocesan Assistance	Total Operating Revenue	Outreach from Operating Budget	Total Operating Expenses	Seminary Contributions	Transmitted to Other Organizations	Outreach & Mission
Seven Lakes	St Mary Magdalene Episcopal Church	$ 61,892.00	$ -	$ -	$ 61,892.00	$ 2,942.00	$ 59,080.00	$ -	$ 7,950.00	$ 1,867.00
Smithfield	San Jose Mission	$ 997.00	$ -	$ 7,519.00	$ 8,516.00	$ 1,000.00	$ 1,620.00	$ -	$ -	$ -
Smithfield	St Paul Episcopal Church	$ 331,745.00	$ -	$ -	$ 331,745.00	$ 5,500.00	$ 296,001.00	$ -	$ 188.00	$ 2,812.00
Southern Pines	Emmanuel Parish Episcopal Church	$ 1,041,019.00	$ 114,781.00	$ 18,500.00	$ 1,059,519.00	$ 47,972.00	$ 1,183,953.00	$ -	$ 7,028.00	$ 15,380.00
Speed	St Marys Episcopal Church	$ 11,723.00	$ -	$ -	$ 11,723.00	$ -	$ 15,116.00	$ -	$ -	$ -
Statesville	Trinity Episcopal Church	$ 298,251.00	$ -	$ -	$ 298,251.00	$ -	$ 276,192.00	$ -	$ -	$ -
Tarboro	Calvary Episcopal Church	$ 420,345.00	$ -	$ -	$ 420,345.00	$ 9,903.00	$ 405,799.00	$ 3,750.00	$ -	$ 17,908.00
Tarboro	St Luke Episcopal Church	$ 18,966.00	$ -	$ 12,000.00	$ 30,966.00	$ 7,994.00	$ 25,420.00	$ -	$ -	$ -
Tarboro	St Michael Episcopal Church	$ 45,098.00	$ -	$ -	$ 45,098.00	$ -	$ 40,769.00	$ -	$ -	$ -
Wadesboro	Calvary Episcopal Church	$ 77,651.00	$ -	$ -	$ 77,651.00	$ 6,337.00	$ 193,530.00	$ -	$ 25,166.00	$ -
Wake Forest	St Johns Episcopal Church	$ 441,517.00	$ -	$ -	$ 441,517.00	$ 10,500.00	$ 431,576.00	$ -	$ 30,938.00	$ 28,185.00
Walnut Cove	Christ Church	$ 26,847.00	$ -	$ -	$ 26,847.00	$ 1,300.00	$ 29,718.00	$ -	$ -	$ -
Warrenton	Emmanuel Episcopal Church	$ 55,627.00	$ -	$ -	$ 55,627.00	$ 25.00	$ 25,092.00	$ -	$ -	$ -
Waxhaw	St Margarets Episcopal Church	$ 1,028,946.00	$ -	$ -	$ 1,028,946.00	$ 14,502.00	$ 965,661.00	$ -	$ 7,625.00	$ 14,240.00
Weldon	Grace Episcopal Church	$ 42,000.00	$ -	$ -	$ 42,000.00	$ -	$ 42,506.00	$ -	$ -	$ -
Wilson	La Iglesia de la Guadalupana	$ 20,071.00	$ -	$ 122,034.00	$ 142,105.00	$ 1,290.00	$ 157,208.00	$ -	$ -	$ -
Wilson	St Marks Episcopal Church	$ 32,746.00	$ -	$ 46,568.00	$ 79,314.00	$ 3,999.00	$ 78,484.00	$ -	$ 660.00	$ 805.00
Wilson	St Timothys Church	$ 563,448.00	$ -	$ -	$ 563,448.00	$ 8,721.00	$ 444,181.00	$ 5,000.00	$ 33,325.00	$ 5,107.00
Winston Salem	Christ's Beloved Community	$ 62,966.00	$ -	$ 65,000.00	$ 127,966.00	$ 41,983.00	$ 162,095.00	$ -	$ -	$ 10,385.00
Winston Salem	St Annes Episcopal Church	$ 327,119.00	$ -	$ -	$ 327,119.00	$ 2,000.00	$ 314,679.00	$ -	$ -	$ 12,407.00
Winston Salem	St Pauls Episcopal Church	$ 2,563,848.00	$ -	$ -	$ 2,563,848.00	$ 534,740.00	$ 3,058,140.00	$ -	$ -	$ 2,530,310.00
Winston Salem	St Stephen Episcopal Church	$ 107,484.00	$ 2,628.00	$ -	$ 107,484.00	$ 1,000.00	$ 100,312.00	$ -	$ -	$ -
Winston Salem	St Timothys Episcopal Church	$ 773,694.00	$ -	$ -	$ 773,694.00	$ -	$ 805,727.00	$ -	$ 15,000.00	$ 196,061.00
	Totals	**$ 47,273,638.00**	**$ 236,118.00**	**$ 613,774.00**	**$ 47,887,412.00**	**$ 2,419,809.00**	**$ 47,825,726.00**	**$ 34,044.00**	**$ 1,310,563.00**	**$ 4,698,555.00**

Greensboro	St. Mary's House**	$ 18,736.00	$ -	$ 1,000.00	$ 19,736.00	$ 3,200.00	$ 22,160.00	$ 300.00	$ -	$ 4,236.00

CONSTITUTION, CANONS, AND RULES OF ORDER OF THE DIOCESE OF NORTH CAROLINA

As of Adjournment of the 208th Annual Convention, November 18, 2023

CONSTITUTION OF THE DIOCESE OF NORTH CAROLINA

Article I

The Church in the Diocese of North Carolina accedes to and adopts the Constitution of the Protestant Episcopal Church in the United States of America, as set forth in General Convention thereof, and acknowledges its authority accordingly.

Article II

Section 1. There shall be an annual Convention of the Church in this Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, then at such time and place as may be fixed by the Ecclesiastical Authority and the Standing Committee.

Section 2. The time and place of the annual Convention may be changed, or Special Conventions called, by the Ecclesiastical Authority of the Diocese, subject to such canonical provisions as may hereafter be made.

Section 3. Written notice of a Special Convention shall be given by the Secretary to every member of the clergy who is eligible for a seat and vote in the Convention and to the senior warden of every parish and every mission therein at least 60 days before the date thereof. This notice shall specify the purpose for which the Special Convention is called, and no other business shall be in order except by unanimous consent of the delegates.

Article III

Section 1. The Convention shall be composed of the two orders, clerical and lay.

Section 2. The Bishop of the Diocese, or in the Bishop's absence, the Bishop Coadjutor, or any bishop in charge, as representing the Ecclesiastical Authority, shall, in the order named above, if present, preside at all meetings of the Convention and shall appoint all committees unless it be otherwise ordered.

Section 3. The members of the Clergy Order of the Convention include (i) every active and resigned bishop of this Diocese whose principal residence is located therein, (ii) every member of the clergy of the Church who is canonically resident in the Diocese and whose principal residence is located therein, and (iii) every other member of the clergy of the Church, or member of the clergy of a church in full communion with The Episcopal Church, who is regularly serving a parish or mission in union with the Convention or another ministry within the Diocese recognized by the Ecclesiastical Authority. All members of the Clergy Order are entitled to seat and voice in the Convention. The restriction of residence as above required shall not apply to professors, tutors, or students in any recognized theological seminary of this Church, or college maintained and governed in part by the Diocese, or to any officers or members of the staff of the Executive Council,

or to chaplains in the Armed Forces of the United States, or to members of the clergy in charge of congregations of this Diocese.

Except as otherwise provided in Article IX, Section 7, every member of the Clergy Order who is canonically resident in this Diocese and is regularly serving the Diocese, a parish or mission in union with the Convention, or another ministry within the Diocese recognized by the Ecclesiastical Authority is entitled to vote. *[Amended by Act 2007-2; Amended by Act 2010-1; Amended by Act 2018-1; Amended by Act 2019-5.]*

Section 4. Except as otherwise provided in Article IX, Section 7, each parish and mission in union with the Convention shall be entitled to be represented at its sessions by lay delegates whose number shall be determined in proportion to the number of enrolled adults who are communicants in good standing of the parish or mission as specified by canon.

These delegates shall be elected by the vestry from among the enrolled confirmed adults who are communicants in good standing of the parish or mission.

The delegates shall be chosen in a manner provided by canon to assure that approximately one-third of the entire lay membership of the Convention is subject to election each year. The initial terms of delegates elected by virtue of this article shall be determined by the Secretary of the Convention in accordance with canon. Subject to changes in representation required by changes in the numbers of enrolled adults who are communicants in good standing of parishes and missions, and upon the expiration of each term thereafter, each vestry shall elect for a term of three years a successor for each lay delegate whose term has expired.

Each vestry shall be entitled to elect, for one-year terms, a number of alternate delegates, subject to the same qualifications, equal to the delegates elected, who shall be authorized, in the order of their election, to fill any vacancy that may occur in the delegation originally chosen. *[Amended by Act 2007-3; Amended by Act 2010-1]*

Section 5. When a mission desires to be admitted into union with the Convention, it shall follow the same procedure, so far as applicable, as that prescribed for the admission of a parish.

Section 6. No person, clerical or lay, under ecclesiastical censure publicly declared by a competent tribunal, shall be admissible to a seat in the Convention. No person shall be allowed to represent more than one parish or mission in the same Convention.

Section 7. If any parish or mission shall neglect or decline to appoint delegates, or if any of those appointed shall neglect or be prevented from attending, such parish or mission shall nevertheless be bound by the acts of the Convention.

Section 8. The Convention may admit into Union with the Convention a worshipping community associated with a campus ministry established by the Diocesan Council and recognized by the Ecclesiastical Authority. Each such community shall be entitled to elect one lay delegate to be chosen for a term of one year in a manner prescribed by Canon. The lay delegate shall be elected from among the members of the community who are enrolled, confirmed, adult communicants in good standing of a parish or mission of The Episcopal Church. A lay delegate so chosen is not eligible for election as a delegate from any parish or mission in Union with the Convention. *[Added by Act 2011-3]*

Section 9. The Convention may by canon make provision for the selection of not more than seven lay delegates to represent the youth of the Diocese. Such delegates shall be enrolled confirmed communicants in good standing of a parish or mission of this Diocese who are between the ages of sixteen and eighteen as of the convening of the Annual Convention for which chosen and who have not matriculated at an institution of higher learning. *[Added by Act 2016-1]*

Article IV

[Amended on Second Reading in 2000]

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

Section 2. The Convention shall have no power to pass any canon infringing the Episcopal Authority, or affecting the spiritual condition of the Diocese, against the express dissent of the Bishop stated at that or the ensuing annual Convention. This shall not prevent the Convention from offering independently of the Bishop resolutions of advice or inquiry.

Article V

[Amended on second reading in 2009]

To constitute a quorum for the transaction of business, the presence of a majority of all the clergy entitled to vote, and of a majority of all the lay delegates authorized to be chosen as provided by canon, shall be necessary. Any lesser number shall be competent to receive reports and to recess or adjourn.

Article VI

Section 1. Upon any question before the Convention, on the request of any clerical or lay delegate sustained by ten other delegates present and voting, the two orders shall vote separately. In all cases of a vote by orders each clerical member shall be entitled to one vote, and each lay delegate shall be entitled to one vote, and a concurrence of majorities of both orders shall be necessary to a decision. When no such division is called for, each member shall be entitled to one vote.

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

Article VII

[Amended on Second Reading by Act 2021-10]

Section 1. Upon nomination by the Ecclesiastical Authority, the Convention shall annually elect a Secretary, who shall hold office until the next annual Convention, or until a successor is elected and qualified.

Section 2. Should a vacancy occur in the office of Secretary, by death or otherwise, the unexpired term shall be filled by appointment by the Ecclesiastical Authority.

Section 3. The Secretary shall perform the duties prescribed by canon, and such other services as may be required by the Ecclesiastical Authority.

Section 4. Upon nomination by the Ecclesiastical Authority, the Convention shall annually elect a Treasurer of the Diocese, who shall have such powers and perform such duties as may be prescribed by canon or required by the Ecclesiastical Authority. The Treasurer shall hold office until the next annual Convention, or until a successor is elected and qualified. Should a vacancy occur in the office of Treasurer, by death or otherwise, the unexpired term shall be filled by appointment by the Ecclesiastical Authority.

Section 5. The Secretary and the Treasurer shall be eligible to hold other offices in the Diocese either by election or appointment.

Article VIII

[Amended on Second Reading in 2000, 2008, and 2021]

Section 1. The Standing Committee or Council of Advice to the Bishop, shall consist of five clergy of the Diocese and four members of the laity who are enrolled confirmed adult communicants in good standing. The term of office shall be for three years, with three members being elected at each annual Convention. Any member of the Committee whose immediately prior service has been for less than three continuous years shall be eligible for re-election to a full three year term; otherwise, no elected member shall be eligible to serve again until two years have elapsed following the expiration of their term of office. *[Amended by Act 2008-1 and Act 2021-1]*

Section 2. The Committee shall have power to fill any vacancy that may occur in its own body between the annual meetings of the Convention in accordance with the applicable canon. *[Amended by Act 2008-1]*

Section 3. When there is no Bishop, the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and as such may invite the temporary services of other bishops, and, for due cause, may change the time or place of the annual meetings of the Convention. It may also summon Special Conventions when there is no Bishop, and shall do so upon the call of one-third of the clergy of the Diocese, or of one-third of the parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have power to call Special Conventions for the purpose of considering and dealing properly with threatened or existing disciplinary proceedings against a Bishop, and shall do so upon a similar requisition by the clergy or laity.

Article IX

[Amended on Second Reading in 2006]

Section 1. Any 100 or more confirmed adult communicants in good standing of the Protestant Episcopal Church in the United States may organize themselves into a parish, and be received into union with the Convention, by taking such steps as may be provided for by canon. And the Ecclesiastical Authority of the Diocese may organize a mission in such manner as shall be provided by canon, in any part of the Diocese not included within the neighborhood of a parish in union with the Convention.

Section 2. It shall always be competent for the Ecclesiastical Authority of the Diocese, with the written consent of the rector of any parish, a copy of which shall be filed with the Secretary of the Convention, to organize a mission within the neighborhood of said parish.

The ministers of such a mission shall be independent of the rector and responsible only to the Ecclesiastical Authority. If the consent of the rector be denied, an appeal may be taken to the Bishop, whose decision, if with the advice and consent of the Standing Committee, shall be final.

Section 3. In all parochial and mission elections only those shall be entitled to vote who are enrolled confirmed adult communicants in good standing, and who thereby consent to be governed by the Constitution and Canons of this Church as are or may be adopted by the General Convention, and the Convention of the Diocese pursuant thereto.

Section 4. Any parish or mission ceasing to be represented in the Convention for two successive years, or any parish or mission resisting the authority of the Convention or the Ecclesiastical Authority, may be suspended from the right of representation, or its connection with the Convention be dissolved, by a vote of a majority of all the clergy present and entitled to vote, and a majority of lay delegates present and entitled to vote. For purposes of this section, the authority of both the Convention and the Ecclesiastical Authority is as defined by the Constitution and Canons of the Episcopal Church in the United States of America and by the Constitution and Canons of the Episcopal Diocese of North Carolina. No such suspension or dissolution shall take place without previous inquiry by the Standing Committee or a committee appointed by the Standing Committee for the purpose, and a report to the Convention upon the facts of the case; nor until 30 days' notice to the rector or vestry of the parish or the vicar or vestry of the mission, or in the case there be none then to a member of the parish or mission in default. *[Amended by Act 2007-4.]*

Section 5. Any parish which receives aid from the mission funds of the Diocese and does not, for two consecutive years, pay its proportion of the salary of the minister serving it, shall be deprived of the right to vote in the Convention until such arrears be paid or remitted by the Convention.

Section 6. Any parish or mission which shall fail to observe and comply with the conditions and requirements of Title I, Canon 8, of the General Convention relative to the Church Pension Fund, shall be deprived of the right to vote in the Convention until its obligation is fully discharged.

Section 7. Each parish and mission shall give in support of the Mission and Ministry Budget of the Diocese an amount equal to a tithe (10%) of its total operating income for the preceding year, or such greater percentage, not to exceed fourteen percent (14%), as may have been established by the Convention. The Diocesan Council may reduce the amount required of any parish or mission for good cause shown. The clergy and lay delegates of any parish or mission which fails to comply with this obligation shall be deprived of the right to vote in the Convention and the parish or mission shall be subject to such other sanctions as may be imposed by canon until the obligation has been fully discharged. *[Amended by Act 2010-1]*

Section 8. All real and personal property held by or for the benefit of any parish, mission, or congregation is held in trust for the Protestant Episcopal Church in the United States of America and the Diocese of North Carolina. The existence of this trust, however, in no way limits the power and authority of the parish, mission, or congregation otherwise existing

over such property so long as the particular parish, mission, or congregation remains part of, and subject to, the Protestant Episcopal Church in the United States of America and its Constitution and Canons.

Article X

Section 1. Any presbyter regularly called to the charge of a parish and entering thereupon, shall during the time of such charge, be held to be the rector of said parish.

Section 2. Rectors are recognized as having, by virtue of their office, the exclusive regulation, under their canonical superiors, of all the spiritual concerns of the parishes they serve; as being entitled at all times to have access to the church building, and to open the same for the services or instruction of this Church, as they may deem proper; to call meetings of the vestry or congregation; when present, to preside in the same, and, in case of a tie, to cast the deciding vote.

Article XI

The Convention shall pass canons for the trial of members of the clergy.

Article XII

[Amended on second reading in 2009]

When a Bishop is to be elected the Convention shall vote separately by orders; and a concurrence on the same ballot of a majority of all the clergy entitled to vote in the Convention, whether present or not, and of a majority of all lay delegates authorized to be chosen as provided by canon, whether present or not, shall be necessary to an election. *[Amended by Act 2023-2]*

Article XIII

No new canon, or change in an existing canon, shall be considered or adopted, without first having been submitted to and reported on to the Convention by its Commission on Constitution and Canons. Nor shall the same be adopted on the day on which proposed, except by a two-thirds vote of those entitled to vote at that Convention.

Article XIV

This constitution may be altered or amended only upon:

(a) The concurrence of a majority of both orders who are present and entitled to vote at the annual Convention at which the alteration or amendment is proposed, voting separately by orders; and

(b) The adoption of the proposed alteration or amendment at the next ensuing annual Convention by the concurrence of a majority of both orders who are present and entitled to vote, voting separately by orders. At this Convention the consideration of a proposed amendment may be postponed to the next annual Convention by a vote of two-thirds of both orders present and entitled to vote, not voting by orders unless required under the provision of Article VI.

Article XV

[Amended on Second Reading in 1991]

All constitutional and canonical enactments shall take effect from and after the adjournment of the Convention at which they shall have been ratified or adopted.

Certified by the Commission on Constitution and Canons
Certified December 2023

CANONS OF THE DIOCESE OF NORTH CAROLINA

Table of Contents

Title D-I. Convention.

D-I.1 Members of Convention (former Canon 1, Sections 1-3).
D-I.2 Campus Ministry Delegates (former Canon 1, Section 4).
D-I.3 Youth Delegates (former Canon 44).
D-I.4 Presiding Officer (former Canon 4).
D-I.5 Worship at Convention (former Canon 2).
D-I.6 Rules of Order (former Canon 3).
D-I.7 Conduct of Conventions by Remote Technology (former Canon 1.1).
D-I.8 Convention Committees (former Canon 13).
D-I.9 Seat and Voice at Convention (provisions of former Canons 5, 6, 7, and 13).

Title D-II. Officers.

D-II.1 Secretary (former Canon 5).
D-II.2 Treasurer (former Canon 6).
D-II.3 Chancellor (former Canon 7).
D-II.4 Historiographer (former Canon 8).
D-II.5 Continuation in Office (former Canon 4.1).

Title D-III. Permanent Bodies.

D-III.1 Standing Committee (former Canon 9).
D-III.2 Trustees (former Canon 10).
D-III.3 Diocesan Council (former Canon 15).
D-III.4 Deputies to the General Convention (former Canon 34).
D-III.5 Deputies to the Synod of the Fourth Province (former Canon 35).
D-III.6 Convocations (former Canon 19).
D-III.7 Commission on Constitution and Canons (former Canon 12).
D-III.8 Commission on Ministry (former Canon 32).
D-III.9 Historic Properties (former Canon 45).
D-III.10 Disciplinary Board (former Canon 31, Sections 2.01-2.05).
D-III.11 Murdoch Memorial Society (former Canon 37).
D-III.12 Trustees of the University of the South (former Canon 43).
D-III.13 Mission Endowment Board (former Canon 18.1, Section 3).
D-III.14 Fair Share Appeals Board (former Canon 18, Section 5).

Title D-IV. Finances.

D-IV.1 Salaries, Compensation, and Expenses (former Canon 14).
D-IV.2 Business Methods in Church Affairs (former Canon 17).
D-IV.3 Disposition of Tangible Personal Property (former Canon 11).
D-IV.4 Mission and Ministry of the Diocese (former Canon 18, Sections 1-4 and 6-9).
D-IV.5 Collections and Offerings (former Canon 28).
D-IV.6 Permanent Endowment for Mission (former Canon 18.1 Sections 1, 2, and 4).
D-IV.7 Permanent Episcopal and Missionary Funds (former Canon 38).

D-IV.8 Church Pension Fund (former Canon 36).

Title D-V. Congregations.

D-V.1 Missions (former Canon 20).
D-V.2 Organization of Parishes (former Canon 21).
D-V.3 Clusters (former Canon 46).
D-V.4 Meetings, Vestries, and Wardens of Parishes (former Canon 22).
D-V.5 Legal Powers of a Parish Vestry (former Canon 23).
D-V.6 Junior or Associate Vestry (former Canon 24).
D-V.7 Filling Vacant Cures (former Canon 26).
D-V.8 Definitions, Registers, and Reports (former Canon 30).
D-V.9 Consecration of Churches, Chapels or Other Buildings (former Canon 39).
D-V.10 Memorials (former Canon 27).
D-V.11 Pastoral Mediation (former Canon 41).
D-V.12 Dissolution of the Pastoral Relation (former Canon 42).
D-V.13 Status of Parishes and Missions (former Canon 25).

Title D-VI. Ecclesiastical Discpline.

D-VI.1 Title IV of the Canons of the General Convention (former Canon 31, Section 1).
D-VI.2 Disciplinary Board Operations (former Canon 31, Sections 2.06-2.13).
D-VI.3 Costs and Expenses in Disciplinary Matters (former Canon 31, Section 3).
D-VI.4 Records in Disciplinary Matters (former Canon 31, Section 4).

Title D-VII. Administration.

D-VII.1 Suffragan Bishop May Act as Ecclesiastical Authority (former Canon 40).
D-VII.2 Chartered Committees (former Canon 16).
D-VII.3 Definition of Certain Terms (former Canon 47).
D-VII.4 Conduct of Meetings and Voting by Remote Technology (former Canon 33).

Title D-I: Convention

Canon D-I.1
Members of Convention

Section 1. ***Clergy***. No less than 120 days before an annual Convention or 60 days before a Special Convention, the Secretary shall obtain from the Ecclesiastical Authority the roster of the clergy order of such Convention. In compliance with Article III, Section 3 of the Constitution, the roster shall specify which members of the Clergy Order have seat and voice and which have seat, voice, and vote. The Ecclesiastical Authority may certify to the Secretary additional clergy entitled by the Constitution to seat and voice or, as the case may be, seat, voice, and vote in the Convention until one hour prior to the opening session of the Convention.*[Amended by Act 2023-3]*

Section 2. ***Laity*****. (a)** In this Section 2, "church" shall mean a parish or mission in union with Convention.
(b) No less than 200 days before each annual Convention, the Secretary of the Convention shall calculate the number of delegates to which each church is entitled according to the average number of its enrolled adult communicants in good standing, as shown on the three most recent parochial reports filed with The Episcopal Church, as follows:

Enrolled Adult Communicants in Good Standing	Number of Lay Delegates
1 - 49	1
50 - 149	2
150 - 299	3
300 - 599	4
600 - 999	5
1000 and over	6

(c) Should the number of delegates to which a church is entitled change from the previous annual Convention, the Secretary shall promptly so notify the senior warden of the church. If the number of delegates for a church decreases and the reduction is not offset by expiration of terms of incumbent delegates, the vestry of that church shall determine which delegate(s) shall be removed from the delegation.
(d) The vestry of each church shall elect as delegates constitutionally qualified lay persons for a term that begins on the first day of the next annual Convention and ends on the day before the first day of the fourth next annual Convention, including all Special Conventions during such term. A delegate may be re-elected for consecutive terms. Vestries of churches entitled to more than one delegate shall, to the extent possible, stagger the terms of their delegates. If a vacancy arises among the delegates of a church, the vestry of the church shall elect a constitutionally qualified lay person to complete the term.
(e) The vestry of each church may elect as alternates as many constitutionally qualified lay persons as it is allocated delegates for a term that begins on the first day of the next annual Convention and ends on the day before the first day of the second next annual Convention, including all Special Conventions during such term. An alternate may be re-elected for consecutive terms. The vestry shall designate its alternates in sequence in the order of votes received. If a vacancy arises among the alternates of a church, the vestry of the church may elect a constitutionally qualified lay person to complete the term.

(f) No less than 110 days before each annual Convention, the clerk of each vestry shall submit to the Secretary the names and contact information for all delegates, whether newly elected or continuing in their terms, and for all alternates. If, subsequent to this submission, a vestry elects a successor delegate or alternate, the clerk shall promptly notify the Secretary of the name and contact information of the electee and the name of the delegate or alternate whom the electee has succeeded.
(g) If a delegate does not serve at a Convention or session thereof, such delegate may be replaced at such Convention or session thereof by the first available alternate of the church in the sequence of election. Alternates may not sit with their delegation and do not have seat, voice, or vote unless and until authorization for such alternate to serve is signed by the vestry clerk, senior warden, rector, vicar, or priest-in-charge of the church and accepted by the Committee on Credentials and Elections. The same process shall be followed for a delegate resuming service at a Convention after replacement by an alternate. A delegate or alternate replaced during a Convention shall relinquish his or her credentials to the Committee on Credentials and Elections and leave the floor.
(h) The Secretary shall not enroll, and the Committee on Credentials and Elections shall not issue credentials to, any delegate or alternate without evidence of election by a vestry as required by Section 2(f) of this Canon D-I.1 and, if applicable, evidence of authorization as required by Section 2(g) of this Canon D-I.1. The Secretary shall lay aside defective, doubtful, or disputed documents pertaining to delegates or alternates for referral to the Committee on Credentials and Elections, which shall report its recommendations regarding such documents to the Convention for its action after the Convention shall have organized.
[Amended by Act 2023-3]

Canon D-I.2
Campus Ministry Delegates
[Added by Act 2012-1]

Each campus ministry worshipping community that has been admitted into Union with Convention may elect one lay delegate to the Convention in a manner prescribed by its bylaws. Such bylaws shall provide that members of the community who are enrolled, confirmed, adult members in good standing of a congregation of The Episcopal Church are eligible for election, and that only those members who are eligible for election are eligible to vote. The bylaws shall be submitted to the Ecclesiastical Authority for approval. The Secretary of the Convention may promulgate rules governing the timing of delegate elections and the manner of certifying the results.

Canon D-I.3
Youth Delegates
[Adopted in 1997; Amended by Act 2015-2]

Section 1. For purposes of this Canon, the term “the youth of the Diocese” shall mean the enrolled confirmed communicants in good standing of the parishes and missions of the Diocese between the ages of sixteen and eighteen who have not matriculated at an institution of higher learning.

Section 2. The youth of the Diocese shall be entitled to be represented at the sessions of the Convention by one lay delegate from each Convocation of the Diocese elected for a one-year term by the clergy and lay delegates of each such Convocation. Each Convocation shall elect, for a one-year term, one alternate delegate, subject to the same qualifications to fill any vacancy that may occur.

Section 3. Nothing in this Canon shall be deemed to restrict or otherwise limit the election of an enrolled confirmed adult communicant in good standing of a parish or mission who is also a member of the youth of the Diocese as a delegate from such parish or mission.

Canon D-I.4
Presiding Officer of the Convention

In the absence of the Bishop of the Diocese and of any other bishop qualified by the provisions of the Constitution to preside, the President of the Standing Committee, as representing the Ecclesiastical Authority, shall act as presiding officer of the Convention, unless the Convention itself shall otherwise provide.

Canon D-I.5
Worship at the Convention

The Holy Eucharist shall be celebrated at each annual or special Convention. Other devotional services may be held at the discretion of the Ecclesiastical Authority.

Canon D-I.6
Rules of Order

The Convention shall adopt rules of order, which shall continue in force until altered.

Canon D-I.7
Conduct of Annual or Special Conventions by Remote Technology
[Added by Act 2021-5]

The Convention may adopt Rules of Order providing for the conduct of business by teleconference, videoconference, or any other technology that allows all persons participating to hear each other at the same time and to participate in discussion and voting. Members participating in a meeting by means of remote technology are deemed present in person at the meeting.

Canon D-I.8
Convention Committees
[Amended in 1997; Amended in 2005]

Section 1. ***Appointment of Committees.*** Not later than 40 days prior to the annual Convention, the Bishop (or presiding officer of the Convention) shall annually appoint, at least three clerical and five lay persons, being members of the Convention who have served as delegates in at least one prior annual Convention of this Diocese, to each of the Convention Committees listed below, shall name the chair of each such committee, shall notify each committee member of the appointment, and shall inform the committee's chair of the names, addresses, and telephone numbers of the members. Should a larger membership be desired for any Convention Committee, the Bishop (or presiding officer of the Convention) may appoint additional members with the requisite Convention experience but shall retain approximately the same proportion of lay and clerical members. The committees so constituted shall be:

(a) The Committee on Constitution and Canons
(b) The Committee on Administration of the Diocese
(c) The Committee on Faith and Morals
(d) The Committee on National and International Affairs
(e) The Committee on the Program of the Church
(f) The Committee on Social Concerns

In addition, there shall be a Committee on Dispatch of Business which shall be constituted and have the duties and responsibilities set out in Section 2 of this Canon and a Committee on Credentials and Elections which shall be constituted and have the duties and responsibilities set out in Section 6 of this Canon.
[Amended by Act 2006-6 and by Act 2023-4]

Section 2. The Bishop (or other person entitled to preside in Convention) shall appoint a Committee on Dispatch of Business and designate a chair who shall have been a member of a preceding annual Convention in either the lay or clerical order. The Diocesan bishop and any other bishops then active in the Diocese, the Secretary of the Convention, the Chancellor of the Diocese, and the chairs of the legislative committees of the Convention shall be members *ex officio*. The Committee on Dispatch of Business shall serve the Convention of the Diocese in the following ways:

(a) Before a Convention: the chair of the Committee shall

(1) Prepare the agenda for the forthcoming Convention;

(2) Recommend to the Commission on Constitution and Canons four weeks in advance of the Convention any suggested changes in the Rules of Order.

(b) During a Convention: the Committee shall provide requested assistance to the presiding officer of the Convention, and a member of the Committee shall always be entitled to the floor on the business of the Committee. The presiding officer of the Convention shall refer to this Committee without debate all resolutions or motions suggesting orders of the day. The Committee shall also:

(1) Suggest special orders for the dispatch and furtherance of Convention business;

(2) Recommend the disposition of all resolutions referred to it; and

(3) Recommend the disposition of any unfinished Convention business.

[Amended by Act 2007-8, Act 2021-11, and Act 2023-4.]

Section 3. All of these committees are to serve until the adjournment of the Convention for which they are appointed. The Bishop shall also fill vacancies as they occur.

Section 4. Each Convention Committee shall consider the measures referred to it, shall offer the sponsors and other interested Convention delegates reasonable opportunity within the time allotted by the Convention's agenda to explain their views thereon, and shall report each measure to the Convention as prescribed by the Rules of Order. However, at any time prior to the convening of the Convention a Convention Committee to which a measure has been referred may request the Bishop to refer it to a different Convention Committee.

Section 5. The Committee on Constitution and Canons shall receive and consider all legislative proposals contained in the Report of the Commission on Constitution and Canons and any other proposals for amendments to the Constitution or Canons of the Diocese.

Section 6. The Bishop (or other person entitled to preside in Convention) shall appoint a Committee on Credentials and Elections and designate a chair who shall have been a member of a preceding annual Convention in either the lay or clerical order. The Committee on Credentials and Elections shall review, investigate, and make recommendations to the Convention on all matters referred to it regarding the claims of delegates to seats and votes in the Convention. It shall supervise and conduct all Convention elections, certifying the election results to the presiding officer of the Convention and the Secretary. The committee may, with the consent of the Bishop, appoint laypersons who are communicants in good standing in the Diocese to assist as tellers. *[Amended by Act 2023-4]*

Section 7. ***Resolutions Referred to Committees.*** Except by a two-thirds vote of those entitled to vote in the Convention, and subject to the provisions of the Rules of Order, no proposed legislation or resolution (other than resolutions of courtesy or appreciation) shall be considered or adopted until the presiding officer of the Convention has referred it to one of the Convention Committees required by Section 1 of this canon and the committee has reported its recommendation on the measure to the Convention.

Canon D-I.9
Seat and Voice at Convention

The Secretary, the Treasurer, the Chancellor, the Chair of the Committee on Dispatch of Business, and the President of the Standing Committee shall have seat and voice *ex officio* at Convention if not otherwise entitled thereto. *[Amended by Act 2022-3.]*

Title D-II: Officers

Canon D-II.1
Secretary of the Convention

[Amended in 1997; Amended by Act 2018-7]

Section 1. The Secretary shall:

(a) Perform the various duties required of the Secretary by the Constitution and Canons of The Episcopal Church, the Constitution and Canons of the Diocese, and the Rules of Order of Convention. **(b)** Call the Convention to order for the purpose of organization in the absence of the Bishop, Bishop Coadjutor or Suffragan Bishop (if there be such), and the President of the Standing Committee.

(c) Keep a record of all Convention proceedings, prepare and issue its journals, and publish the journals in an easily accessible format.

(d) Preserve and have ready for reference all Convention papers not specially given into other hands.

Section 2. (a) No less than 150 days before an annual Convention, the Secretary shall publish the number of delegates to which each parish and mission in union with Convention is entitled and shall send notice of such Convention to each member of the clergy of the Diocese and to the senior warden of each such parish and mission. The notice to senior wardens shall specify how clerks of vestries shall make the submission required by Canon D-I.1, Section 2(e).

(b) No less than 90 days before an annual Convention, the Secretary shall publish the roster of members of Convention as determined by Canon D-I.1, Sections 1 and 2(e) and send to each member the instructions for submitting nominations, resolutions, and statements of interest to serve on legislative Committees of the Convention.

(c) No less than 30 days before a Special Convention, the Secretary shall publish the roster of members of such Convention.

Section 3. The Secretary, who shall be a member of the clergy canonically resident in this Diocese, or an enrolled confirmed adult communicant in good standing resident in this Diocese, shall serve as Secretary of the Diocesan Council.

Section 4. The Secretary shall be accountable to the Diocesan Council for the due performance of the duties of the office, including publication of the *Journal of the Convention*.

Section 5. The Secretary shall receive all applications for admission or re-admission of parishes and missions into union with the Convention of the Diocese at least 30 days before the opening session of the Annual Convention. Such applications shall be referred to the Bishop for endorsement, verified by the Secretary, and reported to the Convention for appropriate action. Upon the report of the Secretary that the appropriate constitutional and canonical requirements have been met, the parish or mission applying may be received in its appropriate status by vote of the Convention, and its delegates admitted to seats and votes therein.

Section 6. The Secretary shall solicit and receive reports from each of the institutions related to the Diocese.

Section 7. The Secretary shall receive, review, and evaluate the annual statistical reports on the strength and condition of the Diocese and the parishes and missions therein.

Canon D-II.2
Treasurer of the Diocese
[Amended in 1997]

The Treasurer shall be a person knowledgeable in finance and investing and shall:

(a) Have custody of and be responsible for all money, stocks, bonds and other intangible personal property belonging to the Diocese, both current and permanent; cause current funds to be deposited in a bank designated by the Diocesan Council; and cause trust and permanent funds to be invested as directed by the Trustees of the Diocese;

(b) Hold, use, and dispose of current funds and the income of trust and permanent funds as directed by representatives of the Diocese empowered by canonical authority to do so;

(c) At least quarterly, or such other interval as may be specified by the trust instrument, disburse the accumulated income of trusts held for the benefit of beneficiaries other than the Diocese to those beneficiaries entitled thereto;

(d) Keep a complete record and account of all transactions of the office, reporting them in summary form to the annual Convention;

(e) Give to the annual Convention a summary report of all assets of the Diocese then held by the Treasurer; and

(f) Give bond for the faithful performance of the Treasurer's duties in such amount as the Diocesan Council may prescribe. (This bond shall be deposited with the Trustees of the Diocese.)

Canon D-II.3
Chancellor of the Diocese

The Bishop shall nominate and the Convention confirm a person learned in the law to be Chancellor of the Diocese, whose duty it shall be to advise regarding any questions of law which may arise in the administration of Diocesan affairs. The Chancellor shall be an enrolled confirmed adult communicant in good standing and resident of the Diocese. The term of office shall be three years and until a successor has been chosen and confirmed. The Bishop may, with the advice and consent of the Chancellor, nominate and the Convention confirm one or more Vice-Chancellors to assist the Chancellor in the performance of the duties of that office.

Canon D-II.4
Historiographer and Archives
[Amended in 1997]

Section 1. The Historiographer shall be nominated by the Bishop and confirmed by the Convention for a three-year term of office. The Historiographer shall collect, classify, and preserve materials relating to the history of the Diocese. It shall also be the duty of the Historiographer, at the request of the Bishop or Diocesan Convention, to prepare and publish materials concerning the history of the Diocese, and, from time to time, to prepare such materials for publication on the Historiographer's own initiative. The Historiographer shall also encourage parishes, missions, and institutions affiliated with the Diocese to preserve historical materials and encourage the writing and publication of materials concerning the history of the Diocese, its parishes, missions, and affiliated institutions.

Section 2. Diocesan Archives shall be a repository for books, papers, and documents which belong to the Diocese and which are important as historical records of the Diocese. Except for such records as are currently in use by Diocesan officers and agencies, these archival materials shall include, but not be restricted to: journals of the Diocesan Convention; journals of the General Convention of The Episcopal Church; minute books, official records, and reports of all Diocesan officers, agencies, boards, and committees operating under the authority of the Diocesan Convention or Diocesan Council (including the minutes of the Diocesan Council); histories and documents of historical interest pertaining to the parishes, missions, and institutions affiliated with the Diocese, including the registers of congregations which have ceased or which may hereafter cease to be active; together with any other documents and records necessary or desirable in preserving an accurate history of the Diocese.

The Historiographer shall be responsible for the oversight of the Diocesan Archives and, subject to any personnel policies adopted by the Diocesan Council, for providing oversight and direction to any person who may be employed or volunteer from time to time to work in the Archives. *[Amended by Act 2011-4.]*

Canon D-II.5
Continuation in Office
[Added by Act 2021-3]

In the absence of any contrary provision, all officers of the Diocese whose positions are filled by action of the Convention, whether by election or confirmation of appointments made by the Ecclesiastical Authority, shall hold their positions until their successors are chosen and qualified, so long as they continue to be eligible to hold the position in question.

Title D-III: Permanent Bodies

Canon D-III.1
The Standing Committee
[Amended in 2002; Amended by Act 2013-1]

Section 1. Members of the Standing Committee take office on January 1 following election or upon adjournment of the electing Convention, whichever is the later date. The Standing Committee shall annually elect a President and a Secretary from its own membership. The Committee shall fill vacancies in its membership for the remainder of the unexpired terms. It is the duty of each member to attend all regular and special meetings. The President may require a member who has failed to attend two successive meetings to show good cause why he or she should not be removed from office. If the Committee finds that the member has failed to show good cause for non-attendance, the Committee may declare the seat vacant and may proceed to fill the vacancy until the next annual meeting of the Convention. *[Amended by Act 2006-10 and Act 2007-7.]*

Section 2. The President shall call a meeting of the Committee:

(a) Whenever the President may deem it advisable.

(b) Whenever required to do so by the Bishop, or by any three members of the Committee.

(c) Within 30 days after knowledge of a vacancy in the Episcopate.

Section 3. When a bishop is to be elected, nominees shall be proposed to the electing Convention through a process established by the Standing Committee. The process shall ensure that all persons to be nominated shall have been identified and announced to the Diocese not less than 60 days before the first day of the electing Convention.

Section 4. The Standing Committee shall report to the annual Convention the transactions of the preceding year. A record of all its official acts shall be kept by its Secretary and be available for inspection by the Bishop and the Convention.

Canon D-III.2
Trustees of the Diocese
[Amended in 1997, 2000, and 2008]

Section 1. ***Membership.*** The Trustees of the Diocese shall consist of the Bishop or other Ecclesiastical Authority, and six persons who are enrolled confirmed adult communicants in good standing in the Diocese or clergy of the Diocese elected by the Convention upon nomination of the Ecclesiastical Authority. The Treasurer of the Diocese and the Chancellor of the Diocese shall sit with and advise the Trustees but shall have no vote.

The elected Trustees of the Diocese shall, at the first annual Diocesan Convention at which the number of elected Trustees has been increased from two to six, be elected for such terms, not to exceed three years, as may be specified by the Secretary of the Convention to the end that two members shall be seated for three-year terms, two for two-year terms and two for one-year terms. Thereafter, all elections shall be for three-year terms. No person who has been seated for two full three-year terms shall be eligible for re-

election as a Trustee until one year shall have elapsed following the expiration of the term of office. Any vacancy occurring in the office of elected Trustee shall, on nomination of the Ecclesiastical Authority, be filled by the Diocesan Council for the remainder of the unexpired term. *[Amended by Act 2008-4]*

Section 2. ***Real and Tangible Personal Property.***

(a) The Trustees shall in all cases not otherwise provided for, hold title to all real property and tangible personal property of the Diocese, except property the title to which is vested in a parish or corporation. The Trustees shall convey, mortgage and encumber or otherwise alienate any real property or interest therein and tangible personal property held by them:

(1) If held for the benefit of any parish or corporation, upon an appropriate written resolution of the vestry of such parish or the directors or other governing body of such corporation, and with the written consent of the Ecclesiastical Authority, acting with the advice of the Standing Committee of the Diocese;

(2) If held for the benefit of a mission, upon an appropriate written resolution of the mission vestry, concurred in by the Trustees, and with the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese;

(3) And if otherwise held, upon an appropriate written resolution of either the Diocesan Council or the Convention, concurred in by the Trustees, and with the written consent of the Ecclesiastical Authority acting with the advice and consent of the Standing Committee of the Diocese.

(b) Any real or tangible personal property the title to which is not held by the Trustees but is otherwise held by or for a corporation or institution affiliated with the Diocese, shall be conveyed, mortgaged, encumbered, or otherwise alienated by the title-holder only with the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese.

(c) The consent of the Ecclesiastical Authority required by this section shall be evidenced by the signature of the Bishop who is at the time the Ecclesiastical Authority, and if there is no Bishop who is then the Ecclesiastical Authority, by the signature of the President of the Standing Committee of the Diocese.

(d) The Trustees shall obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese, before acting on behalf of a mission or institution under the control of the Diocese to engage in any borrowings or other similar financing transactions, the aggregate amount of which exceeds 50% of the normal operating income of the mission or institution for the previous calendar year or the repayment of which may extend beyond a term of 12 months.

(e) Any instrument executed by the Ecclesiastical Authority and at least three of the Trustees shall have the same force and effect as if executed individually by the Ecclesiastical Authority and all of the Trustees; provided that any such instrument shall recite that the Ecclesiastical Authority and the signing Trustees are acting on behalf of all the Trustees of the Diocese.

Section 3. ***Other Property.*** The Trustees shall hold title to and possession of all other property not specified in Section 2 of this Canon, including properties delivered to the Trustees in trust for The Episcopal Church in the Diocese of North Carolina, its parishes, missions, bishops, and other clergy, organizations and agencies. The Trustees shall deliver

the possession of properties not specified in Section 2 above to, and place them in the name of one or more banks or trust companies for purposes of safe-keeping and investment. Any such bank or trust company shall guarantee to the Trustees the safe custody of any property delivered to or held by it.

Section 4. ***Investments.*** The Trustees may establish a subcommittee to be known as the Investment Committee, which shall consist of not fewer than five nor more than seven enrolled confirmed adult communicants in good standing of this Diocese elected by the Trustees upon nomination of the Bishop initially for a term of three years. Any vacancy on the Investment Committee shall be filled by the Trustees for the unexpired term. A majority of the Investment Committee shall control its actions. Properties not specified in Section 2, above, belonging to the Diocese or held in trust for its benefit, or for the benefit of any of its parishes, missions, bishops, or other clergy, organizations, or agencies, shall be invested, reinvested, sold, delivered, assigned, and transferred and otherwise managed and controlled by the Trustees through the Investment Committee.

The Trustees are authorized to appoint and employ (and pay reasonable compensation to) such attorneys, investment counsel, investment managers, and other agents as the Investment Committee may deem necessary or advisable in the course of its investment functions; and the Trustees may delegate to an investment manager on the advice of its Investment Committee, as much of the Investment Committee's duties and responsibilities hereunder as the Trustees deem necessary or desirable. The Trustees shall have no authority for the expenditure of current funds of the Diocese without authorization from the Convention or the Diocesan Council. *[Amended by Act 2006-12.]*

Section 5. ***Administration of Trust Funds.*** The Trustees shall be responsible for seeing that the fiduciary responsibilities of the Diocese are faithfully discharged with respect to the expendable principal and income of all trust funds held by the Diocese for its own benefit or for the benefit of others. The Trustees shall maintain complete records that specify in detail the purpose or purposes for which the assets of each trust may be expended as evidenced by the will or other instrument whereby the trust was established. Distributions from trusts whose principal or income is expendable at the direction of the Diocesan Council shall be disbursed by the Trustees at such times and in such manner as the Council may direct. The Trustees shall certify to the Diocesan Council any restrictions as to the use of such funds imposed by the will or other instrument whereby they were obtained, and the Council shall observe any such restrictions.

Section 6. ***Records of Trustees.*** The Trustees of the Diocese shall keep a record of their actions and shall make a full report thereof annually to the Diocesan Convention, which report shall be published in the Journal of the Convention.

Section 7. ***Exceptions to Consent Requirement.*** Notwithstanding any other provision of this canon, no consent of the Ecclesiastical Authority or the Standing Committee shall be required for any of the following transactions involving real property that is not consecrated for the use as a church or chapel: (1) leases that can be canceled without penalty upon notice of 30 days or less to the lessee, (2) temporary easements of less than 12 months duration, and (3) cemetery lots or other interment rights.

Section 8. ***Property Committee.***

(a) The Trustees may establish a subcommittee to be known as the Property Committee, which shall consist of not fewer than five nor more than seven enrolled confirmed adult communicants in good standing of this Diocese elected by the Trustees upon nomination of the Bishop initially for a term of three years. Any vacancy on the Property Committee shall be filled by the Trustees for the unexpired term. A majority of the Property Committee shall control its actions.

(b) The Property Committee shall provide guidance to the Ecclesiastical Authority, the Trustees, the Standing Committee, and Diocesan Council on matters concerning real property. Upon request of the Trustees, the Property Committee shall assist the Trustees in purchasing, selling, or leasing real property.

(c) Upon an appropriate written resolution from Diocesan Council, the Ecclesiastical Authority may designate for Active Management any real property of the Diocese not held for the benefit of a parish, corporation, or mission that continues to exist and not needed for the operation of the Diocese. Subject to policies established by the Diocesan Council, the Property Committee shall maintain, market, and lease to tenants the properties under Active Management. Contracts with tenants shall be executed pursuant to Section 2(a)(3) of this Canon D-III.2. Proceeds from Active Management shall be placed into a Property Management Fund established by the Trustees. Expenses of Active Management shall be paid from the Property Management Fund or such other moneys as determined by Diocesan Council. Diocesan Council may direct the use of excess accruals in the Property Management Fund.

(d) The Property Committee may engage, employ, and pay reasonable compensation to such attorneys, appraisers, real estate brokers, property managers, insurers, general contractors, and other providers of services as necessary to execute its responsibilities." *[Amended by Act 2022-1]*

Canon D-III.3
Diocesan Council
[Amended in 1997]

Section 1. ***Composition of the Council.*** There shall be a Council of the Church in the Diocese known as the Diocesan Council, which shall be composed of the persons entitled to preside in the Convention and 15 persons to be elected by the Convention. These 15 persons shall consist of six members of the clergy eligible to vote in the Convention and nine members of the laity (who are enrolled confirmed adult communicants in good standing of the Church in the Diocese) who are elected to the Council for terms of three years, staggered so that one-third of the 15 are elected each year. A member of the Council who has served for five or more consecutive years is not eligible for re-election until one year has elapsed following expiration of the current term. The Council shall fill vacancies in its membership for the remainder of the unexpired terms. Members take office on January 1 following election or upon adjournment of the electing Convention, whichever is the later date. It is the duty of each member to attend all regular and special meetings. The Bishop may require a member who has failed to attend two successive meetings to show good cause why he or she should not be removed from office. If the Council finds that the member has failed to show good cause for non-attendance, the Bishop may declare the seat vacant and the Council may proceed to fill the vacancy.

[Amended by Act 2006-10, Act 2007-13, Act 2013-, and Act 2015-1.]

Section 2. ***The Role and Function of the Council***. Between sessions of the annual Convention, the Diocesan Council shall, within the limitations established herein, perform all duties specifically committed to it by the Convention and function as and for the Convention in conducting the affairs of the Diocese. In doing so, however, the Council shall not contravene the provisions of the Constitution and Canons of this Diocese and of the General Convention, nor shall it contravene the powers of the Ecclesiastical Authority. Consistent with its stated role and function, the Council shall:

(a) Assist the Bishop and Bishop Coadjutor, if there be one, in planning and developing the work of the Church in the Diocese.

(b) Assist the Bishop and Bishop Coadjutor, if there be one, in administering the work of the Church in the Diocese through whatever departments, divisions, commissions, or other agencies may be established from time to time for that purpose.

(c) Supervise, coordinate, and review the work of all departments, agencies, and Diocesan officers charged with holding title to property; be responsible for maintaining such property; and be responsible for designating qualifying church buildings as "Historic Churches."

(d) Direct, coordinate, and administer the financial affairs of the Diocese not vested by canon in other officers or agencies.

(e) Directly or through agents under its direction and control, fix all compensation except that fixed by the Convention.

(f) Supervise and coordinate all departments, agencies, and Diocesan officers charged with record-keeping, maintenance of archives, and preserving and writing the history of the Diocese, its departments, agencies, and congregations.

(g) As deemed desirable, adopt bylaws, rules, and regulations for its government and for the government of its officials, agents, employees, departments, and agencies.

(h) Make and preserve a full record of its acts and of the work of each of its departments and furnish to each annual Convention a full report of all its actions and all moneys expended under its direction during the preceding year, including a report from each department of the Council with respect to the work done by such department, and a separate report on the State of the Church in the Episcopal Diocese of North Carolina. *[Amended by Act 2022-1]*

Section 3. ***Officers and Staff.*** The Bishop of the Diocese shall serve as presiding officer of the Council; in the absence of the Bishop, the Bishop Coadjutor or any bishop in charge, as representing the Ecclesiastical Authority, shall, in the order named, serve as presiding officer. The Secretary of the Convention shall, by virtue of that office, serve as Secretary of the Council. Upon nomination of the Bishop, the Council shall annually employ an Administrator and such principal administrative staff members as it shall deem necessary. Similarly, upon recommendation of the Bishop, the Council shall have authority to terminate any such employment. Vacancies in such positions shall be filled in the same manner as initial employment. The duties and compensation of persons named to these positions shall be fixed by the Council. In addition to the positions named, the Council shall also have authority to provide for the employment, compensation, and termination of other persons named to staff Diocesan offices, departments, and agencies not otherwise provided for by canon.

Section 4. ***Departments***. The Diocesan Council may organize from its membership, supplemented as herein provided, such departments as in its judgment may be necessary; and it shall provide the manner and means by which its departments shall be staffed and financed. From the Council membership the Bishop Diocesan shall appoint the members of each department and designate its chair. The chair of each chartered committee within a department shall be a member of the department. Subject to confirmation by the Council, the Bishop may appoint additional members to departments of the Council. Each department shall meet at least three times each year and report its activities to meetings of the Council. It shall receive and review budget requests from its chartered committees and submit its departmental budget to the Diocesan Council. The Bishop Diocesan, the Bishop Suffragan, and the Bishop Coadjutor, if there be one, shall be members of each department. *[Amended by Act 2006-11, Act 2013-2, Act 2018-9, Act 2022-1, and Act 2023-5]*

Section 5. ***Investment Income.*** The Ecclesiastical Authority shall recommend to the Diocesan Council each year a plan for the expenditure of all trust fund income and expendable principal except that designated for the Bishop's discretionary use. The Council shall have power and authority to prescribe and designate the purposes, and to make allocations and apportionments among such purposes, for which any investment income not otherwise designated for specific purposes shall be expended. To the extent feasible, the Council shall use Diocesan trust funds to supplement and not to supplant support from the Diocesan budget.

Canon D-III.4
Deputies to the General Convention
[Amended by Act 2018-5]

Section 1. No later than 12 months before the opening date of each triennial meeting of the General Convention, the Annual Convention shall elect as clerical deputies four ordained persons, presbyters or deacons, canonically resident in this Diocese, and four lay deputies, who are enrolled confirmed adult communicants in good standing of this Church and resident in this Diocese.

Section 2. After all deputies have been elected, up to four clergy alternates and four lay alternates shall be chosen from the remaining candidates in the order of the number of votes received on the most recent ballot in the appropriate Order.

Section 3. Deputies elected to represent this Diocese in the General Convention who find themselves unable to attend shall notify the Bishop immediately. The Bishop shall inform the Secretary of the Convention, who shall certify to the Secretary of the General Convention the name and contact information of the alternate deputy chosen to serve in the resigned deputy's place.

Canon D-III.5
Deputies to the Synod of the Fourth Province
[Amended in 1997]

Section 1. The deputies and alternate deputies to the Synod of the Fourth Province from the Diocese of North Carolina shall be enrolled confirmed adult communicants of this Church in good standing and clergy canonically resident in this Diocese, and (1) shall be deputies and alternate deputies to the General Convention in the years when that body meets and (2) in other years shall be elected by the Diocesan Council, upon nomination of the Bishop, and shall be members of such departments, committees and organizations of this Diocese as may be prescribed from time to time by the Ordinances of the Fourth Province.

Canon D-III.6
Convocations
[Amended & renumbered in 1997; Amended in 1999; Amended by Act 2011-6; Amended by Act 2013-1; Amended by Act 2014-1]

Section 1. The Convention of the Diocese of North Carolina shall establish, on recommendation of the Bishop and Diocesan Council, at least two convocations of the Diocese of North Carolina, and the Convention shall determine the number and the boundaries of the convocations in response to recommendations from the Bishop and Diocesan Council.

In determining the number of convocations and in defining their boundaries, the Bishop, Council, and Convention shall consider at least

(a) the furtherance, welfare, and efficiency of Diocesan programs and administration;

(b) the communicant strength produced in each convocation under each proposal for drawing boundaries;

(c) the geography of each convocation as proposed, including the convenience of travel among the congregations in the territory; and

(d) the regional or community ties and economic, social, and other similarities existing within each proposed convocational area.

Section 2. Each convocation shall elect a dean from among the resident clergy and a warden from among resident lay enrolled confirmed adult communicants in good standing. The duty of the warden is to serve with and assist the dean. The offices of dean and warden (1) shall be for 3 years, (2) shall be staggered with the warden being elected in the year following the dean and (3) shall not be held by the same person for more than two successive terms.

In the event of a vacancy in the office of dean or warden, the bishop may appoint a replacement until the convocation holds an election to fill the position.

Section 3. Each convocation shall meet at stated times for at least the following purposes:

(a) To advance the missionary work of the Diocese;

(b) To support the ministry of the bishop(s) of the Diocese;

(c) To provide education and training for both clergy and laity;

(d) To offer opportunities for worship and devotion;

(e) To (i) discuss the Mission and Ministry Budget of the Diocese and other matters to come before the Annual Convention of the Diocese, including elections and resolutions, (ii) to elect a dean and lay warden, (iii) to elect a youth representative and alternate to the Annual Convention, and (iv) other matters of business. A range of dates and locations of meetings for these purposes shall be set by the Diocesan Council.

Section 4. All members of the clergy resident or doing duty in any convocation shall be members of the convocation, and each parish and mission in the convocation shall be invited to send lay delegates to every meeting of the convocation. The number and nature of the lay delegates to be sent, and the purpose of the meeting, shall be indicated by whomever shall have called the meeting — dean, warden, or bishop.

Canon D-III.7
Commission on Constitution and Canons
[Amended in 1997; Revised in 2005; Amended by Act 2013-3; Amended by Act 2018-4]

Section 1. The Bishop shall appoint as members of the Commission six persons, three of whom are clergy of the Diocese and three of whom are enrolled confirmed adult communicants in good standing in the Diocese. The Chancellor of the Diocese and the Secretary of the Convention shall serve as members of the Commission, *ex officio*. Appointments shall be for three-year terms staggered in such a manner that one clergy member and one lay member are appointed each year. No person who has been seated for two full three-year terms shall be eligible for reappointment until one year shall have elapsed following the expiration of the term of office. The chair of the Commission shall be designated by the Bishop and shall be entitled to a seat and voice in the Convention but shall not be entitled to a vote therein unless a delegate to the Convention.

Section 2. No new canon, or change in an existing canon, or proposed amendment to the Constitution, shall be considered by the Convention unless it has been submitted to and reported on to the Convention by the Commission on Constitution and Canons.

Section 3.

(a) The Commission on Constitution and Canons shall conduct a continuing comprehensive review of the Constitution, Canons, and Rules of Order with respect to internal consistency and clarity and conformity to the Constitution and Canons of the General Convention. On the basis of such a review, the Commission may propose amendments necessary or desirable for such purposes. Upon request, the Commission shall review any proposal calling for amendment to the Constitution, Canons, or Rules of Order, and may express its views with respect to the substance of such proposal to the proponent thereof.

(b) At least four weeks in advance of the annual Convention, the Secretary of the Convention shall report to the Commission all resolutions timely filed which propose or appear to entail amendments to the Constitution, Canons, or Rules of Order. The Commission shall consider such resolutions and report to the appropriate legislative committee of the Convention its findings with respect to conformity of the measure to the Constitution and Canons of the General Convention and the Constitution of this Diocese; its recommendations, if any, as to the form of the measure; and any views the Commission

may wish to express as to the merits of the measure. This subsection does not apply to proposals by the Committee on Dispatch of Business to adopt or amend Rules of Order.

(c) After the close of each Annual Convention, the Commission shall certify the changes, if any, made in the Constitution and Canons, including a correction of errors in spelling, punctuation, grammar, and references made in any portion of the Constitution or Canons to another portion thereof, and report the same to the Secretary of the Convention who shall include such corrections in the official edition of the Constitution and Canons published in the Journal. All such technical corrections shall be reported to the Convention.

Canon D-III.8
Commission on Ministry
[Revised by Act 2012-3]

Section 1. The Commission on Ministry shall consist of the Committee on the Diaconate (Section 2 below) and the Committee on the Priesthood (Section 3 below). The chairs of these two committees shall be the co-chairs of the Commission.

Section 2. The Committee on the Diaconate shall be made up of twelve persons, consisting of a reasonable balance of lay persons who are enrolled confirmed communicants in good standing, deacons, and presbyters who are all canonically resident in the Diocese. Subject to the provisions of Section 6 (a) below, all members of the committee shall be appointed by the Ecclesiastical Authority at the annual Convention. There shall be three classes of persons each serving a three-year term, with four persons appointed in each year. The Ecclesiastical Authority shall appoint the chair of the Committee, who shall serve at the pleasure of the Ecclesiastical Authority.

Section 3. The Committee on the Priesthood shall be made up of twelve persons, consisting of a reasonable balance of lay persons who are enrolled confirmed communicants in good standing and members of the clergy who are all canonically resident in the Diocese. Subject to the provisions of Section 6 (b) below, all members of the Committee shall be appointed by the Ecclesiastical Authority at the annual Convention. There shall be three classes of persons each serving a three-year term, with four persons appointed in each year. The Ecclesiastical Authority shall appoint the chair of the Committee, who shall serve at the pleasure of the Ecclesiastical Authority.

Section 4. The Ecclesiastical Authority may fill any vacancy on the Commission or any of its committees. The appointee shall then serve the remainder of the unexpired term. The Ecclesiastical Authority may in addition appoint liaisons to the Commission and to any of its committees, with such duties as the Ecclesiastical Authority may designate.

Section 5. Each committee of the Commission shall organize itself and establish such rules of order, subject to the approval of the Ecclesiastical Authority, as it finds necessary to conduct its assigned duties, provided that such rules are not inconsistent with the Constitutions and Canons of the General Convention or this Diocese. Each committee of the Commission may appoint subcommittees from among its members, with such duties as the committee may establish.

Section 6. The membership of the two committees following the effective date of this Canon shall be as follows:

(a) Those persons who have been serving on the diaconate subcommittee of the Commission on Ministries as constituted prior to the enactment of this Canon shall continue to serve the balance of their original terms as members of the Committee of the Diaconate as established upon the enactment of this canon. Those vacancies in the Committee on the Diaconate which shall be created following the enactment of this Canon shall be filled pursuant to the provisions of Section 4 above.

(b) Those persons who have been serving on the priesthood subcommittee of the Commission on Ministries as constituted prior to the enactment of this Canon shall continue to serve the balance of their original terms as members of the Committee of the Priesthood as established upon the enactment of this canon. Vacancies in the Committee on the Priesthood which may be created following the enactment of this Canon shall be filled pursuant to the provisions of Section 4 above.

Section 7. The Commission on Ministry shall advise and assist the Bishop:

(a) In the implementation of Title III of Canons of the General Convention.

(b) in the determination of present and future opportunities and needs for the ministry of all baptized persons.

(c) In the design and oversight of the ongoing process of recruitment, discernment, formation for ministry, and assessment of the readiness therefor.

(d) Such other related matters as may be directed from time to time by the Bishop.

Canon D-III.9
Historic Properties
[Adopted in 1997; Amended 2005]

Section 1. ***Historic Properties Commission***. There shall be a Historic Properties Commission responsible for oversight of historic churches, cemeteries, and other historic Diocesan properties other than those facilities which are occupied, used and/or maintained by parishes and missions in union with the Convention. The Commission shall promote and encourage historic preservation. The membership of the Commission shall be named by the Bishop, with one member being chosen from nominee(s) submitted by each active support group for Preserved Historic Churches (as defined in Section 2, category 1), and six being chosen at large. In addition, the following three members shall serve *ex officio*: the Diocesan Historiographer, the Diocesan Archivist, and a representative from the Diocesan Council. The members who do not serve *ex officio* shall serve staggered three-year terms. The Bishop shall appoint a Chair of the Commission. The Commission shall report annually to the Diocesan Convention. *[Amended by Act 2011-4; Amended by Act 2019-8.]*

Section 2. ***Historic Churches***. There shall be two categories of Historic Churches: (1) Preserved Historic Churches—churches not in union with the Convention and for which the Historic Properties Commission shall have responsibility for oversight; and (2) Living Historic Churches—churches in union with the Convention and having active congregations, whose historic status may be acknowledged by Diocesan Council upon recommendation by the Historic Properties Commission but over whose facilities the

Commission would have no jurisdiction. The Commission shall recommend to the Diocesan Council the appropriate Historic Church designation for qualified church buildings after establishing criteria and examining each potentially qualified church for such designation. The Commission, in developing the criteria to be applied in determining whether a given site meets the Historic designation, shall observe the following minimum standards:

(a) The church building must be at least 75 years old.

(b) The church building must have architectural or historic significance.

(c) The structure must be physically sound or restorable.

(d) In the case of "Living Historic Churches," there must be an active congregation able and willing to maintain the structure.

(e) In the case of "Preserved Historic Churches," there must be an organized group, committee, or other body from the community in which the structure is located or elsewhere that is able and willing to maintain and (if necessary) restore the building.

(f) The Commission will establish guidelines for operation of the local committees of Preserved Historic Churches.

(g) There must be at least one service of the Church regularly scheduled at any Preserved Historic Church building in each calendar year.

The Bishop shall assign a member of the clergy who resides in a place convenient to the site to have general clerical oversight of each Preserved Historic Church that is not occupied and used by a congregation in union with the Convention. *[Amended by Act 2012-2.]*

Section 3. ***Historic Cemeteries***. The Commission shall have the following responsibilities with respect to Historic Cemeteries, that is, those identifiable burial places that are owned by the Diocese but are no longer associated with or maintained by parishes or missions in union with the Convention:

a) It shall establish and maintain a list of Historic Cemeteries. The list shall include the location, size, and general condition of each Historic Cemetery;
b) It shall provide for the maintenance and supervision of each Historic Cemetery and ensure that records with respect to such property are maintained on a current basis.
c) It shall, from time to time at its discretion, erect, cause to be erected, or assist in erecting appropriate historical signs or markers at such cemetery sites.
d) It shall establish a procedure for responding to requests for new burials in Historic Cemeteries not associated with congregations in union with the Convention.

Section 4. ***Other Historic Properties***. The Historic Properties Commission shall have oversight of all historic properties other than churches and cemeteries owned by the Diocese. In exercise of this oversight, the Commission shall advise the Bishop regarding the status of such properties and make recommendations about actions to be taken with respect to such properties.

Canon D-III.10
Disciplinary Board
[Added by Act 2010-3; Amended by Act 2011-2]

Section 1. Disciplinary Board. The Board shall consist of thirteen persons seven of whom are members of the Clergy and six of whom are Laity. No member of the Standing Committee shall serve as a member of the Board.

Section 2. Clergy Members. The Clergy members of the Board must be canonically and geographically resident in the Diocese.

Section 3. Lay Members. The lay members of the Board shall be enrolled, confirmed adults who are communicants in good standing and geographically resident in the Diocese.

Section 4. Election.

(a) The members of the Board shall be elected by the Convention on nomination of the Ecclesiastical Authority. Each member shall be elected for a three-year term; except, if a member is elected by the Convention to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The terms of the members shall commence on the first day of the month following election, and shall end on the last day of the month in which the annual Convention is held.

(b) The terms of office of the Board shall be staggered.

[Amended by Act 2011-2.]

Section 5. Vacancies. Vacancies on the Board shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Board shall notify the Ecclesiastical Authority of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(b) The Ecclesiastical Authority shall appoint a replacement Board member with the advice and consent of the Diocesan Council acting as and for the Convention.

(c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.

(d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge**.**

[Amended by Act 2011-2.]

Canon D-III.11
The Murdoch Memorial Society

Section 1. "The Francis J. Murdoch Memorial Society for the Increase of the Ministry" shall be composed of six persons together with the Bishop, *ex officio.* The Bishop shall annually nominate, and the Convention shall confirm or reject two clergy and one lay person, who is an enrolled confirmed adult communicant in good standing, to serve two-year terms as members of the Society.

Section 2. The Society shall choose from among its members such officers as it shall deem necessary, shall hold meetings at its own discretion, keep a record of all its activities, and report annually to the Convention in such form as in its judgment may seem best.

Section 3. It shall be diligent in aiding fit persons who desire to prepare for the ministry of the Church.

Section 4. Aid from the Society shall, under all ordinary circumstances, be in the form of a loan, adequately protected by good and legal security, and with or without interest, as the Society may decide. Such a loan may, at the discretion of the Society, be canceled upon the ordination of the beneficiary, and shall be canceled in the event of death before ordination. Otherwise it shall be in full legal force and effect until paid.

Section 5. Necessary expenses incurred in the discharge of their duty by members of the Society may be paid from the funds at the disposal of the Society.

Canon D-III.12
Trustees of the University of the South

The Annual Convention elects three Trustees of the University of the South for three-year terms. Two are members of the Lay Order and one is a member of the Clergy Order. Terms are staggered so that one Trustee is elected each year. Interim vacancies are filled by appointment of the Ecclesiastical Authority from candidates in the two most recent elections for the position in question, in the order of the number of votes received. If there are no such candidates, the vacancy is filled by election at the next Annual Convention. *[Added by Act 2016-4.]*

Canon D-III.13
Mission Endowment Board

The Mission Endowment Board shall consist of the Bishop, a member of the Standing Committee designated by the committee, a Trustee of the Diocese designated by the trustees, the chair of the Department of Finance of the Diocesan Council, the chair of the Department of Congregational Development of the Diocesan Council, and three persons nominated by the Bishop and confirmed by the Convention for overlapping three year terms.

Canon D-III.14
Fair Share Appeals Board

The Fair Share Appeals Board shall consist of five lay persons and four members of the clergy elected by the Diocesan Council for overlapping three-year terms on nomination of the Ecclesiastical Authority. The chair shall be designated by the Ecclesiastical Authority.

Title D-IV: Finances

Canon D-IV.1
Salaries, Compensations and Expenses

Section 1. The salary of the Bishop, the Bishop Coadjutor, or the Suffragan Bishop, shall be such as may from time to time be ordered and provided for by the Convention.

Section 2. The Secretary of the Convention, the Treasurer, and the members of the Standing Committee and of the Diocesan Commission on Ministry, in actual attendance upon the duly called meetings of the bodies to which they severally belong, shall be entitled to have their necessary expenses incurred by such attendance paid out of the funds of the Diocese, and the Treasurer of the Diocese shall pay the same upon the personal application of said parties accompanied by a certificate of the amount actually and necessarily expended in each case.

Canon D-IV.2
Business Methods in Church Affairs
[Renumbered in 1997; Amended in 2000; Amended in 2002]

In this Diocese, and in all its parishes, missions, and institutions, the following standard business methods shall be observed:

(a) Trust and permanent funds, and all securities of whatsoever kind, shall be deposited with a federal or state bank, or savings and loan association, or a Diocesan corporation, or with some other agency approved in writing by the Department of Finance and Administration of the Diocesan Council, under either a deed of trust, or an agency agreement, providing for at least two signatures on any order of withdrawal of such funds or securities. But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities, and trust and permanent funds of missions shall be deposited with the Trustees of the Diocese, added to the Common Trust Fund and invested as a part of those funds. Income from such invested funds shall be paid quarterly to the parish, mission or organization entitled thereto.

(b) Records shall be made and kept of all trust and permanent funds showing, in respect to each trust and each fund, at least the following:

(1) Source and date.
(2) Terms governing the use of principal and income.
(3) To whom and how often reports of condition are to be made.
(4) How the funds are invested.

(c) Treasurers and custodians other than banking institutions shall be adequately bonded, except treasurers of funds that do not exceed $500 at any one time during the fiscal year.

(d) Books of account shall be so kept as to provide the basis for satisfactory accounting. The Department of Finance and Administration may establish a system of accounts.

(e) The fiscal year begins January 1.

(f) All accounts shall be audited annually by a certified or independent public accountant, or by such an accounting agency as shall be permitted by the Department of Finance and Administration.

(g) The expense, it there be any, of auditing the account of the Treasurer of the Diocese by a certified public accountant shall be paid by the Treasurer out of the Episcopal Maintenance Fund.

(h) All buildings and their contents shall be kept adequately insured.

(i) The Department of Finance and Administration may require copies of any or all accounts described in this section to be filed with it, and shall report annually to the Convention of the Diocese upon its administration of this canon.

(j) Minutes of all meetings of governing bodies shall be made and kept, showing all resolutions which have been officially enacted.

(k) No vestry, trustee, or other Diocesan institution shall borrow except as provided in Canons D-III.2, D-V.1, or D-V.5.

Canon D-IV.3
Disposition of Tangible Personal Property

The provisions of Canon D-III.2, Section 2, regarding the necessary consent of the Ecclesiastical Authority acting with the advice of the Standing Committee do not apply to the disposition of certain tangible personal property, as follows:

It shall not be necessary for any officer, employee, or other representative of the Diocese or of any parish, mission, agency, institution or other organization of the Diocese, to obtain the concurrence or written consent of the Ecclesiastical Authority or of the Trustees for the sale, exchange, abandonment, surrender, or other disposition of any tangible personal property (for example, typewriters and other office equipment, motor vehicles, general furniture and furnishings, appliances, books, etc.) acquired and used directly in the normal and routine course of the conduct of work and program of the Church in the Diocese; excluding, however, such items of personal property as have been consecrated and all furniture, furnishings, and fixtures that are peculiarly designed for and used within a church.

Canon D-IV.4
The Mission and Ministry of the Diocese
[Revised by Act 2009-3; Amended by Act 2011-5]

Section 1. Each parish and mission shall give in support of the Mission and Ministry Budget of the Diocese an amount equal to a tithe (10%) of its total operating income for the preceding year or such greater percentage, not to exceed fourteen percent (14%), as may have been established by the Convention. On or before June 1 of each year, the Diocesan Council shall give notice to each parish and mission of its required contribution for the upcoming year, using the most recent parochial report data available at that time. The Council may later adjust the required contribution using more recent data if the parish or mission has been prevented, for good cause, from filing a timely parochial report.

Section 2. Parishes and missions that are able to do so are encouraged to contribute more than the amount required and may, if the vestry so desires, specify the uses to which such additional contributions shall be put. Parishes and missions that are unable to give the amount required due to extenuating circumstances may follow the appeal procedures

described in Section 3. Not later than July 15, each parish and mission shall acknowledge in writing to the Diocesan Council its commitment to give the amount required, to give more than that, or to state its intent to appeal for a reduction. Failure to respond shall be deemed acceptance of the amount required.

Section 3.

(a) The vestry of any parish or mission that believes, for good cause, that it will be unable to give the amount required to the Mission and Ministry Budget of the Diocese may file a written appeal not later than July 15. The appeal shall be addressed to the Fair Share Appeals Board, shall state the reasons for the appeal, and shall be signed by the rector, vicar, or other member of the clergy in charge and the wardens. The Board shall meet with representatives of the parish or mission to hear its request for a reduction and the supporting reasons. The Board shall consider any relevant evidence offered by the vestry or requested by the Board, including, but not limited to, current financial statements, the level of stewardship training and education, the nature of the annual stewardship campaign, and any extraordinary circumstances. On the basis of its review, the Board may either affirm or reduce the amount required for that parish or mission for the upcoming year. The Board's decision, and the reasons therefor, shall be reported promptly in writing to the rector, vestry, and Diocesan Council. If the Board recommends a reduction, it shall refer the parish or mission to appropriate sources of assistance for stewardship and congregational growth and development.

(b) 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.

Section 4. If a parish or mission has failed by the tenth day preceding the Annual Convention to pay the full amount required of it for the preceding twelve calendar months ending at least 30 days before the Convention, the Secretary of the Convention shall strike from the roll of voting delegates all members of the clergy assigned to and serving that parish or mission and its lay delegates. Such members of the clergy and lay delegates shall retain their seats in the Convention and shall have voice on all matters except those related to revenues and expenditures of the Diocese and establishment of the required percentage of giving for the following year. In addition, the vestry of a parish shall not elect a rector, nor shall the rector call an assistant minister or other member of the clergy, as long as the parish remains in arrears. If a parish fails for two consecutive years to contribute the amount required of it, the Secretary of the Convention shall so certify to the Ecclesiastical Authority, the Standing Committee, and the Trustees of the Diocese and that parish shall be deemed by operation of this canon to be changed in status from parish to mission.

Section 5. On or after September 1 of each year the Council shall prepare and adopt a Mission and Ministry Budget of the Diocese for the ensuing calendar year to be recommended to the Convention. In preparing the budget, the Council shall take into consideration its recommendations to the last preceding Convention concerning proposed new programs for the ensuing calendar year, the action of the Convention with respect to such recommendations, the proposed budgets submitted by each department and agency of

the Diocese, and any other information believed pertinent. The contributions required by this Canon shall be set out in a schedule to become a part of the annual budget.

Section 6. The Convention shall have the power to act on the budget recommended by the Council and to make any modification which, in its discretion, it deems wise. The Convention may adjust the amount required of each parish and mission by a uniform percentage of reduction if the budget adopted by the Convention can be funded by less than the contribution percentage set by the previous Convention.

Section 7. It shall be the duty of each parish and mission to remit its contribution to the Treasurer of the Diocese in twelve equal monthly installments on or before the twenty-fifth day of the month for which it is payable. This obligation may be prepaid in whole or in part at any time.

Section 8. The Council shall have power to expend all moneys provided in the budget for the purposes therein specified, to expend any surplus received in any year over and above Diocesan and national obligations, and to amend the budget when in its judgment a change is necessary and prudent.

Canon D-IV.5
Collections and Offerings
[Amended in 1999; Amended in 2005]

Section 1. Annually on the Sunday before Thanksgiving [Day] all clergy of the Diocese shall take an offering from the congregations they serve for the Thompson Child & Family Focus.

Section 2. It shall be the duty of each parish and mission to remit promptly each month to the proper officer entitled to receive them all amounts collected as special offerings. Any funds so contributed shall not be used, even temporarily, for any purpose other than that for which they were contributed.

Section 3. It shall be the duty of the treasurer of such funds in each parish or mission to remit promptly each month to the proper officer entitled to receive them all amounts collected as herein provided. Any funds contributed for the above purposes shall not be used, even temporarily, for any purpose other than that for which they were contributed.

Canon D-IV.6
Permanent Endowment for Mission
[Added by Act 2011-7]

Section 1. There is hereby established a permanent endowment for implementing the missionary strategy of the Diocese. The initial principal of the endowment shall comprise the balance remaining as of December 31, 2011, in the Mission Strategy Fund and the Diocesan Missions Trust (ACTS Campaign). On recommendation of the Diocesan Council, and with the advice and consent of the Bishop and Standing Committee, the

Trustees of the Diocese may transfer to the endowment such other trust and custodial funds of the Diocese as may be available and appropriate. The Trustees of the Diocese may also accept donations and bequests designated for the endowment.

Section 2. The Trustees of the Diocese shall provide for the administration of the endowment as provided by Canon D-III.2, Section 5, except that the income shall be disbursed as directed by the Mission Endowment Board. The principal of the endowment is restricted and may not be appropriated except as may be necessary to maintain a prudent spending rate established by the Trustees. In no event shall the principal be reduced below the historic dollar value of the endowment except as may be authorized by act or resolution of the Convention.

Section 3. The Mission Endowment Board shall develop and recommend to the Council plans for developing the long-range mission strategy of the Diocese, and may make funds available to the Diocese Council in furtherance of that strategy. Distributions from the endowment shall not be used to fund the annual operating budget of the Diocese.

Canon D-IV.7
Permanent Episcopal and Missionary Funds

Section 1. There shall be established, to aid in the support of the Episcopate, a fund to be called the Permanent Episcopal Fund, to include all sums hitherto contributed specifically to that object or which may hereafter be contributed, whereof the principal shall remain untouched, and only the interest be applied to the support of the Episcopate.

Section 2. When any funds shall be contributed or collected for a Permanent Missionary Fund, the amount shall be invested and only the interest thereof shall be applied to current missionary expenses.

Canon D-IV.8
The Church Pension Fund
[Amended in 1997]

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

Section 2. It shall be the duty of the Treasurer of the Diocese to:

(a) To be informed of, and to inform the clergy and laity of this Diocese of, the pension system created by the General Convention and committed by it to the Trustees of The Church Pension Fund, in order that the ordained clergy of the Church may be assured of

pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouses and minor orphan children in the event of death.

(b) To receive reports from The Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its rules and as required by canon law, by this Diocese and by the parishes, missions, and other ecclesiastical organizations within this Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to The Church Pension Fund as may be of interest to the said Convention. Also make interim reports to the Diocesan Council just prior to its stated meetings.

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

Section 3. It shall be the duty of this Diocese and of the parishes, missions, and other ecclesiastical organizations therein, each through its treasurer or other proper official, to inform The Church Pension Fund of salaries and other compensation paid to the clergy by said Diocese, parish, mission, and other ecclesiastical organization for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the canon of the General Convention and in accordance with the rules of said Fund.

Section 4. It shall be the duty of every member of the clergy canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts as dates of birth, of ordination or reception, of marriage, birth of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with the Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 5. Any parish or mission failing for two calendar years to pay the pension assessments in full shall be deprived of its rights to the floor of, and to vote in, Convention until all such arrears are paid in full, when its restoration to rights shall be declared.

Section 6. It shall be the duty of the Treasurer of the Diocese, upon notification of arrears of four months or more to the Pension Fund, to deduct from the amount payable to any member of the clergy officiating in, or in charge of, any aided parish; or the missionary in charge of any mission; or a member of the clergy connected with any institution or agency of the Diocese, the unpaid assessments due from such congregation or agency on any stipend payable by such congregation, institution or agency, including any prior year's arrears, and to pay the same to the Church Pension Fund.

Title D-V: Congregations

Canon D-V.1
Missions

[Amended and renumbered in 1997; Amended in 2000; Amended in 2002; Amended by Act 2009-3]

Section 1. ***Definition.*** A mission is a congregation of adult communicants of The Episcopal Church that has been organized under the Constitution and canons of this Diocese, but which is not recognized as a parish. Missions also include congregations that have been reclassified as missions pursuant to Canon D-IV.4.

Section 2. ***Establishment of Missions*****.** Missions may be established outside the neighborhood of existing parishes by the Ecclesiastical Authority at its discretion. Pending the selection of a vestry under the provisions of Section 3 of this canon, the Ecclesiastical Authority shall appoint a vestry. With the approval of the Ecclesiastical Authority a mission so established shall be admitted into union with the Convention upon application of the mission and by vote of the Convention.

A mission in the form of a special ministry may be established by the Ecclesiastical Authority of the Diocese, acting with the advice of the Standing Committee, for such period of time and in such places as may be designated by that authority.

Missions may also be established within the neighborhood of an already existing parish by the rector of the parish with the consent of the Ecclesiastical Authority. Missions so established shall be accounted an integral part of the parish to which they belong until such time as they may be received by the annual Convention as missions in union with the Convention. And every mission so established shall, within five years of its establishment, make application to the Convention of the Diocese to be received as a mission in union with the Convention.

Section 3. ***Mission Meetings, Vestry and Officers.*** *[Amended by Act 2016-5 and Act 2021-6.]*

(a) Mission Meetings.

(1) *Annual Meeting.* Upon the first Monday in Advent, unless some other appropriate date has been designated by the vestry, an annual meeting of the members qualified to vote in the mission shall be held.

(2) *Other Mission Meetings.* Upon the call of the Vicar or a majority of the vestry, a meeting of the members qualified to vote in the Mission may be held at any time, provided that notice of at least one week has been given.

(3) *Persons Qualified to Vote in Mission Meetings.* Members of the mission who are enrolled confirmed adult communicants in good standing of The Episcopal Church may vote when present at any meeting of that mission, in accordance with the provisions of Article IX, Section 3 of the Constitution of this Diocese.

(4) *Bylaws.* For the orderly conduct of mission meetings, for the adoption of a rotating vestry system as authorized by subsection (b) of this Section, and for the election of members of the vestry, bylaws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any mission meeting. A copy of the bylaws and each amendment thereto adopted by each mission, certified by the secretary, shall be filed within

30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention.

(5) *Voting.* Motions, resolutions, elections and all other matters presented to a mission meeting for vote shall be decided by a majority of the qualified members present and voting; provided however the voting in vestry elections shall include any votes cast pursuant to a mission bylaw adopted pursuant to the following subsection (6).

(6) *Other Voting Methods*. Notwithstanding any other provisions of this Canon D-V.1, a mission may provide in its bylaws, subject to approval by the Ecclesiastical Authority acting with the advice and consent of the Standing Committee, provisions for conducting vestry elections by paper absentee ballots, electronic survey technology, or other reliable and secure means that allow participation in the election by qualified voters who are not physically present at the annual meeting; provided that proxy voting shall not be permitted. Missions may define circumstances in which absentee ballots are made available.

(7) *Initial Adoption*. Until the earlier to occur of December 31, 2022 and the elimination of restrictions on the permissible size of any parish meeting, a bylaw provision described in Section 3(a)(6) of this Canon as well as any bylaw to implement the provisions of Canon D-VII.4, Section 1 may, by action of the vestry, be submitted by mail ballot to qualified members of the mission pursuant to guidelines promulgated by the Diocesan Chancellor and adopted by the affirmative vote of a majority of the mail ballots completed by persons qualified to vote and returned to the mission by the deadline stated therein. Any such bylaws approved by the mail ballot shall be submitted to the Ecclesiastical Authority for approval as provided in Section 3(a)(4) of this Canon.

(b) Mission Vestries.

(1) *Size and Composition*. A vestry shall be composed of not fewer than three nor more than 15 members of the mission who are enrolled confirmed adult communicants in good standing of The Episcopal Church.

(2) *Powers of a Mission Vestry.* The vestry of a mission shall be the trustees, shall have charge of all of the secular concerns thereof, and shall be authorized to collect, invest and disburse its funds and enter into contracts on its behalf.

(3) *Borrowings.* Before the vestry of any mission shall engage in any borrowings or other similar financing transactions, the aggregate amount of which exceeds 50% of the normal operating income of the mission for the previous calendar year or the repayment of which may extend beyond a term of 12 months, it shall obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese.

(4) Filling Vestry Vacancies.

(i) In case of a vacancy on a vestry by reason of death, resignation or other cause, the remaining members of the vestry may fill the vacancy from among those eligible to serve under the provisions of this Canon.

(ii) A person elected to fill a vacancy shall hold office until the expiration of the term of the person whose office is to be filled.

(5) *Rotating System.* Upon majority vote at its annual meeting, a congregation may adopt a rotating system for its vestry if the size of the vestry is divisible by three by electing one-third in number to serve one year, one-third in number to serve two years, and one-third in number to serve three years. Thereafter such a congregation shall annually elect

from its qualified members who have not served on the vestry during the past year one-third of the members of its vestry whose terms of office shall be for three years.

(6) Officers. A senior and a junior warden shall be elected annually by the vestry from among its members. The senior warden shall be elected on the Vicar's nomination. If there be no Vicar the election of the senior warden shall proceed as in the case of the other vestry officers. The vestry shall also elect a clerk and a treasurer who need not be members of the vestry and whose terms of office shall be for one year or until their successors are elected.

(7) Bylaws. For the orderly conduct of its meetings and other business, a vestry may adopt bylaws not inconsistent with the Constitution and Canons of the Diocese. A copy of the bylaws and each amendment thereto adopted by each mission, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention.

(8) *Report to the Diocesan Council.* The names and mailing addresses of the foregoing officers of the Mission vestry shall be reported promptly to the Diocesan Council. If a Mission fails to elect a vestry and officers, the Bishop may appoint such vestry members and officers.

(9) *Vestry Meetings*. All the provisions of Canon D-V.4, Section 5, relating to vestry meetings of parishes shall apply equally to vestry meetings of missions.

(10) *Removal of Vestry Persons for Cause.*

(i) A person may be removed as a member of the vestry for cause by the vestry only in accordance with the provisions of this paragraph (10).

(ii) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office if the person has missed three or more meetings of the vestry in a twelve month period without excuse, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting.

(iii) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office for cause other than the failure to attend vestry meetings as described in subparagraph (10)(ii), above, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting.

Section 4. ***Admission to Union with Convention*****.** In order to be admitted into union with the Convention, a mission congregation comprising 20 or more adult communicants shall:

First. Obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee.

Second. If within the neighborhood of any already existing parishes or missions in union with the Convention, obtain and present to the Convention written statements from the rectors of such parishes or vicars of such missions that they have been consulted with regard to the wisdom of the establishment of the new congregation.

Third. Assume a name with the consent of the Bishop and elect a vestry.

Fourth. Subscribe and present to the Secretary of Convention, at least 30 days before the meeting of the Convention, a certificate in the following words, *viz:*

"We, the undersigned, being adult communicants, desirous to form ourselves into a mission of The Episcopal Church in the Diocese of North Carolina, do certify that:

(a) We consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and in the Constitution and Canons of the Church in this Diocese;

(b) We have assumed the name of _____; and

(c) We have elected the following persons as members of the Vestry: _____.

(d) We have the ability and it is our purpose to provide a suitable place of worship and to bear our share of the Budget for the Mission and Ministry of the Diocese according to the canons; and

(e) With the advice and consent of the Ecclesiastical Authority, it is our purpose to provide and, if within the financial ability of our congregation, pay for regular priestly ministrations.

In witness whereof, we have hereunto subscribed our names; this _____day of_____, in the year of our Lord_____."

For the purpose of recording said subscriptions, as also for the purpose of receiving the subscriptions of subsequent voters, provided for by Article IX, Section 3, of the Constitution, a book shall be kept by the vestry of each mission, and shall be available at elections for vestry members.

Section 5. ***Report of Mission Officers.*** (a) Upon the establishment of a mission, the Bishop shall promptly file with the Secretary of the Convention a copy in writing of the appointment of the member of the clergy designated as the vicar, as well as the officers appointed for the mission, together with their respective post office addresses.

(b) The ministers and officers of all missions and of all parishes supported wholly or in part by appropriations of missionary funds, whether Diocesan or general, shall make reports to the Diocesan Council as to their work.

Section 6. ***Maintaining Status.*** In order to maintain its status as a mission in union with the Convention, a congregation

(a) must at all times meet the minimum of standard business methods prescribed by Canon D-IV.2, and submit to the Department of Finance and Administration of the Diocesan Council, on or before September 1 each year, a certified copy of its annual audit for the preceding fiscal year as prescribed by Canon D-IV.2(f);

(b) must not fail in any single year to file with the Bishop or with the Secretary of the Convention, if the Secretary has been designated as the Bishop's agent for that purpose, a complete and correct parochial report as prescribed in Canon D-V.8; and

(c) must not fail for two consecutive years to be represented at the Diocesan Convention;

(d) must, beginning three years following the adoption of this canon, be able to demonstrate that it has maintained an average of at least 20 adult communicant members during the preceding three years, or during the term of its union with the Convention if less than three years; provided that the provisions of this (d) shall not apply to missions in union with the Convention prior to February 1, 1987;

(e) must be subject to the Constitution and Canons of the General Convention and of the Diocese of North Carolina;

(f) must, within its financial ability, pay for regular priestly ministrations, including at least two celebrations of the Holy Eucharist each calendar month;

(g) must, under the provisions of Canon D-IV.4 accept and pay its share of the Budget for the Mission and Ministry of the Diocese according to the canons.

(h) must maintain a suitable place of worship.

Canon D-V.2
Organization of Parishes
[Amended in 1997; Amended in 2000; Amended by Act 2009-3]

Section 1. In order to organize a new parish in the Diocese of North Carolina, the proposed congregation, comprising 100 or more enrolled confirmed adult communicants in good standing at the time of its application for admission into union with the Convention shall:

First. Obtain the written consent of the Ecclesiastical Authority.

Second. If within the neighborhood of any existing parishes or missions, obtain written statements from the rectors or vicars thereof that they have been consulted as to the wisdom of the establishment of the new congregation.

Third. Assume a name and elect a vestry.

Fourth. Subscribe and present to the Secretary of Convention, at least 30 days before the meeting of the Convention, a certificate in the following words, *viz:*

"We, the undersigned, enrolled confirmed adult communicants in good standing, desirous to form ourselves into a parish of The Episcopal Church in the Diocese of North Carolina, do certify that we consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and in the Constitution and Canons of the Church in this Diocese; that we have assumed the name of_____, and have elected the following persons to serve as a vestry:_____; that we have the ability and that it is our purpose either to employ and support a full-time priest at a salary in an amount not less than that adopted for mission clergy by the Diocesan Council from time to time, together with such other emoluments pertaining to the office of rector as may be prescribed by the minimum salary schedule, or, with the permission of the Bishop, to employ a resident priest on a part-time basis. It is also our purpose to provide and maintain a suitable place of worship and to pay our share of the Budget for the Mission and Ministry of the Diocese according to the canons. In witness whereof, we have hereunto subscribed our names, this _____day of _____ , in the year of our Lord_____."

For the purpose of recording said subscriptions, as also for the purpose of receiving the subscriptions of subsequent voters, provided for by Article IX, Section 3, of the Constitution, a book shall be kept by the vestry of each parish, and shall be available at elections for members of the vestry. For the purposes of this canon the expression "full-time" shall mean being on call at all times at least five days (including Sunday) a week.

Section 2. ***A Multi-Congregation Parish.*** Whenever more than one and not more than three contiguous congregations shall organize themselves into a parish and shall have been admitted to union with the Convention, it shall have only one vestry, elected according to bylaws assuring proper representation for its component congregations; a single parish budget which shall include at least the minimum compensation of its rector; and a single set of lay representatives in Diocesan Convention. Under its bylaws the parish is authorized to establish whatever local advisory bodies it considers desirable.

Section 3. ***Organization of a Mission.*** Any parish which may wish to locate or establish a mission in the neighborhood of another parish or mission, or any parish or mission which shall deem its rights encroached upon, or its prosperity or usefulness endangered by the proposed location in its neighborhood of a parish or mission by whatever authority, may ask for a determination of the matter under the good offices of the Bishop. In such case the Bishop shall call for, and appoint the time and place of, a conference of the rectors, vicars, and vestries of the parishes and missions in interest. But if such conference with the advice of the Bishop shall not result in an amicable adjustment of the differences between the parties thereto, the Bishop or either of the parties in interest may lay the matter at issue before the Standing Committee of the Diocese. After careful investigation and consideration, the Standing Committee shall render its decision, which shall be final.

Section 4. To maintain its status as a parish, the parish must meet the following standards:

(a) It must have an average of at least 100 enrolled confirmed adult communicants in good standing for the three years preceding the date of ascertaining whether this standard has been met, or the term of its existence if less than three years.

(b) It must maintain and control a suitable place of worship.

(c) It must employ and support as rector a full-time resident priest, or, with the permission of the Bishop, a resident priest on a part-time basis. The full-time rector and any full-time assistants shall be paid a salary for each in an amount not less than the minimum salary adopted for mission clergy by the Diocesan Council from time to time, together with such other emoluments pertaining to the office of rector or assistant to the rector as may be prescribed under said minimum salary schedule; provided that in the case of a vacancy in a parish the Bishop may deem it expedient and proper to maintain divine services in the parish under the provisions of Canon D-V.7, Section 1, and may procure the part-time services of a minister for the parish until a rector can be obtained. The parish shall pay to the part-time minister such compensation for the temporary services as may be approved by the Bishop.

(d) It must not fail for two consecutive years to be represented at the annual Convention of the Diocese.

(e) It must be subject to the Constitution and Canons of the General Convention and of the Diocese of North Carolina.

(f) It must not fail in any single year to file with the Bishop or with the Secretary of the Convention, if the Secretary be designated as the Bishop's agent for such purpose, a complete and correct parochial report as prescribed and required by the provisions of Canon D-V.8.

(g) It must at all times meet the minimum standard of business methods prescribed by Canon D-IV.2, and submit to the Department of Finance and Administration of the Diocesan Council, on or before September 1, each year, a certified copy of its annual audit for the preceding fiscal year prepared as prescribed by Canon D-IV.2(f).

(h) It must, under the provisions of Canon D-IV.4 accept and pay its share of the Budget for the Mission and Ministry of the Diocese.

(i) It must comply with any decision of the Bishop rendered under Canon D-V.12.

Canon D-V.3
Clusters
[Adopted in 2005]

Section 1. Definition. A cluster consists of three or more parishes, missions, or special ministries organized under the Constitution and canons of this Diocese, hereinafter referred to as participating congregations, which have entered into a covenant to work together in a regional ministry for a period of at least three years. Each participating congregation retains its own identity, vestry or other governing body, budget, property, and representation in the Convention of the Diocese.

Section 2. Formation of a Cluster. A cluster may be formed, with the consent of the Bishop, upon an affirmative vote of three-fourths of the vestry or other governing body of each participating congregation. Thereafter, a congregation may join the cluster, with the consent of the Bishop, upon an affirmative vote of three-fourths of its vestry or other governing body and an affirmative vote of a majority of the cluster council.

Section 3. Cluster Governance and Leadership.

(a) *Cluster Council.* There shall be a cluster council, which shall consist of not less than two enrolled confirmed adult communicants in good standing from each participating congregation. The clergy serving participating congregations shall be members of the cluster council with seat and voice but no vote.

(b) *Cluster Bylaws.* The cluster council may adopt bylaws which include provision for the election of a president, a secretary, and a treasurer from among those lay persons eligible to serve on the cluster council and the establishment of an annual cluster budget. A copy of the bylaws and each amendment thereto adopted by the cluster council, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval.

(c) *Cluster Ministry Team.* There shall be a cluster ministry team, which shall include the clergy serving participating congregations and lay missioners designated by the cluster council.

(d) *Cluster Missioner.* The Bishop shall appoint a cluster missioner, who shall coordinate the cluster ministry team.

Section 4. Withdrawal from a Cluster. A participating congregation may withdraw from a cluster at the end of a calendar year, with the consent of the Bishop, upon six months' notice, an affirmative vote of three-fourths of its vestry or other governing body, and an affirmative vote of a majority of the cluster council.

Canon D-V.4

Meetings, Vestries and Wardens of Parishes

[Amended in 1991; Amended by Act 2009-3; Amended by Act 2014-2; Amended by Act 2021-7]

Section 1. ***Parish Meetings.***

(a) ***Annual Meeting.*** An annual meeting of the members qualified to vote in a parish shall be held on the first Monday in Advent unless the vestry of the parish designates some other date for the required annual meeting.

(b) ***Other Parish Meetings.*** Upon the call of the vestry, a meeting of the members qualified to vote in a parish may be held at any time, provided that notice of at least one week has been given.

(c) ***Persons Qualified to Vote in Parish Meetings.*** An enrolled confirmed adult communicant in good standing in this Church may vote when present at any meeting of that parish, in accordance with the provisions of Article IX, Section 3, of the Constitution of this Diocese.

(d) ***Bylaws.*** For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, bylaws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting. A copy of the bylaws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention. *[Amended by Act 2007-9.]*

(e) ***Voting.*** Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting; provided however the voting in vestry elections shall include any votes cast pursuant to a parish bylaw adopted pursuant to Canon D-V.4, Section 2(g)(4).

(f) ***Initial Adoption***. Until the earlier to occur of December 31, 2022 and the elimination of restrictions on the permissible size of any parish meeting, a bylaw provision described in Section 2(g)(4) of this Canon as well as a bylaw to implement the provisions of Canon D-VII.4, Section 1 may, by action of the vestry be submitted by mail ballot to qualified members of the parish pursuant to guidelines promulgated by the Diocesan Chancellor and adopted by the affirmative vote of a majority of the mail ballots completed by persons qualified to vote and returned to the parish by the deadline stated therein. Any such bylaws approved by the mail ballot shall be submitted to the Ecclesiastical Authority for approval as provided in Section 1(d) of this Canon.

Section 2. ***Vestries.***

(a) ***Size and Composition.*** A vestry shall be composed of not fewer than three nor more than 15 members of the parish who are enrolled confirmed adult communicants in good standing of The Episcopal Church.

(b) ***Vestry Plan One.*** At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected.

(c) ***Vestry Plan Two.*** As an alternative to Vestry Plan One, a parish may adopt a rotating vestry system. At the first election following the adoption of a rotating system, which shall be held at the annual parish meeting, one-third of the members of the vestry are elected to serve for one year, one-third for two years, and one-third for three years. Thereafter, at the

annual parish meeting, one-third of the vestry shall be elected from among those who have not served on the vestry during the past year, except that those appointed during the past year to fill unexpired terms of one year or less may, under provisions of parish bylaws, be made eligible for election to a full term, and the terms of those so elected shall be for three years. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a specified period of time, not to exceed five years, has elapsed following the expiration of that person's term on the vestry.

(d) ***Vestry Plan Three.*** As an alternate to Vestry Plans One and Two, a parish may adopt a two-year rotating system, as follows: At the first election after such a system is adopted, one-half of the members of the vestry shall be elected for one year and one-half for two years. Thereafter, at the annual meeting, one-half of the vestry shall be elected from among those who have not served on the vestry during the past year, and the terms of those so elected shall be for two years. Persons appointed during the past year to fill unexpired terms of one year or less under provisions of parish bylaws, may be made eligible for election for a full term, and the terms of those so elected shall be for two years. Should a parish vote to change the Vestry Plan Two to Vestry Plan Three, the change shall be effected by electing for two-year terms those who are to take the place of persons whose terms of office had been three years. A parish may include in its rotating vestry system a provision that no retiring member of the vestry shall be eligible for re-election until a specified period of time, not to exceed five years, has elapsed following the expiration of that person's term on the vestry.

(e) ***Filling Vestry Vacancies.***

(1) In case of a vacancy on a vestry by reason of death, resignation, or other cause, the remaining members of the vestry may fill the vacancy from among those eligible to serve under the provisions of this canon.

(2) A person elected to fill a vacancy on a vestry shall hold office until the expiration of the term of the person whose office is to be filled.

(f) ***Bylaws*****.** For the orderly conduct of its meetings and other business, a vestry may adopt bylaws not inconsistent with the Constitution and Canons of the Diocese. A copy of the bylaws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention.

(g) ***Nomination and Election Procedures.***

(1) Nominations of persons to be elected to a vestry may be received at an annual parish meeting in accordance with bylaws adopted by the parish. Bylaws governing the nomination of persons for election to the vestry may provide for taking preferential ballots prior to the time of the annual parish meeting, but if this is done, the bylaws shall provide that the number of nominees presented for election at the annual parish meeting shall be at least twice the number of positions to be filled on the vestry at that meeting.

(2) A majority of those present and voting in an annual parish meeting shall be necessary to elect a member of the vestry. Nominees receiving a majority shall be declared elected. If additional ballots are required, the nominees to be voted on shall be limited to twice the number of positions remaining to be filled and, within that number, shall be those not elected on the previous ballot who received the highest number of votes. However, should there be a tie vote for the last position on any subsequent ballot, the number of

nominees to be placed on that ballot shall be increased to include the two or more nominees whose votes were tied.

(3) Nominations and elections for members of the vestry may be by paper ballot or by voice vote in accordance with the bylaws adopted by a parish meeting as provided in Section 1 of this canon.

(4) Notwithstanding any other provisions of this Canon D-V.4, a parish may provide in its bylaws, subject to approval by the Ecclesiastical Authority acting with the advice and consent of the Standing Committee, provisions for conducting vestry elections by paper absentee ballots, electronic survey technology, or other reliable and secure means that allow participation in the election by qualified voters who are not physically present at the annual meeting; provided that proxy voting shall not be permitted. Parishes may define circumstances in which absentee ballots are made available.

(h) Removal of Vestry Persons for Cause.

(1) A person may be removed as a member of the vestry for cause by vestry only in accordance with the provisions of this paragraph (h).

(2) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office if the person has missed three or more meetings of the vestry in a twelve month period without excuse, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting.

(3) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office for cause other than the failure to attend vestry meetings as described in subparagraph (h)(2), above, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting**.** *[Added by Act 2016-5.]*

Section 3. ***Wardens.***

(a) ***Election.*** Each vestry shall annually elect from among its own number a Senior and a Junior Warden. The vestry shall elect the Senior Warden upon nomination by the rector unless there is no rector, in which case the election shall proceed without the rector's nomination. If a vacancy occurs in the office of Senior Warden or Junior Warden, a successor shall be nominated and elected in the same manner.

(b) ***Duties.*** In the absence of the rector, the wardens shall preside in all meetings of the vestry or congregation, in order of their official seniority. As representatives of the vestry, they shall (subject to the vestry's directions and consistent with the rights of the rector) have charge of the church building and they shall see that it is kept from all uses inconsistent with the doctrine or discipline of The Episcopal Church and, so far as possible, in good repair, as becomes the house of God. The wardens shall see that the church is prepared for public worship and that order is preserved during that worship; that suitable books are provided for the services, vestments for the clergy, and, when necessary, the elements for the Holy Communion.

Section 4. ***Treasurer*****.** In the absence of any other appointment, the Junior Warden shall act as treasurer of the parish.

Section 5. ***Vestry Meetings in Certain Cases.***

(a) Should the rector refuse to call a meeting of the vestry and, in the opinion of the wardens or a majority of the vestry, such a meeting would be of importance, the wardens or any three members of the vestry may call a vestry meeting. In such a case, however, the rector shall be notified of the time and place of the called meeting of the Vestry.

(b) Except by unanimous consent, all vestry members shall receive at least three days advance notice of the time and place of each vestry meeting other than regular meetings that have been scheduled by the vestry at the beginning of each year.

(c) At each vestry meeting, the presence of a majority of the membership shall be necessary to constitute a quorum. Motions, resolutions, elections, and all other matters presented to the vestry for vote shall be decided by a majority of the members present at a meeting at which a quorum is present.

(d) Accurate minutes of each vestry meeting shall be kept, signed by the secretary or clerk, presented at the next meeting for approval, revised if necessary, thereafter approved, and preserved with the records of the parish.

Section 6. This Canon D-V.4 shall continue to govern the structure and organization of the vestry of a former parish whose status has been changed to that of a mission pursuant to Canon D-IV.4.

Canon D-V.5
Legal Powers of a Parish Vestry
[Amended in 1997; Amended in 2000; Amended 2002]

Section 1. The vestry of a parish shall be the trustees, shall have charge of all the secular concerns thereof, shall hold the property belonging thereto, and shall be authorized to collect, invest, and disburse its funds and enter into contracts on its behalf.

Section 2. Before the vestry of any parish shall be authorized to sell, mortgage, or otherwise convey or encumber any real property held by it or by a corporation or other entity formed or controlled by or affiliated with such parish, including encumbrances arising from purchase money obligations or engage in any borrowings or other similar financing transactions, the aggregate amount of which exceeds 50% of the normal operating income of the parish for the previous calendar year or the repayment of which may extend beyond a term of 12 months, it shall obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese. Upon obtaining this consent, the vestry may, by appropriate resolution, authorize the wardens of the parish to execute such instruments as may be necessary or convenient for the purpose, and instruments so executed shall have the same force and effect as if executed individually by the members of the vestry. In such instruments, a recital by the wardens of their authority to act on behalf of the vestry, and of the fact that the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese, has been obtained, shall be *prima facie* true, and in the absence of notice or knowledge to the contrary, may be relied upon by the grantee or grantees in such instruments.

Section 3. Notwithstanding any other provision of this canon, no consent of the Ecclesiastical Authority or the Standing Committee shall be required for any of the

following transactions involving real property that is not consecrated for the use as a church or chapel: (1) leases that can be canceled without penalty upon notice of 30 days or less to the lessee, (2) temporary easements of less than 12 months duration, and (3) cemetery lots or other interment rights.

Canon D-V.6
Junior or Associate Vestry

Section 1. The Congregation of each parish and mission in the Diocese shall have the authority at any regular annual meeting, notice of which shall include a copy of such proposed action, to create and elect a junior or associate vestry, composed of no more than six enrolled confirmed adult communicants in good standing, and prescribing the number, term of office, and defining the scope of authority delegated to such junior or associate vestry. If a junior or associate vestry is established, all matters which have been or may be placed specifically within the power and authority of the regular vestry of parishes and missions by the Constitution and Canons of the General Convention or by the Constitution and Canons of the Diocese of North Carolina, shall remain in the sole and exclusive jurisdiction of the vestry.

Section 2. Any regular vestry of a parish or mission may, in its discretion, invite the junior or associate vestry to meet jointly with it, participate in discussion of all matters and vote on all matters coming before the vestry, except matters of contract, real property, trusts committed to the vestry, or other matters concerning which minors are not authorized to act under the laws of North Carolina.

Section 3. The congregation at any annual meeting shall have the authority to change, modify, amend or rescind any action theretofore authorized under the provisions of this canon.

Canon D-V.7
Filling Vacant Cures
[Amended in 2002; Amended by Act 2009-3]

Section 1. When a parish or congregation becomes vacant, the wardens or other proper officers shall inform the Bishop. If the authorities of the parish shall for 30 days have failed to make provision for services, the Bishop shall take such measures as may be deemed expedient for the temporary maintenance of divine services therein.

Section 2. No rector, interim rector or other clergy shall be elected by any vestry during such time as the parish is not in compliance with Canon D-IV.4, nor until the member of the clergy who is proposed by the vestry shall have been approved in writing by the Ecclesiastical Authority of the Diocese.

Section 3. Written notice of the election signed by the wardens shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the parish is in compliance with Canon D-IV.4, and the person so chosen is a duly qualified

minister and has accepted the office, it shall send notice thereof to the Secretary of the Convention, who shall so record it. Such record shall be sufficient evidence of the relation between the minister and the parish.

Section 4. No assistant minister or other clergy shall be called by the rector of a parish during such time as the parish is not in compliance with Canon D-IV.4, nor without the consent of the vestry, nor until the proposed assistant or other clergy shall have been approved in writing by the Ecclesiastical Authority of the Diocese.

Section 5. In case of a vacancy in a mission, the Bishop shall appoint a vicar for a term of not more than four years; at the end of such term the vicar may be re-appointed.

Canon D-V.8
Definitions, Registers, and Reports
[Amended in 1996]

Section 1. ***Registers.*** Each congregation of this Diocese shall, by and under the supervision of its rector or vicar and vestry, keep and maintain in a permanent book known as its Parish or Mission Register, an up-to-date record of all baptisms, confirmations, marriages, and burials solemnized within that congregation. This record shall specify the names of the persons in each instance; the parentage and date of birth of those baptized, with the names of their sponsors or witnesses; the date when each rite was performed; and the name or names of the officiating minister or ministers. In the case of each individual baptism, the officiating minister shall sign the Register. This Register signed by the minister, or by the Senior Warden if there is no minister, shall be presented to the Bishop for inspection at every annual visitation.

Section 2. ***Other Required Reports.*** Every minister canonically resident in this Diocese shall keep a record of all baptisms, marriages, and burials solemnized by him or her that are not otherwise reported in the Register of a congregation of this Diocese as required by Section 1, as well as any other otherwise unreported official acts done or performed or services held by him or her during the preceding calendar year, and shall annually before February 1 report them to the Ecclesiastical Authority. If he or she has not performed any such official acts or held any such services in that period, he or she shall report that fact and the causes or reasons which have prevented him or her from performing them.

The provisions of this Section 2 shall apply equally to otherwise unreported rites solemnized or services held in this Diocese by clergy who are not canonically resident in but are licensed to serve in this Diocese.

Section 3.

(a) ***Definitions.*** A *member* of this Church is a person who has been baptized with water in the Name of the Father, and of the Son, and of the Holy Spirit, and whose baptism has been duly recorded in this Church.

An *adult member* is a member who is 16 years of age, or older.

A *confirmed member* is:

(1) one who has been baptized in this church as an adult and has received the laying on of hands by the Bishop at Baptism, or

(2) one who has been baptized in this church as an adult and at some time after the Baptism has received the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows, or

(3) any baptized person who received the laying on of hands at Confirmation by any bishop in apostolic succession and has been received into The Episcopal Church by a Bishop of this Church, or

(4) any baptized person who has received the laying on of hands by a Bishop of this Church at Confirmation or Reception.

A *communicant* is a member who has received the Holy Communion in this Church at least three times during the preceding year.

A *communicant in good standing* is a communicant who, for the preceding year, has been faithful in corporate worship (unless for good cause prevented) and has been faithful in working, praying, and giving for the spread of the Kingdom of God.

An *enrolled member of a congregation* is a member whose baptism has been recorded in that congregation, or who has been duly transferred to that congregation.

(b) For statistical purposes the minister in charge of a parish or mission shall annually report the number of baptisms, confirmations, marriages and burials. The minister shall also report the total number of baptized members, distinguishing those 16 and over from those under 16 years of age; the total number of confirmed communicants in good standing, distinguishing those 16 and over from those under 16 years of age; as well as other items required by the Parochial Report form approved by the Executive Council of The Episcopal Church.

(c) The minister in charge of a parish or mission shall also maintain for current and future use lists of families and individuals within that cure, and for purposes of the enrollment or removal of each member maintain an indication of the member's status as baptized, under 16 or adult, whether or not a communicant, and if so whether in good standing, and whether considered confirmed or not.

Section 4. ***Letters of Transfer.*** At least once a year rectors and vicars shall instruct the people of their cures in regard to the law of this church concerning letters of transfer. When members move their residence, the rector or vicar of their former congregation shall promptly inform the rector or vicar of a congregation in the area to which they have moved, and that member of the clergy shall use all diligence to see that these persons may become affiliated with an appropriate parish or mission without delay.

Section 5. ***Parochial Reports*****.** A report of every parish or mission in this Diocese shall be prepared annually for the year ending on December 31 preceding, upon the blank form prepared by the Executive Council of this Church and approved by the General Convention Committee on the State of the Church. It shall be sent in duplicate not later than March 1 to the Bishop, or, if there is no Bishop, to the Secretary of the Convention. The Bishop may require that this report be mailed directly to the Secretary, who shall report to the Bishop any parish or mission whose report has not been received by March 1. The report shall include all information necessary to complete the prescribed form in accordance with the provisions of Title I, Canon 6, Section 1, of the Canons of the General Convention. In every parish and mission the preparation and delivery of this report shall be the joint duty of the rector or vicar and vestry unless there is no rector or vicar, in which case it shall be the duty of the vestry to prepare and deliver the report.

In administering the provisions of Canon D-IV.4 with respect to establishing each parish's and mission's share of the Diocesan budget, the Diocesan Council may estimate the income and expenses of any parish or mission that has failed to submit its parochial report by February 1. *[Amended by Act 2006-7.]*

Section 6. *Printing Reports*. The parochial reports required by Section 5 of this canon, or such parts of them as the Bishop may deem fit, shall be printed in the *Journal of the Convention*.

Canon D-V.9
Consecration of Churches, Chapels or Other Buildings

Section 1. In this Diocese, no church, chapel or other building, or part of a building used in whole or in part for church purposes shall be dedicated or consecrated except according to the rubrics pertaining thereto as set forth in the Book of Common Prayer, and in accordance with the Canons of the General Convention not inconsistent with those rubrics.

Section 2. No previously consecrated church, chapel, building, or part of a building that is owned or controlled by this Diocese or by any congregation or institution of this Diocese shall be removed, taken down, or otherwise disposed of for any worldly or common use, without the previous written consent of the Bishop, acting with the advice and consent of the Standing Committee of the Diocese, nor until the Sentence of Consecration previously placed thereupon has been properly removed there from.

Canon D-V.10
Memorials

No memorial shall hereafter be placed in any church without the consent both of the rector or vicar and of the vestry. No memorial heretofore placed in any church, and none hereafter placed in accordance with this canon, shall be altered or removed without the consent both of the rector or vicar, and of the vestry. When there is no rector or vicar, the consent of the Ecclesiastical Authority of the Diocese, with that of the vestry, shall suffice, and if there be no vestry, the consent of the Ecclesiastical Authority, with that of the vicar, must be obtained.

Canon D-V.11
Pastoral Mediation

Section 1. Except as provided in the Canons of the General Convention, a rector may not resign a parish without the consent of the vestry thereof, nor may a rector canonically chosen and in charge of a parish be removed there from by its vestry against the rector's will, except as provided by canon. *[Amended by Act 2007-10.]*

Section 2. If a rector and the vestry of the parish served are unable to agree in a matter or matters that might lead to a request by either party for dissolution of the pastoral relation,

either or both parties shall promptly deliver to the Ecclesiastical Authority a written notice describing their differences and requesting mediation thereof by the Ecclesiastical Authority.

Upon receiving such a request, the Bishop shall mediate the disagreement and seek a solution. As part of the mediation process, the Bishop may appoint a committee composed of one presbyter and one lay person, neither of whom is affiliated with the parish in which the disagreement exists, to investigate and make a written report thereof, stating the nature of the dispute and the position of each party. This report shall be delivered to the Bishop, the rector, and the vestry within 21 days after the committee's appointment.

In the absence of the Bishop, the Standing Committee shall exercise the role assigned the Bishop in this canon.

Canon D-V.12
Dissolution of the Pastoral Relation

Section 1. If the pastoral mediation called for by Canon D-V.11 has been exhausted without success and a rector or the vestry of the parish served wishes to have the pastoral relation dissolved, each party, within 60 days of the conclusion of the pastoral mediation process, may request final disposition of the dispute by giving notice thereof to the Ecclesiastical Authority and to the other party concerned.

Section 2. Within 30 days after receiving the written notice provided for in Section 1, the Bishop shall conduct a hearing on the issue. The Bishop shall fix the date, time, and place for the hearing, notify the parties affected, and conduct the hearing as ultimate arbiter and judge. In all cases, the Bishop shall consult and seek the advice of the Standing Committee before reaching a decision.

Section 3. At the Bishop's request, the Standing Committee shall be present at the hearing provided for in Section 2 and shall be permitted to question persons present for the hearing. The Chancellor shall be available to the Bishop for consultation at the hearing.

Section 4. Each party, his, her, or their representative may present a statement of position and the reasons supporting it. No testimony or other evidence shall be presented at the hearing unless, exercising discretion, the Bishop shall allow it for compelling reasons in the interests of justice. Oral statements and testimony shall be subject to cross-examination.

Section 5. The Bishop shall render a decision not later than 15 days following the close of the hearing and that decision shall be final and binding.

Section 6. If the pastoral relation is to be dissolved:

(a) The Bishop shall set forth in writing the reasons and conditions for the dissolution. A copy shall be provided each of the parties to the matter at issue, and a copy of the decision shall be available for public inspection.

(b) The Bishop shall require just and compassionate compensation or indemnity (if any) and shall undertake to offer such supportive services as may be suitable.

Section 7. In the event of the failure or refusal of either party to comply with the terms of the decision, the Bishop may impose such penalties as may be provided by the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

(a) In the case of a rector, inhibit such rector from officiating in the parish until the decision is complied with.

(b) In the case of a vestry, recommend to the Diocesan Convention that the union of the parish with Convention cease until the parish complies with the decision.

Section 8. Statements made during the course of the proceedings under this Canon are not admissible in any proceeding under Title IV of the Canons of the General Convention or Title D-VI of the Canons of this Diocese. However, this rule does not require the exclusion of evidence in proceedings under the above Canons of the General Convention or of this Diocese, which evidence is otherwise discoverable and admissible.

Canon D-V.13
Status of Parishes and Missions
[Amended in 1997; Amended in 2000; Amended by Act 2009-3]

Section 1.

(a) By December 15 of each year, the Bishop and Standing Committee shall have made an annual survey of the parishes and missions of the Diocese. If, after any survey, they shall find that a parish does not meet the standards set in Canon D-V.2, Section 4, they shall notify the parish that its status has changed to that of a mission pursuant to Canon D-IV.4 or unless, within one year from said notice, it meets all of the other required standards, the Bishop, with the advice of the Standing Committee, will change its status to that of mission, effective at the end of the following December.

(b) If, after any survey, the Bishop and the Standing Committee shall find that a mission does not meet the standards set in Canons D-IV.2 and D-V.1, they shall notify the mission that unless the mission meets the aforesaid standards within one year from said notice, the Bishop, with the advice of the Standing Committee, will request the Convention next following the end of that year to dissolve the mission's union with the Convention.

(c) Should any parish fail to meet the numerical membership requirements set forth in Canon D-V.2, Section 4(a), it may yet maintain parish status if it demonstrates to the Bishop and the Standing Committee that

(1) It has the financial and other resources to meet and is meeting the requirements in Canon D-V.2, Sections 4(b-j);

(2) It, in fact, accepts and pays its full share of the Budget for the Mission and Ministry of the Diocese according to the canons;

(3) It maintains the normal church programs, particularly outreach and Christian Education programs, appropriate to the character and needs of its membership.

(d) Any parish or mission affected by this canon is entitled, upon its request, to a hearing before the Standing Committee within the year's time granted in this canon.

Section 2. If a parish is dissolved or if its status is changed from parish to mission, the property belonging to it shall vest in the Trustees of the Diocese, in trust for the interests of the Church in the late parish. If the change in status occurred pursuant to Canon D-IV.4,

the property shall revert to the parish when all arrears have been paid in full and the parish has remained in compliance with Canon D-IV.4 for two successive years. If the change in status occurred for any other reason, the property shall revert to the parish upon its *bona fide* reorganization and admission into union with the Convention as a parish.

Section 3. Upon the dissolution of a parish or mission, the Trustees of the Diocese, upon failure of the congregation of the parish or mission to reorganize within a reasonable time, and upon the adoption of a resolution by the Trustees that it will be for the best interest of the Church in the Diocese, shall have the power and the authority to sell and convey such property and to execute and deliver a good and sufficient deed upon the payment of such sale price as may be determined or to manage, rent, lease or otherwise dispose of said property by instrument sufficient for that purpose, first having obtained the written consent of the Bishop, acting with the advice and consent of the Standing Committee. The net proceeds and income from such a sale shall then be held by the Trustees of the Diocese to be used for such purposes as the Bishop and Diocesan Council may direct upon recommendation of the Department of Congregational Support and Development.

Title D-VI: Ecclesiastical Discipline

Canon D-VI.1
Title IV of the Canons of the General Convention
[Added by Act 2010-3; Amended by Act 2011-2]

Those provisions of Title IV of the Canons of the General Convention which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

Canon D-VI.2
Disciplinary Board Operations
[Added by Act 2010-3; Amended by Act 2011-2]

Section 1. Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a personal conflict of interest of undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Section 2. President. Within 60 days following the annual Convention, the Board shall convene to elect a President to serve for the following year.

Section 3. Intake Officer. The Intake Officer shall be appointed from time to time by the Ecclesiastical Authority after consultation with the Board. The Ecclesiastical Authority may appoint one or more Intake Officers according to the needs of the Diocese. The Ecclesiastical Authority shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Section 4. Investigator. The Ecclesiastical Authority shall appoint an Investigator in consultation with the President of the Board. The Investigator may but need not be a Member of the Church.

Section 5. Church Attorney. Within 60 days following each annual Convention, the Ecclesiastical Authority, in consultation with the Standing Committee, shall appoint an attorney to serve as Church Attorney to serve for the following year. The person so selected must be an enrolled, confirmed adult communicant in good standing and a duly licensed attorney, but need not reside within the Diocese. The Ecclesiastical Authority, in consultation with the Standing Committee, may remove the Church Attorney for cause.

Section 6. Pastoral Response Coordinator. The Ecclesiastical Authority may appoint a Pastoral Response Coordinator, to serve at the will of the Ecclesiastical Authority in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the Canons of the General Convention and this Title. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

Section 7. Advisors. In each proceeding under this Title, the Ecclesiastical Authority shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

Section 8. Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Canon D-VI.3
Costs and Expenses in Disciplinary Matters
[Added by Act 2010-3; Amended by Act 2011-2]

Section 1. Costs Incurred by the Church. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk, and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Diocesan Council.

Section 2. Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Ecclesiastical Authority, upon recommendation of the Ecclesiastical Authority or the Disciplinary Board, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be established by the Diocesan Council.

Canon D-VI.4
Records in Disciplinary Matters
[Added by Act 2010-3; Amended by Act 2011-2]

Section 1. Records of Proceedings. Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

Section 2. Permanent Records. The Ecclesiastical Authority shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of The Episcopal Church, as prescribed in Title IV of the Canons of the General Convention.

Title D-VII: Administration

Canon D-VII.1
Suffragan Bishop May Act as Ecclesiastical Authority

In the event of the Bishop's death, disability, or extended absence from the Diocese, and if there be no Bishop Coadjutor, the Suffragan Bishop may be placed in charge of the Diocese by the Standing Committee and become temporarily the Ecclesiastical Authority thereof in accordance with the provisions of the Constitution and Canons of the General Convention.

Canon D-VII.2
Chartered Committees
[Adopted in 1997; Amended by Act 2021-11]

Section 1. ***Chartered Committees.*** A chartered committee is one created by action of the Diocesan Council in response to a resolution of the General Convention, a resolution of the Convention of this Diocese, or a formal request by the Bishop of this Diocese.

Section 2. ***Temporary Bodies*****.** The Bishop, the Convention or the Diocesan Council may establish temporary bodies for specific purposes. Any such temporary body shall be accountable to the body that created it and shall continue in existence for not more than three years.

Section 3. ***Appointments*****.** The Bishop, in consultation with the Diocesan Council, shall appoint the members of all chartered committees and temporary bodies and shall designate the chair of each.

Section 4. ***The Chartering of Committees*****.** Each chartered committee shall have a charter approved by the Diocesan Council. The charter shall specify its charge, the Department of the Diocesan Council to which it is accountable, the number of its members and their terms of office. In approving the charter, the Diocesan Council shall observe the following guidelines: (1) terms of office shall be no longer than three years; (2) terms of office of members shall be staggered; (3) no member who has served two successive terms shall be eligible for reappointment until one year shall have elapsed following the expiration of the last term; (4) the number of members shall not exceed nine. If the Diocesan Council shall determine that a greater number of members are necessary to carry out the charge, it may authorize such greater number. In making appointments to chartered committees and temporary bodies, the Bishop shall give due consideration to the diversity of the Diocese. The Diocesan Council shall report all charters to the Convention, and they shall be documented in the Journal.

Section 5. ***Vacancies*****.** When a vacancy in any chartered committee or temporary body occurs for reasons other than expiration of term and there are more than twelve months remaining in the unexpired term, the appointment to fill the vacancy shall be for the remainder of the term. When a vacancy occurs and there are fewer than twelve months

remaining in the unexpired term, the appointment shall be for the remainder of the unexpired term and the full succeeding term.

Section 6. ***Members to Hold Over*****.** Members of all chartered committees and temporary bodies shall continue in office until their successors are appointed and have undertaken exercise of their offices.

Section 7. ***Accountability*****.** Each chartered committee shall report at least annually to the Diocesan Council in such format and according to such schedule as the Council may prescribe. Each such body shall also report to each Annual Convention.

Canon D-VII.3
The Definition of Certain Terms
[Adopted by Act 2021-12]

Section 1. For purposes of the Canons of the Diocese of North Carolina, and except as expressly provided otherwise therein, all references implying physical documents are deemed to include and authorize the use of electronic technologies.

Section 2. For purposes of the Canons of the Diocese of North Carolina, and except as expressly provided otherwise therein or in the bylaws of a parish or mission, all references to a person's or to persons' physical presence are deemed to include and authorize the use of electronic technologies.

Section 3. Any use of electronic technologies shall be consistent with any applicable canon of The Episcopal Church or the Diocese of North Carolina.

Canon D-VII.4
Conduct of Meetings and Voting by Remote Technology
[Added by Act 2013-5, Amended by Act 2021-4, and Amended by Act 2023-6]

Section 1. Parishes, missions, and their vestries; Convocations; the Standing Committee; the Diocesan Council on behalf of itself, its Departments, and the Council Committee on the State of the Church; the Trustees of the Diocese; Commissions and Chartered Committees of the Diocese; the Disciplinary Board, the Fair Share Appeals Board, the Mission Endowment Board, and the Murdoch Memorial Society; and all other commissions and committees of the Diocese (collectively, "Diocesan Entities") are authorized to conduct meetings by teleconference, videoconference, or any other technology that allows all persons participating to hear each other at the same time and to participate in discussion. For purposes of determining a quorum, conducting a parliamentary process, and voting, members participating in a meeting by means of remote technology are deemed present in person at the meeting.

Section 2. Actions required or permitted to be taken by any Diocesan entity may be taken without a meeting if (i) all members of the body consent to the action in writing or by

authenticated electronic transmission, and (ii) such written or authenticated electronic transmissions are filed with the minutes of the proceedings.

Certified by the Commission on Constitution and Canons
December 2023

RULES OF ORDER
OF THE CONVENTION OF THE DIOCESE OF NORTH CAROLINA

I. The Order of Business at the Annual Convention or any Special Convention shall be proposed by the Bishop or the presiding officer for adoption by the Convention. Upon adoption, only the Convention may make any change in the Order of Business prescribed under the authority thereof.

II. Any of the rules of order may be suspended by simple majority vote of the Convention, except those rules which specify a larger majority for a specific action. Any such rule may be suspended upon the affirmative vote of two-thirds of the delegates present and voting.

III. (a) The clergy and lay delegates of a parish or mission that fails to comply with Canon 21.4(g) or Canon 20.6(a), as the case may be, concerning the timely filing of an audit or with Canon 30.5 concerning the timely filing of a parochial report shall be deprived of vote at Convention and shall be excluded from the calculation of clergy and lay delegates required to attain a quorum.

(b) No later than 21 days prior to the regularly scheduled meeting of Diocesan Council immediately prior to Convention, the Secretary shall inform every such parish and mission of the process established by Diocesan Council to request a waiver of this Rule.

(c) Diocesan Council, at its discretion, may grant a waiver of this Rule to a parish or mission upon a showing of good or unavoidable causes. Additionally, no waiver shall be given to the same parish or mission for three consecutive years.

(d) The report of the Secretary to Convention shall identify parishes and missions whose clergy and lay delegates were deprived of vote under this Rule, requests for waivers, and waivers granted. *[Added by Act 2007-12; succeeding Rules renumbered accordingly; Amended by Act 2010-4; Amended by Act 2018-8; Rewritten by Act 2019-6.]*

IV. (a) Resolutions for Convention action may be submitted by members and officers of the Convention, canonical commissions, committees and other bodies chartered or recognized by the Ecclesiastical Authority or the Diocesan Council, or Convention committees. The presiding officer of the Convention shall refer to an appropriate Convention Committee for consideration and report all such resolutions except those which accompany the report of the Committee on Dispatch of Business. To assure timely reports, it is appropriate for Convention Committees to meet for consideration of resolutions referred to them at any time after they have been appointed.

(b) While preambles or any recital of reasons, explanatory comments, or argument regarding any resolution may separately accompany its introduction or its report from a Convention Committee, they shall not constitute a part of the resolution for purposes of legislative action. Only the text of the adopted resolution shall be printed in the Journal of the Convention.

(c) Reports from institutions (and portions of such reports) which propose no resolutions shall be deemed filed and received by title and need not be referred to committee. *[Amended by Act 2006-9; Amended by Act 2011-1.]*

V. After the President has taken the chair no member shall continue standing except to address the Chair.

VI. No member shall address the Convention or make any motion except from the microphones provided for that purpose and after recognition by the Presiding Officer.

VII. Speakers shall address the Presiding Officer and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded and, if required by the Presiding Officer, reduced to writing.

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

X. Except by leave of the Convention, no member shall speak more than twice in the same debate, nor longer than two minutes at one time. The total time of debate on any question or resolution shall be a maximum of twenty minutes.

XI. No applause shall be permitted during any debate or voting of the Convention or of the Committee of the Whole.

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

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

XIV. All amendments shall be considered in the order in which they are moved. When a proposed amendment is under consideration, a motion to amend the same may be made. No amendment to a second amendment shall be in order. But when an amendment to an amendment is under consideration, a substitute for the whole matter may be received. No proposition on a subject different from the one under consideration shall be received under color of a substitute.

XV. In a vote by orders the individual votes of the clergy and laity shall be taken separately. A majority of affirmative votes in both orders shall be necessary to any decision on any vote by orders.

In any vote by orders, upon the request of any two members of the clergy who do not serve the same congregation (parish or mission), or any two lay delegates representing different congregations, the vote shall be by roll call of the clergy and lay delegates. The votes of the lay delegates shall be announced by a member designated by the delegation when the name of that church is called. The delegation shall be polled upon request of any member thereof.

XVI. A question once decided shall stand as the action of the Convention and shall not be drawn again into debate. A member of the Convention who voted on the prevailing side may move to reconsider any vote so long as the motion is made on the same or succeeding day to that on which the vote was taken, except that such a motion may be voted on at any time with the consent of two-thirds of the Convention.

XVII. (a) Reports to the Convention from all commissions, committees, temporary bodies, and institutions of the Diocese shall be in writing. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by corresponding resolutions to be introduced in accordance with Rule of Order IV(a).

(b) Reports to the Convention by commissions, committees, or temporary bodies that require no action or expression of opinion by that body and which have been distributed in advance shall be received as presented.

(c) A Convention Committee report on resolutions referred to it may include statements of reasons for the committee's recommendations, may be accompanied by a minority report (if signed by one-fourth of the committee's membership), and, with respect to each resolution or group of related resolutions requiring separate action, shall take one of the following forms:

1. Recommend adoption.
2. Recommend adoption of a substitute resolution.
3. Recommend rejection. In this event the resolution shall lie upon the table unless (a) a majority of the delegates present and voting call for placing the resolution on the agenda for immediate consideration, or (b) the report is accompanied by a minority report recommending adoption, in which case the question shall be consideration of the minority report.
4. Report without recommendation. In this case the presiding officer shall put the original resolution, stating that the committee makes no recommendation.

XVIII. All questions of order shall be decided by the presiding officer without debate. Any member may appeal from such decision, when, on motion by the member, duly seconded, the question shall be decided by majority vote of the Convention. On such an appeal no member shall speak more than once without leave.

XIX. No member shall be absent from the sessions of the Convention without leave or unless unable to attend.

XX. When the Convention is about to rise, every member shall remain seated until the President leaves the chair.

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

The Bishop may select and announce subjects for discussion: Provided, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall first be disposed of.

XXII. (a) No nomination shall be received unless the person to be nominated has indicated assent thereto. Nominations for election by the annual Convention may be submitted

electronically or in writing to the Secretary of the Convention at least 40 days before the opening session thereof. Any nomination received by the Secretary after the specified date shall be returned to the nominator and may be submitted from the floor of the Convention in accordance with the provisions of this rule of order. All nominators and nominees must be communicants in good standing in this Diocese. At the first business session of the Convention the presiding officer shall call for nominations from the floor, at which time the Secretary shall read the names of all persons whose nominations have been received at least 40 days before the opening of the Convention, after which additional nominations may be received from the floor, provided that any such nomination is submitted jointly by three voting members of the Convention, each being from a different parish or mission. Each nomination shall be accompanied by a brief biography of the nominee on a form prepared by the Secretary of the Convention. The information to be included on the biographical form (to be signed by the nominator) shall include at least the following: nominee's name, address and home congregation, and prior as well as present parochial and Diocesan offices. *[Amended by Act 2007-11; Amended by Act 2016-2.]*

(b) The names and biographies of all persons nominated in writing to the Secretary at least 40 days before the opening session of the Convention shall be given to the deans of the convocations and shall be included in the advance materials distributed by the Secretary to members of the Convention prior to the meetings of each convocation which are to be held not later than 10 days prior to the Convention. The Secretary shall also post the biographical forms in a conspicuous place in or adjacent to the room in which the Convention meets so that they may be seen throughout the Convention session by all delegates.

(c) All nominations shall be reported to the Convention by the Secretary together with appropriate instructions as to how to cast a valid ballot. Delegates may vote for fewer candidates than the number of positions to be filled, but ballots containing votes for more than the number of positions to be filled shall be rejected.

(d) All elections shall be conducted by secret ballot. The results shall be determined by a majority of votes cast on the ballot or by such larger majority as may be required by the Constitution or by canon. If candidates are to be chosen for different terms to the same office, the Secretary shall assign terms to those elected in the order of the number of votes received.

(e) Nominees receiving a majority vote (as herein defined) on any ballot shall be declared elected. If subsequent ballots be required, the nominees to be voted on shall be limited to the number remaining which is equal to twice the number of offices to be filled and who received on the preceding ballot the highest number of votes exclusive of those declared elected.

(f) After the election of Deputies to the General Convention, alternates for these deputies are designated from the remaining candidates in the order of the number of votes received on the preceding ballot. *[Amended by Act 2016-3 and Act 2018-6.]*

XXIII. (a) Resolutions to be acted on at the annual Convention shall be submitted to the Secretary of the Convention on or before the 40th day preceding the opening date of the Convention. Upon submission, resolutions shall be referred to the appropriate Convention Committee as prescribed by Rule of Order IV(a), and the texts thereof shall be included in the advance materials distributed by the Secretary of the Convention to the members of the Convention prior to the Convention. Resolutions submitted to the Secretary later than specified shall be returned to the introducer without action.

Resolutions not proposing or requiring amendment of the Constitution or Canons may be introduced during the Convention but may be acted upon only as follows: If introduced in the first business session of the Convention, the question before the Convention shall be whether the resolution shall be considered. Upon the affirmative vote of two-thirds of the delegates, the resolution shall be referred to an appropriate Convention Committee for study and report to that Convention. Such resolutions that fail to receive the required vote, as well as resolutions introduced after the close of the first business session of the Convention, shall not be considered.

This rule shall not apply to resolutions of courtesy.

(b) Any portions of the Bishop's address meriting the Convention's response shall be referred by the Diocesan Bishop to an appropriate Convention Committee.

(c) The Secretary of the Convention, with the assistance of the Chancellor of the Diocese, shall review each resolution submitted within the time prescribed in section (a), above, to determine whether favorable action on the resolution would require adoption or amendment of a constitutional provision, canon, or rule of order. All such resolutions shall be simultaneously reported to the Commission on Constitution and Canons and referred to the appropriate Convention Committee. The Commission shall report its recommendations with respect to such measures to the Convention at the first business session either as part of its annual report or separately, as may be most convenient. No resolution amending the Constitution or Canons shall be considered on the day on which proposed, except by a two-thirds vote of those entitled to vote. *Amended by Act 2006-9.]*

XXIV. If a resolution submitted for Convention action would substantially affect Diocesan finances, the presiding officer of the Convention shall, at the time the resolution is referred to an appropriate Convention Committee under Rule of Order IV(a), also request the Convention Committee on Administration of the Diocese to consider the measure. The Convention shall not take up the resolution until its Committee on the Administration of the Diocese has, without recommendation, furnished the Convention with an analysis of the effect adoption of the resolution would have on the fiscal affairs of the Diocese.

XXV. Subject to the provisions of the Constitution and Canons of the General Convention of The Episcopal Church, the Constitution, Canons, and Rules of Order of the Diocese of North Carolina, and any Special Rule proposed by the Committee on Dispatch of Business for the election of a bishop or the consideration of any other specific items of business, the Parliamentary Authority governing the transaction of business by the Annual Convention or any Special Convention shall be the current edition of Robert's Rules of Order Newly Revised. *[Added by Act 2008-6]*

XXVI. Any clergy or lay person not otherwise entitled to seat and voice at Convention who is employed for full time ministry to a campus worshipping community admitted into union with Convention pursuant to Canon 1.4 shall be granted seat and voice at Convention upon application to the Secretary no less than sixty (60) days prior to the Convention. *[Added by Act 2012-13]*

Supplemental Rules of Order for Use of Teleconferencing at a Convention
[Added by Act 2021-8]

T1. Purpose. The purpose of these Supplemental Rules of Order for Use of Teleconferencing at a Convention ("T-Rules") is to facilitate calling and conducting a Convention of the Diocese of North Carolina when the Ecclesiastical Authority determines that it is impractical or impossible to hold an in-person meeting of the Convention because of governmental constraints or other compelling reasons.

T2. How Called. 120 days prior to an Annual Convention or at the time when a Special Convention is called, the Ecclesiastical Authority may, at its discretion, determine that the Convention will take place entirely by teleconference (a "Teleconferenced Convention") or will have some members present in person and other members participating by teleconference (a "Hybrid Convention"). The Secretary shall inform members accordingly.

T3. Scope. These T-Rules apply to both Teleconferenced and Hybrid Conventions, except as identified herein. However, nothing in these T-Rules applies to an episcopal election, which the Constitution and Canons of the Diocese reserve for a Convention at which members are present in person.

T4. Selection of Services. The Secretary of the Convention shall engage one or more companies to provide two-way video and audio connectivity and online systems that support parliamentary procedure, voting, and casting of ballots at a Teleconferenced or Hybrid Convention (collectively, the "Services"). To the extent practicable, the Secretary shall employ Services whose user interfaces are available in both English and Spanish.

T5. Members to Furnish Email Addresses. No less than 60 days before a Teleconferenced or Hybrid Convention, every member of the clergy order shall notify the Ecclesiastical Authority of his or her email address. No later than such date, every church and campus worshipping community shall have submitted its Certificate of Election, updated as necessary by Certificates of Change in Lay Delegation, to the Secretary. Such certificate shall specify the email address of every lay delegate.

T6. Choice of Attendance. In the case of a Hybrid Convention, a member shall specify whether he or she intends to attend in person or by teleconference when registering for the Convention, but no less than 30 days before the Convention. Any member failing to provide timely notice of attendance by teleconference shall be deemed to intend to attend in person. A member may subsequently change his or her participation from by teleconference to in-person by notifying the Secretary but not from in-person to by teleconference.

T7. Issuance of Access Instructions. No less than 14 days before a Teleconferenced or Hybrid Convention, the Secretary shall provide individualized access instructions for the Services by email to each member (in the case of a Hybrid Convention, to members that will attend by teleconference). The access instructions shall include URLs, user-ids, and passwords as needed to authenticate the member for participation in the Convention and, if the member has right to vote, to vote and to cast ballots.

T8. Security. A member shall not publicize or divulge to any person his or her individualized access instructions. A member shall use only the individualized access instructions provided him or her.

T9. Availability. The Secretary shall make Services available for members to sign in no less than 30 minutes before the start of each session of Convention. At the discretion of the Secretary, the Services may be left active during recesses or may be taken down, to be restarted at a time to be announced by the Secretary.

T10. Signing in and out. Members shall identify themselves by signing into the Services using their respective individualized access instructions. During a session of Convention, a member shall remain connected to the Services unless he or she must absent himself or herself from participation, in which case the member shall sign out while absent and sign in upon return. A member shall sign into the Services from only one access device (computer, tablet, smartphone, etc.) at any given time, but a member may change his or her access device by signing out and then signing in from another access device.

T11. Presence. Members who connected to the teleconferencing services at least once during a Convention are deemed to be present with respect to the Constitution and Canons of the Diocese and shall be marked as present in the Journal.

T12. Quorum. When determining and reporting the presence of a quorum to the President, the Committee on Credentials shall include members who have signed into the Services.

T13. Parliamentary Processes, Voting, and Casting of Ballots. No less than 7 days prior to Convention, the Secretary shall inform members (in the case of a Hybrid Convention, members participating by teleconference) by email of the procedures for use of the Services in parliamentary processes, voting, and casting of ballots. The President may rule out of order the actions of a member that do not comply with the procedures.

T14. Video. When actively engaging in parliamentary process, a member shall enable his or her video uplink. At other times, the member may, at his or her discretion, disable the video uplink.

T15. Technical Requirements and Malfunctions. Each member is solely responsible for his or her access device (computer, tablet, smartphone, etc.) and Internet connectivity. No action of Convention shall be delayed, objected to, or invalidated on grounds that the loss or poor quality of a member's individual Internet connection or the failure of his or her access device prevented participation in the Convention.

T16. Muting. Each member shall keep the microphone of his or her access device muted unless recognized by the President to speak.

T17. Forced Disconnections. The Secretary may cause the muting or disconnection of a member's connection to the Services if undue interference with the Convention is attributable to such member. The Secretary's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced to Convention and recorded in the Journal.

T18. Hybrid Conventions. So far as is practicable in a Hybrid Convention: (a) the President shall give equitable attention to members attending in-person and members attending by teleconference; (b) members actively engaging in parliamentary process by teleconference shall be seen and heard in the Convention meeting hall; and (c) non-parliamentary proceedings of the Convention will be made available to members participating by teleconference.

T19. Proceedings in Spanish. The Secretary shall (a) arrange for translation into Spanish of the proceedings of a Teleconferenced Convention and (b) provide the same degree of Spanish translation for members attending a Hybrid Convention by teleconference as is provided members attending in-person.

T20. Moderators. In order to facilitate the conduct of Teleconferenced or Hybrid Convention, the President of the Convention may appoint one or more Moderators to assist the President and the Secretary.

T21. Broadcast. At the discretion of the Ecclesiastical Authority, any Convention may be broadcast in whole or in part by one-way audio and/or video to the public at large. Mere broadcasting of a Convention does not constitute a Teleconferenced or Hybrid Convention. Nothing in these T-Rules shall apply to manner in which a Convention is broadcast.

T22. Precedence. In case of conflict between the Rules of Convention and these T-Rules at a Teleconferenced or Hybrid Convention, these T-Rules shall prevail.

Certified by the Commission on Constitution and Canons
December 2023

BYLAWS OF DIOCESAN COUNCIL

(*Revised August 25, 2005; Amended May 27, 2010; Amended April 28, 2011; Amended August 22, 2019; Amended June 18, 2020; Amended May 18, 2023; Amended January 18, 2024)*

I. The presiding officer of the Council is the Ecclesiastical Authority. The secretary of the Council is the Secretary of the Convention. Voting privileges are held by elected members of the Council. The presiding officer shall vote only in the case of a tie. All Bishops in active service to the Diocese as Coadjutor, Suffragan, Assistant, or Assisting, the Treasurer, the Canon to the Bishop, the Chief Financial Officer, and the Secretary of the Convention shall each have seat and voice.

II. Members of the Council shall attend each annual and special Convention of the Church in this Diocese. The Secretary of Convention and the Committee on the Dispatch of Business are requested to take appropriate steps to facilitate such attendance by lay members of the Council who are not otherwise members of the Convention.

III. Unless otherwise directed, the secretary of the Council shall be the person designated to communicate actions of the Council to affected persons or entities. Exceptions to this policy must have prior approval of Council.

IV. A summary of the proceedings of each Council meeting shall be posted on the diocesan website.

V. The Canon to the Bishop and the Chief Financial Officer shall be officers of the Episcopal Diocese of North Carolina subject to the general supervision of the Ecclesiastical Authority and, with respect to finances, the Treasurer of the Diocese. Subject to such supervision, the Chief Financial Officer shall be authorized to execute and deliver on behalf of the Diocese all contracts, agreements, leases, and other documents as shall be necessary to preserve and insure all diocesan properties, to invest, reinvest, and disburse all diocesan funds and investments and to put into effect the expenditures and programs authorized in the annual budget or otherwise authorized by Diocesan Council or by the Convention of the Episcopal Diocese of North Carolina.

VI. Diocesan Council shall have regular meetings at such dates, times and places as it shall establish by the action of Diocesan Council. Special meetings of Diocesan Council may be called by or at the request of the Ecclesiastical Authority or any member of Diocesan Council.

VII. The secretary of Diocesan Council shall give notice of the date, time and place of each special, non-regular meeting of Diocesan Council (i) by mail at least five days before such meeting, or (ii) by public announcement or authenticated electronic transmission at least twenty-four hours before such meeting. Notice of such meeting may be waived in writing before or after such meeting, and the effect of such waiver shall be equivalent to the giving of timely notice. As used in these Bylaws, “authenticated electronic transmission” means any form of communication that does not involve the physical transmission of paper but which creates a record that may be retained, retrieved, and reviewed by the recipient of the transmission.

VIII. The secretary of Diocesan Council shall give notice of each postponed or cancelled meeting of Diocesan Council (i) by mail at least five days before such meeting, or (ii) by public announcement or authenticated electronic transmission at least twenty-four hours before such meeting, or (iii) by person-to-person communications at least four hours before such meeting. Notice of such postponed or cancelled meeting may be waived in writing, and the effect of such waiver shall be equivalent to the giving of timely notice. As used in these Bylaws, "person-to-person communication" means authenticated electronic transmissions or face-to-face or telephone exchanges, in which information is delivered by one party and receipt of such information is acknowledged by the other party.

IX. The presiding officer of Diocesan Council, or the chair of a Department or Committee of Diocesan Council, may conduct a meeting of Diocesan Council or of such Department or Committee, as the case may be, by means of remote communication provided all members physically present at the meeting and all members remotely participating in the meeting can initiate and receive communications with each other on a substantially simultaneous basis. For the purposes of determining a quorum and for voting, members participating in a meeting by means of remote communication shall be deemed to be present in person at such meeting. As used in these Bylaws "remote communication" means communication via telephone conference, video conference, the Internet, or such other means approved by Diocesan Council that satisfies the requirements of this paragraph.

X. Any action required or permitted to be taken at any meeting of Diocesan Council, or of any Department or Committee of Diocesan Council, may be taken without a meeting if (i) all members of Diocesan Council, such Department or such Committee, as the case may be, consent to such action in writing or by authenticated electronic transmission, and (ii) such writings or authenticated electronic transmissions are filed with the minutes of the proceedings of Diocesan Council, the Department or the Committee, as the case may be.

XI. The quorum for a meeting of Diocesan Council shall be a majority of its elected members excluding positions that are vacant for any reason including but not limited to expiry of term.

XII. The Departments of Council shall be Finance and Administration, Outreach and Justice Ministries, Planning, Congregational Support and Development, and Christian Discipleship.

CHARTERED COMMITTEES
OF THE EPISCOPAL DIOCESE OF NORTH CAROLINA

Revised April 21, 2022

Chartered Committee on Campus and Young Adult Ministry

a/k/a Chartered Committee for Young Adult Missioners
f/k/a Chartered Committee on Ministry in Higher Education

The Committee on Campus and Young Adult Ministry (CCYAM) will assist the Bishop Suffragan in oversight and is the primary advocate for the developing and strengthening of campus and young adult
ministries in the Diocese of North Carolina as it works to bring young adults to follow in the way of Jesus
Christ. This Committee is accountable to the Department of Youth and Young Adults and through the Department to the Diocesan Council.

In accordance with Canon 16, the Bishop shall appoint members to the Committee and shall annually designate the chair of the Committee. The Committee's membership shall consist of one (non-staff) member per campus/young adult ministry program. Campus Ministers and Young Adult Missioners are encouraged to attend meetings of the Committee and shall be *ex officio* members.

Terms of office for members of this Committee shall be three years, and their terms shall be staggered. No member shall be eligible to serve more than two successive three-year terms until one year has elapsed following expiration of the last term.

(Adopted by Diocesan Council December 17, 1997; amended December 15, 2005; amended 2006; amended June 18, 2009; amended September 11, 2014; committee renamed June 18, 2015; rewritten August 24, 2017)

Chartered Committee on Environmental Ministry

The teaching of the Church calls for Christians to live in harmony with God's Creation (BCP 845). The Chartered Committee on Environmental Ministry provides leadership in the Diocese to follow this call. The focus of this ministry is to (I) educate and motivate and model environmental advocacy and action for congregations and individuals; (2) offer liturgical resources for celebrating the glories of God's creation; and (3) raise up ethical aspects of environmental issues.

Membership: The Committee requests approval of up to twelve members who will serve three-year staggered terms. Members may serve two consecutive terms. Three unexcused absences in one year will be considered a resignation from the Committee.

Meetings: The Chartered Committee on Environmental Ministry will meet at least six times a year.

Relationship to Diocesan Council: The Committee is accountable to the Diocesan Council's Department of Outreach.

Structure: Sub-committees may include communications/networking, education/resources, and activism/action/justice. Ad hoc committees may be appointed to address specific concerns. Members of these may include non-committee members.

(Adopted by Diocesan Council March 18, 1998)

Chartered Committee on Global Mission

I. This committee provides oversight and coordination of all mission work outside the United States, including activities done by local congregations and in the Companion Diocese when such a relationship exists.

II. This committee is accountable to the Department of Outreach.

III. This committee has a minimum of nine members and a maximum of twelve members with three-year staggered terms. The members are appointed by the Bishop, and generally no member shall serve more than two successive terms. This committee may appoint ad hoc committees as needed. The chairpersons of any companion diocese link committees shall automatically serve on the committee. The Bishop shall designate the chair for the committee.

(Adopted by Diocesan Council March 18, 1998; amended October 21, 2021)

Chartered Committee on Grants

Section 1. It is the duty of the Committee on Grants to solicit, receive, and evaluate applications from individuals and congregations for grants from the Diocese pursuant to the following trusts and programs:

- Continuing education grants to members of the clergy and lay persons funded from moneys made available by the Bishop and Trustees.
- Grants under the Parish Grant Program funded from the income of the Parish Grant Trust and the annual diocesan budget.
- Grants from the Diocesan Disaster Relief Trust, the World Disaster Relief Trust, the Diocesan New Programs Trust, and the Emergencies Trust, all of which were established by gifts to the ACTS campaign.
- Such other diocesan grant programs as may be established from time to time, unless the Bishop or Diocesan Council shall make other provision.

Section 2. The Committee on Grants has nine members: one person appointed by the Bishop, the Lay Warden of each of the seven convocations, and one member of the Diocesan Council designated by the Bishop for a one-year term. Except as otherwise provided herein, members shall be appointed for three-year terms. The Bishop shall annually designate one of the members as chair for a one-year term. No person shall be eligible to serve on the Committee for more than six years in any period of seven years.

Section 3. The Committee on Grants shall recommend for adoption by the Diocesan Council written statements of eligibility for all grant programs administered by the Committee. The Committee may on its own authority establish appropriate application procedures.

Section 4. This charter is effective January 1, 1998.

(Adopted by Diocesan Council October 23, 1997)

Chartered Committee on Hispanic Ministry

1. This committee serves to foster and develop Hispanic Ministry throughout the Diocese; serves as a resource and support network for all involved in ministry with people whose primary language is Spanish; and provides coordination and oversight for evangelism, sacramental ministry, education, advocacy, and financial and strategic development in conjunction and with the support of the Diocese.

2. The committee is accountable to the Department of Congregational Support and Development.

3. The committee seeks to represent various geographic areas in the Diocese and varies of Hispanic Ministries in a membership of no fewer than five nor more than fifteen persons appointed by the Bishop for staggered three-year terms. No member is eligible to serve more than two successive three-year terms until one year has elapsed following the expiration of the last term.

4. The committee meets at least four times annually.

(Adopted by Diocesan Council December 14, 2006)

Chartered Committee on History and Archives

I. This committee provides ongoing direction and support for fulfilling the mandate given the Historiographer of the Diocese in Canon 8.

II. Tasks of the committee include:

a. Acting as a council of advice to the Historiographer of the Diocese;
b. Monitoring the ongoing need to provide adequate storage, management, processing, and access for diocesan records;
c. Arranging for workshops, conferences, publications, exhibits, and celebrations related to the history of the diocese; and
d. Aiding and encouraging congregations to maintain archives and produce their own historical accounts.

III. This committee shall meet at least two times annually and is accountable to the Department of Finance and Administration.

IV. This committee shall consist of the following members:

a. Ex officio: the Historiographer (who shall also serve as committee chair); the Archivist, the Canon to the Ordinary for Administration, the Chancellor of the Diocese, and the Secretary of the Convention.
b. Nine members appointed to the committee by the Bishop to serve three-year staggered terms. No members of the committee so appointed shall be eligible to serve more than two successive terms.

(Adopted by Diocesan Council April 22, 2010; amended February 21, 2019)

Chartered Committee on Remuneration and Insurance

I. The committee shall study the remuneration of clergy and make an annual recommendation to Diocesan Council for minimum clergy salaries and other remuneration in the Diocese.

II. The committee shall make an annual recommendation to Diocesan Council for healthcare and other benefits to be provided to qualifying clergy and lay employees in the Diocese.

III. The committee shall have oversight of all other Diocesan insurance and shall review such policies annually.

IV. The committee is responsible to the Department of Finance and Administration of the Diocesan Council.

V. The committee shall consist of the Chief Financial Officer of the Diocese and at least three members appointed by the Bishop. The Bishop shall appoint the chair.

VI. The appointed members of the committee shall serve no more than two successive three-year terms unless specifically granted exemption by the Bishop.

(Adopted by Diocesan Council December 16, 1999; amended February 19, 2000; amended 2006; rewritten and renamed April 21, 2022)

Chartered Committee on Lifelong Learning
a/k/a Chartered Committee on Lifelong Christian Formation

I. The mission of this Committee is
A. To know God and to make God known.
B. To serve and strengthen the ministry of Christian Formation in our Diocese.
C. To support our congregations in the lifelong process of nurturing, forming, and equipping all members to carry out the ministry to which they are called through baptism.

II. This Committee shall be accountable to the Department for Christian Formation.

(Amended by Diocesan Council, April 22, 2010)

Chartered Committee on Youth

I. The purpose of the Chartered Committee on Youth is to maintain the quality of the youth programs in this diocese and to advocate for and initiate new and innovative programs for young people in the Diocese of North Carolina and throughout The Episcopal Church.

II. This committee shall be accountable to the Department of Youth and Young Adults, and shall encompass the entities formerly known as the DYC and the Happening Board. The separate entities shall cease to operate independently as of June, 2009, and the Diocesan Youth Missioner will be charged with
incorporating members of both into the CCY for program years 2009-10 and 2010-11.

III. The number of members of this committee shall be determined as follows:

- The Youth Missioner will accept applications each spring for the upcoming program year, defined as June-May.
- Members will be chosen from the applicants, to include, as nearly as possible, five youth and one adult from each convocation of the diocese.
- Any convocation which does not fill its youth or adult positions will release those positions to the Youth Missioner to fill with applicants from other convocations.
- Other members of the Chartered Committee on Youth (CCY) will include the Diocesan Youth Missioner, the Assistant to the Diocesan Youth Minister, the Regional Youth Missioners, and the Happening Coordinator. Staff liaison will be the Canon to the Ordinary for Program and Pastoral
  Ministry. The whole body of the CCY will be responsible for planning and implementing programs for the youth of the Diocese of North Carolina, including but not limited to youth conferences, Happening, outreach opportunities, and mission trips.
- From the body of the CCY, a group of no more than 15 individuals (at least nine of whom will be youth) will be designated by the Diocesan Youth Missioner as the Covenant Committee of the CCY. This committee will function as a governing board, and hold the responsibility for the administration of the CCY, including matters of budget, rules, conduct, procedures, etc. The Covenant Committee will be expected to attend the Annual Convention.
- CCY members will be expected to reapply each spring.

IV. The Bishop shall annually designate the chair of the committee and appoint members to the committee as vacancies occur.

(Adopted by Diocesan Council October 21, 1998; amended 2006; amended April 23, 2009)

Missionary Resource Support Team: A Chartered Committee

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.

MRST offers two grants to congregations in the Diocese of North Carolina. Our primary resource is the Salary Support Grant. Though typically offered for clergy salaries, this grant can also be used for lay salaries as well. This typically applies to small churches and mission congregations but also includes new ministry initiatives created in collaboration with existing congregations. MRST also offers one-time Seed Grants of up to $7500 that can be allocated during the current calendar year for new ministries getting off the ground.

The Team is accountable to the Department of Congregational Support and Development.

The Team should number approximately twelve lay and clergy, appointed by the Bishop on recommendation from the Chair. The Chair is elected within the Team. Terms are three years with a maximum of two consecutive.

(Adopted by Diocesan Council November 18, 2004; rewritten February 21, 2019)

Appendix A

Diocesan Canon 15, Section 7

Structure and Organization of the Diocese. The Council Committee on the State of the Church shall keep the structure and organization of the Diocese under continuing study, shall review all chartered committees at least every five years to determine if they are viable, and shall, from time to time, make such recommendations to the Convention as it may find appropriate to enable the Diocese to fulfill its ministry.

Appendix B

Oversight of Chartered Committees by Departments of Council

Chartered Committee	**Department of Council**
Grants	Christian Formation
Lifelong Learning	
Hispanic Ministry	Congregational Support and Development
Missionary Resource Support Team	
History and Archives	Finance and Administration
Remuneration and Insurance	
Environmental Ministry	Outreach and Justice Ministries
Global Missions	
Campus and Young Adult Ministry	Youth and Young Adults
Youth	

Canon 16.7: "Accountability. Each chartered committee shall report at least annually to the Diocesan Council in such format and according to such schedule as the Council may prescribe."

Appendix C

Chartered Committees of the past

- Chartered Committee on the Budget.
    - Council, its Departments, and Diocesan staff began to do this directly without using a separate apparatus.

- Chartered Committee on Communications.

- Chartered Committee on New Congregational Development.

- Chartered Committee on Ministry to Young Adults.
    - Merged into the Chartered Committee on Campus and Young Adult Ministry.

- Chartered Committee on Millennium Development Goals.
    - This body self-disbanded.

- Council of Advice to the School of Ministry, originally known as the Board of Directors for the School of Ministry.
    - This body self-disbanded, as reported by Ayliffe Mumford to the 200th Convention.

- Chartered Committee on Property Management.
    - Dissolved by Council in December 2018 after several years of inactivity.

- Chartered Committee on Christian Social Ministries.

- Chartered Committee on Congregational Support.

- Chartered Committee on Small Churches.

- Chartered Committee on Social Responsibility in Investments.

- Chartered Committee on Stewardship