

## DIOCESAN COUNCIL

The year began with a joint retreat of Diocesan Council, Standing Committee and members of the diocesan staff. One of the actionable items resulting from this gathering was the formation of three Affinity Groups, each made up of members from both leadership bodies, to study and make recommendations on the following topics: (1) Local Discernment / Preparation for Clergy Selection Design; (2) Addressing the Decline of Small Church Support and Growth Strategies; and (3) Collaboration for Church Planting and Attracting Growth to the Episcopal Faith. These groups met throughout the year with varying degrees of involvement and reporting recommendations back to Council for next steps. In June, Bishop Rodman reminded these three working groups that their recommendations to Council are to identify actions that can be undertaken by existing staff or existing committees or other entities of the diocese. In July the group addressing the decline of small church support submitted a report and recommendation for moving forward. This was addressed in September with the appointment of the Small Church Commission consisting of a six-member working group—three diocesan staff members and three members of the Planning Department. Bill Drake serves as the chair. They are working toward an actionable recommendation to Council at the 2026 retreat in February.

Council received regular updates on the status of Saint Augustine’s University. There is concern for the future of the school and the continued “Episcopal” presence but also concern about any continuing financial support until there has been resolution to the issues and some level of stability returned to the institution. The long, deep ties to the school are recognized.

Council received updates on the status of Johnson Service Corp and some concerns over internal discord resulting in suspending activity in the second half of 2025 and diminishing numbers of participants. Bishop Rodman will follow-up on the way forward. The diocese continues to work with former participants as they seek to discern the future for the corps.

The diocese welcomed the Rev. Kelly Ryan (missioner for discipleship), Lynn Buggage (east regional canon) and Lesley Peace (founding director of the New Hope Collaboration on the campus of the former St. Mark’s, Raleigh).

There is slow but steady progress toward St. Michael’s and All Angels, Charlotte, receiving construction permits from the City of Charlotte.

### **Use of Proceeds Grants** (\$5 million set aside from the sale of 200 West Morgan Street in 2023)

**Phase I:** The recipients of the first-round grants (\$3 million) were announced at the 209<sup>th</sup> Convention in November 2024. Covenant Agreements between the recipients and the diocese have been signed, funds were disbursed to churches who were ready to begin the work proposed in their applications, and members of the diocesan staff and Planning Department walked with all churches who requested / needed support. Some funds in this phase were held while the recipients refined their plans. Some of that work continues. Eligibility in this phase was defined as historically Black churches, Latino communities, new communities and any church with an

annual operating budget of \$100,000 or less. The breakdown of applications was 75% from Black churches, 12% Latino, 9% white congregations, and 4% new communities, and the breakdown of funds awarded was 56% Black, 25% Latino, 10% white, and 9% new. Total award was \$2,966,000. We still have a few churches that have not finalized their plans and / or started the work. We continue to support them as those decisions are made and will walk with them to completion.

**Phase II:** Applications for the second round of use of proceeds grants were numbered at 44 by mid-May. The guidelines for this round were grant requests of \$5,000 to \$70,000 and representing a collaboration or partnership with another Episcopal entity or a community program. The task force to review these applications had some changes in members due to availability. This was shared with Council. Recommendations for funding this phase were presented to Council prior to the June meeting, and the process for approving or making other recommendations were to take place on June 26. (The June meeting was rescheduled until July 17, 2025.) Council approved disbursement of all or some amount for 27 requests, deferred one request to Phase III and took no action on 12. The total awards were \$920,000. The balance of the available proceeds funds will be moved to Phase III.

**Phase III:** Applications for the final \$1 million from use of proceeds were to be accepted from June 1 through August 15, possibly extending to August 31. The final decision on Phase III took place at the October 16 Council meeting. Awards will be announced at the 210<sup>th</sup> Convention in November. There were 61 total applications for this round. Grant requests ranged from \$5,000 to \$50,000. Thirty-five requests were funded in part or whole for a total of \$1,105.00. There is a small amount remaining from the original \$5 million available. It will be held until June 30, 2026, and combined with any other monies that might come back due to lack of action. Council will make a decision at that time as to what those funds will support.

\*\*\*Churches with grant awards on hold must show a firm plan and action to enact that plan no later than June 30, 2026.

### **Action concerning Episcopal Oil Portraits at Diocesan House**

Our bishops and Diocesan Council decided this year to distribute the diocese's collection of bishops' portraits on the walls of Diocesan House to the individual churches most closely associated with each bishop. The placement is a five-year loan agreement between the diocese and the receiving church that automatically renews unless terminated by either party. Each church agrees to maintain the portrait and to display it where it may be well viewed by its membership. There are 17 portraits, of which 10 have been distributed and seven are pending with completion planned by the end of the year. Claude Snow, Council member, is managing this process in partnership with Maria Gillespie, CFO.

## **Miscellaneous Council Concerns and Responsibilities**

Council votes to approve various items that come before the body as canonically required actions. These include approval of housing allowances for diocesan staff; the budget recommendation for presentation to convention for final approval; the fair-share % (2027) at 10.55%; review and adoption of recommendations from the Fair Share Appeals Board; adoption of the Conflict of Interest policy approved by the chancellor to become a compliance expectation of elected diocesan leadership beginning mid-June 2025; approval of Bishop Rodman's decision to hold legislative committee hearings for the 210<sup>th</sup> Annual Convention by teleconference prior to the convention and endorsement of a change in the convention schedule calling for adjournment by noon on Saturday in 2025; concurrence with the bishop diocesan to recommend to the 210<sup>th</sup> Convention the transfer of Stanly County, NC, including Christ Church, Albemarle, from the Charlotte Convocation to the Sandhills Convocation; adoption of a resolution clarifying the calculation of "total operating income" for the purpose of Fair Share; adoption of resolutions specifying the dates for the 210<sup>th</sup> Convention as well as the period for meetings of each convocation and the schedule for the five legislative hearings as appropriate; approval of four grants recommended by the Mission Endowment Board; approval of a 2.75% COLA adjustment for staff and minimum clergy salary for 2026.

San Jose, Smithfield; St. John's, Henderson; and Grace, Weldon, have closed.

Recommendations and concerns for how our Preserved Historic Churches can continue to have periodic services.

Twenty-four resolutions of the 81<sup>st</sup> General Convention were assigned to various committees and office holders, as approved by Bishop Rodman, for follow-up on the implications for our diocese and any further action that will need to be taken.

We should do a better job of communicating to the diocese at large how much of the fair share collected each year goes to outreach or is returned to meet needs of churches in our diocese.

Bishop Rodman announced that Chuck Till will retire as secretary on December 31, 2025. Council expressed appreciation for his many years of service and the value of his deep knowledge.

Review of the current process to develop the annual (2026) Mission and Ministry budget was presented by Ms. Gillespie and included a presentation from the budget subcommittee appointed by Bishop Rodman. Departments of Council were made aware that it is their responsibility to be informed of the budget dollars associated with the ministries / areas of the diocese assigned to them. Budget requests from each department were placed in Dropbox for review by all Council members. Recommendations to begin the budget process earlier in the year with departments making quarterly reports on activity in their area of oversight and to begin a process for budget projections in 3-year cycles to ensure resources are directed to the areas that offer the diocese the most value.

All Saints', Warrenton, has been added to the National Register of Historic Places.

The proposed rebranding of the diocese will be presented to Council and convocations in late October or early November, to the 210<sup>th</sup> Convention, and rolled out in Advent.

Budget webinars leading up convention went well, and the recording are available on the diocesan website.

### **Financial and Reporting Matters in the Diocese**

A report on the 2024 financial results showed a \$100,000 decrease in both revenue and expenses.

100% of the churches in our diocese filed their 2024 parochial reports on time.

Performance of the diocesan investments and those of individual parishes in the Common Trust Fund continues to be very good.

The Sustainability Fund, which supports approximately 10 of our congregations is in year four of a five-year program. There is concern for what that means going forward and acknowledgment that, in its current form, the Sustainability Fund is not sustainable. There are deep pastoral concerns around this matter and widespread agreement that a more sustainable model must be developed and implemented. This work is a priority of the diocese and Council. An update in mid-May indicated that progress was being made to address the uncertainties for the future of the Sustainability Fund. In July, Ms. Gillespie reported additional progress to stabilize the Sustainability Fund and suggested a potential name change in 2027, possibly the Faith Forward fund.

Fair Share – Changes in the way the Parochial Report is completed caused some confusion for churches and resulted in a slight decrease in the total fair share % that will support the 2026 Mission and Ministry budget revenue.

Completion of 2024 audit of the diocese and availability of the audit report (July 2025).

### **Concerns in the Diocese of North Carolina**

A review of the process for discerning a call to the vocational diaconate. A team was formed for this work. It was determined that the diaconal discernment process will be suspended while it is being reformed.

Review of the current blueprint for diocesan conventions and suggestions for changes that might lessen the time required to attend to business matters resulting in more time for meaningful programming and relationship building and possibly reduce the length of convention activities and the related expenses.

Availability of affordable housing, the recovery in Western NC from the devastation of Hurricane Helene, protection of the environment and gun safety remain matters of concern, and members of

the diocesan leadership and wider membership participated in Advocacy Day at the NC General Assembly.

The EFWM in Newton Grove is being restructured with the Diocese of East Carolina. Moneys that the Diocese of NC has contributed to EFWM will be redirected to similar ministries within this diocese.

### **Concerns in the wider Episcopal Church as well as the Diocese of North Carolina**

Meeting the needs of Latino students enrolled in Episcopal seminaries and improvement to Latino worship materials which will translate into an improvement in the quality of the experience within our Latino communities.

### **Departments of Council**

**Christian Discipleship** – Michelle Roach, Amanda Stephenson, Maryann Younger

**Congregational Support & Development** – Alice Freeman, Imogen Rhodenhiser, Ginny Wilder

**Finance & Administration** – Jeff Pitts, Al Ragland, Jane Thorne

**Outreach & Justice** – David Bland, Valerie Davis, Pam Harvey

**Planning** – Jerry Garrett, Sherry Owens, Claude Snow

### **Parochial Report Information**

Total Pledge & Plate reported in 2024 was \$84,391,050.

Amount drawn down from endowments or other investments to support operating was \$5,000,824.

The Episcopal Church reported no “baptized” membership data for 2024, citing confusion in the way questions were asked in the parochial report. It does appear that the number of total communicants in TEC and our diocese rose in 2024.

Respectfully submitted,  
Sherry Owens

STANDING COMMITTEE  
*October 20, 2024 – October 23, 2025*

**Statement of Purpose**

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

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

The Standing Committee met regularly on the third Monday of each month via Zoom in October and December 2024 and in 2025 in January, February, March, April, May, July, September and October.

In November 2024, the Standing Committee met in person on Thursday, November 20 (before the Diocesan Convention) and again in person on February 2-3, 2024, at a joint meeting with the Trustees and Diocesan Council of the diocese followed this meeting. We met again in person June 16, 2024, with Bishop Samuel Rodman.

There were no meetings in August 2025.

The Standing Committee also has members on the Standing Committee who explains legal property matters that come before the committee, the Rev. David Umphlett.

**PERSONS IN THE ORDINATION PROCESS**

**Consent of Ordination (Priesthood) *December 23, 2024***

Paul Flynn

**Consent of Ordination (Vocational Diaconate) *December 17, 2024***

Thomas Lowe

Susan Schrader

**Consent for Candidacy (Priesthood) *March 17, 2025***

Louis-Patrick Mua  
Maggie Paul  
Hope Anderson  
Devin McGuiness

**Consent for Ordination (Transitional Diaconate) *April 28, 2025***

Louis-Patrick Mua  
Hope Anderson  
Eliza Brinkley  
Edward Smith

**Consent of Ordination (Vocational Diaconate) *June 7, 2025***

Mark Lile-King

**Consent of Candidacy (Vocational Diaconate) *June 16, 2025***

Derek Luther

**Consent of Ordination (Priesthood) *October 20, 2025***

Louis-Patrick Mua  
Hope Anderson  
Eliza Brinkley  
Edward Smith  
Weston Morris

**EPISCOPAL CONSENTS**

Consent for Diocese of San Joaquin - October 22, 2025, approved  
Consent for the Diocese of Dallas - May 13, 2025, approved  
Consent for Cuba - April 28, 2025, approved  
Consent for the Bishop Suffragan of West Texas - November 20, 2024, approved  
Consent for West Missouri - November 11, 2024, approved

**CONSENTS TO REAL ESTATE TRANSACTIONS**

*February 17, 2025* - **Easement with Duke Energy for Christ Church, Charlotte**  
Easement as described in that certain Easement (the “Easement Agreement”) by and between the Vestry of Christ Church, Charlotte, a Protestant Episcopal Church in the Diocese of North Carolina and the Duke Energy Carolinas, LLC, a North Carolina limited liability company

Grantor: Vestry of Christ Church, Charlotte (the “Parish”)

Grantee: Duke Energy Carolinas, LLC, a North Carolina limited liability company (the “Grantee”)

Parish resolutions provided. The Grantee does not have the power of eminent domain.

Cash consideration: \$1.00

Easement is to allow Grantee a perpetual and non-exclusive easement, to construct, reconstruct, operate, patrol, maintain, repair, replace, relocate, add to, modify, and remove underground electric and communication lines including, but not limited to, all necessary supporting structures, and all other appurtenant apparatus and equipment for the transmission and distribution of electrical energy, and for technological purposes related to the operation of the electric facilities.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Parish, which authorized an easement on certain property of the Parish, so that the Grantee may install certain electric facilities at the Parish Property, 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 Christ Church, Charlotte, a Protestant Episcopal Church in the Diocese of North Carolina to grant an easement for said property of the Parish so that the Grantee may install the electric facilities at the Parish property, via the Easement Agreement, to be executed as provided in Canon 23, Section 2.

*March 17, 2025- Episcopal Day School and Emmanuel Episcopal Church*

PRIVATE AND CONFIDENTIAL

March 7, 2025

To: Emmanuel Episcopal Church

Address: 340 South Ridge St, Southern Pines, NC 28387

Dear Emmanuel Episcopal Church,

Episcopal Day School (“School”) appreciates the opportunity to partner with Emmanuel Episcopal Church (“Church”) in our shared vision, working together to serve our community with a commitment to growing and developing our shared campus. To show our commitment towards working together on this campus project, we present you with this non-binding Letter of Intent (“LOI”).

The School, in collaboration with the Church, proposes the following lease terms and commitment to working together:



Premises:

New School Buildings:

School plans to build two new buildings outlined on Exhibit A as building A and B.

Primary New Building for Classrooms (as shown on exhibit A as building A) a building with roughly 10 classrooms, 4 administrative offices, and a teacher Lounge.

Gymnasium (as shown on exhibit A as building B) – this building would include a basketball court, lunchroom, and two larger classrooms for studies such as Art and Music

Existing Church and School Buildings:

These buildings include the Chandler Building (as shown on exhibit A as building C) and the basement of the Main Building (as shown on exhibit A as part of building D) where the School is currently utilizing 4 classrooms and the pre-school outdoor playground (as shown on exhibit A area M).

Shared Space:

These spaces include any and all outdoor shared spaces, mostly the driveways, parking on campus, and the pre-school playground.

Lease Term:

The School will lease the Premises from the Church as follows:

New Buildings:

These buildings will operate under a thirty (30) year land lease, commencing with the start of construction of the new buildings.

Existing Buildings:

The Chandler Building lease term will correspond with the thirty (30) year land lease on the new buildings. The Main Building lease term will operate on a 10-year lease as the School and the Church continue to evaluate space needed.

Shared Space:

This space will operate under a thirty (30) year land lease, with the new buildings.

Purpose/Use:

School will use the leased space for educational uses consistent with the School's tax-exempt mission and purpose.

Capital Campaign:

The School will administer a capital campaign to raise funds for the new buildings that will be owned fully by the Church/Episcopal Diocese.

#### Rental Expense:

During the lease term, School shall pay Church a fixed annual rent for the Premises, payable in either monthly or annual installments.

#### Maintenance & Utilities:

The School will be responsible for all costs associated with maintaining the leased Premises, including but not limited to utilities, property taxes, landscaping, and general upkeep.

Wholly leased buildings (the New Buildings and the Chandler Building) will be easier to administer based on 100% of the expenses being allocated to the School.

The Church and School will work together on leased space in the Main Church Building to ensure the School is fully covering all expenses associated with leased space, or share an allocation of building expenses when appropriate.

#### Third-Party Financing:

The School anticipates partially funding the construction cost of the new buildings with third-party debt, not to exceed a mutually agreed upon amount with the Church.

The Church will not be a party to, nor subject to, or obligated in anyway by any agreements between the School and a third-party. No third-party may assume, benefit from, or exercise any element of any agreements between the Church and the School.

In the event the School incurs debt of any kind, in no event shall any such debt, obligation or agreement impair the rights of the Church nor shall any third-party agreement with the School create any right to, possessory interest in, nor burden on the Premises.

#### Property Improvements:

School will be responsible for all property improvements and maintenance for leased space.

The Church and School will work together on leased space in the Main Church Building to ensure the School is fully covering all improvements associated with leased space, or share an allocation of building improvements when appropriate.

#### Renewal & Termination:

The lease may be renewed or extended upon mutual agreement. Termination terms will be negotiated to ensure smooth transition if needed.

#### Insurance & Liability:

School shall maintain similar liability and property insurance as outlined in the existing lease agreement detailed within section 6.1.

**Zoning and Compliance:**

School will comply with all applicable zoning laws and obtain necessary permits for predisposed use.

School and Church agree to work together for re-zoning and any necessary permits for proposed use.

**Representation:**

The school board of trustees will reinstate the Rector (or in the absence of a rector, the Senior Warden) as seen in prior years, as an ex-officio member, to serve on any matters before the trustees.

The school by-laws will be adjusted from three (3), to four (4) elected trustees which are confirmed communicants in good standing of any Parish in the Episcopal Diocese of North Carolina. The Church will collaborate with the School to approve a slate of mutually agreed upon candidates to maintain these seats. The church, at its annual meeting, will elect representatives from said Candidates.

**Good Faith Negotiation:**

School and Church agree to negotiate any final lease agreement in good faith based on this Letter of Intent.

We believe that the partnership of the Church and School, strengthened through this LOI, will provide long-term benefits to the goals and missions of both parties. We look forward to discussing the next steps and finalizing a formal lease agreement.

Thank you for your consideration and please feel free to contact our Board of Trustees at [Murphy.Paderick@captrust.com](mailto:Murphy.Paderick@captrust.com) or 919-770-5835 to schedule a meeting at your convenience.

*April 10th, 2025 - St. Augustine's University Chapel*

**CONSENT**

(This instrument should be indexed as a 'subsequent instrument' pursuant to N.C. Gen. Stat. § 161-14.1)

STATE OF NORTH CAROLINA

COUNTY OF WAKE

THIS CONSENT, made and entered into this the \_\_\_\_ day of April, 2025, by the Diocese of North Carolina of the Protestant Episcopal Church in the United States of America ("Diocese").

**RECITALS:**

A. The Diocese caused to be recorded the Declaration of Interest in Book 11904, Page 2256, as re-recorded in Book 12381, Page 636, both in the office of the Register of Deeds of Wake

County (as amended, the “Declaration”). The terms set forth in this Consent shall have the same meaning as set forth in the Declaration unless otherwise defined or the context shall otherwise prohibit.

B. The Declaration established the Diocese’s interest in the real and tangible personal property in the possession of or occupied by St. Augustine’s Episcopal College Chapel, as well as other churches which are in union with the Diocese (collectively, the “Churches”).

C. The Declaration provides that no real or tangible personal property, in which a Church or other entity affiliated with the Diocese owns title, may be conveyed or encumbered without the written consent of the Ecclesiastical Authority (the “Bishop”) acting with the advice of the Standing Committee of the Diocese.

D. Saint Augustine’s University owns the real property described in Exhibit A attached hereto and incorporation herein by reference (the “Property”).

E. Saint Augustine’s University intends to encumber the Property with a Deed of Trust with Security Agreement Financing Statement for Fixture Filing and Assignment of Rents for the benefit of Saint Lender, LLC (the “Deed of Trust”).

F. To the extent St. Augustine’s Episcopal College Chapel owns any interest in the Property and to the extent necessary under the Declaration, Saint Augustine’s University has requested that the Diocese consent to the encumbrance of the Property by the Deed of Trust and the Diocese has agreed to consent.

NOW THEREFORE, pursuant to the authority above recited and pursuant to the terms of the Declaration, the Diocese hereby consents to the encumbrance of the Property by the Deed of Trust.

The Bishop represents that he has obtained the necessary consent of the Diocese, including the approval of the Standing Committee, to execute this Consent.

[SIGNATURE PAGE FOLLOWS]

***April 29, 2025 - Christ Episcopal Church, Walnut Cove***

Sale of approximately 7.18 acres generally described as at 412 Summit Street within the Town of Walnut Cove, County of Stokes and State of North Carolina, identified as Parcel 4584, PIN 6963426492 (the “Property”).

Seller: Christ Episcopal Church, Walnut Cove (“Christ Episcopal Church”), a mission of the Episcopal Diocese of North Carolina, by and through the Trustees of the Episcopal Diocese of North Carolina

Vestry resolutions provided.

Terms of Sale: Property to be sold for \$81,484.00, less usual costs of sale. No purchase money financing.

Requirement for appraisal waived. Tax value provided as evidence for value. Christ Episcopal Church has considered the environmental impact any sale of the Property will have on the community and Town of Walnut Cove, and Christ Episcopal Church affirms that sale to the Buyer will keep the Property free from development or clear cutting of the wooded land tract, preserving the wooded land tract into the future.

Per vestry resolutions, the Property subject to sale is not needed for the ongoing or future operation of the mission. The Property was not listed with any real estate agent. The proceeds of the sale will be held in Christ Episcopal Church's major repair and restoration fund, a fund established for the continued repair and restoration of Christ Episcopal Church, with funds used exclusively for the continuing major repair and restoration of Christ Episcopal Church's facilities.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Christ Episcopal Church, Walnut Cove, a mission of the Episcopal Diocese of North Carolina, which authorized the sale of approximately 7.18 acres generally described as at 412 Summit Street within the Town of Walnut Cove, County of Stokes and State of North Carolina, identified as Parcel 4584, PIN 6963426492 (the "Property"), for \$81,484.00, less usual costs of sale, and with confirmation that the sale will require that the Property be preserved as a wooded land tract as an environmental mission of the Seller, 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 Church of Christ Episcopal Church, Walnut Cove, a mission of the Episcopal Diocese of North Carolina to a sale agreement and to subsequently sell, by and through the Trustees of the Episcopal Diocese of North Carolina, the Property for \$81,484.00, less usual costs of sale, to be conveyed via Special Warranty Deed, to be executed as provided in Canon 10, Section 2.

***April 29, 2025 - Episcopal Church of the Holy Comforter, Burlington, North Carolina***

Lease of certain property known and described as First Floor Space, Comforter House, 142 S. Lexington Avenue, Burlington, NC 27216 (the "Property"), pursuant to a Commercial Lease Agreement.

Lessor: Episcopal Church of the Holy Comforter

Lessee: Alamance County Community Services Agency

Vestry resolutions provided.

Lease Terms: One, one year term with one renewal available for an additional one year term. The rent during the term shall be a fixed monthly rent of One Thousand Six Hundred Dollars (\$1,600.00) per month for the first year. For informational purposes, according to the Vestry of Holy Comforter, the market annual rate rental for the Property is \$30,048. Given the service the

tenant renders to the community, Holy Comforter believes it serves our mission to rent at a below-market rate.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Episcopal Church of the Holy Comforter, Burlington, which authorized the lease of certain property known as the First Floor Space, Comforter House, 142 S. Lexington Avenue, Burlington, NC 27216 (the “Property”), for a total of \$1,600.00 per month for a one year term with a renewal option for a second one year term, payable in monthly installments, in order to lease the Property, for use by tenant for general office space, 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 Church of the Episcopal Church of the Holy Comforter, Burlington to lease the Property, as set forth in the Commercial Lease Agreement on the terms and conditions of the Commercial Lease Agreement, to be executed as provided in Canon 23, Section 2.

***June 16, 2025 - Church of the Holy Spirit, Greensboro***

Development Teaming Agreement with planned sale of approximately 6.42 acres to be subdivided from the church property of Church of the Holy Spirit, Greensboro, as more fully described in the Development Teaming Agreement.

Seller: Church of the Holy Spirit, Greensboro, a mission of the Episcopal Diocese of North Carolina, by and through the Trustees of the Episcopal Diocese of North Carolina

Vestry resolutions provided.

Terms of Sale: Property to be sold for \$400,000.00 and with an additional \$100,000.00 of developer fees associated with the transaction, for a net of \$500,000.00 paid in connection with the transaction. No purchase money financing.

Requirement for appraisal waived. Tax value and price per acre comparison of adjacent site with recent sale provided as evidence for value.

Per vestry resolutions, the property subject to sale is not needed for the ongoing or future operation of the mission and due to topographical and access issues, it is very unlikely that the mission would be able to use it. The property was not listed with any real estate agent. The proceeds of the sale will be used improvement of existing church facilities or invested to support church activities, including, but not limited to, clergy and staff development.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Church of the Holy Spirit, Greensboro, a mission of the Episcopal Diocese of North Carolina, which authorized the entry into the Development Teaming Agreement with planned sale of approximately 6.42 acres to be

subdivided from the property of Holy Spirit, Greensboro, as more fully described in the Development Agreement, for a total transaction net of \$500,000.00, 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 Church of the Holy Spirit, Greensboro, a mission of the Episcopal Diocese of North Carolina to enter the Development Teaming Agreement and to subsequently sell, by and through the Trustees of the Episcopal Diocese of North Carolina, the land consisting of approximately 6.42 acres to be subdivided from the property of Holy Spirit, Greensboro, as more fully described in the Development Teaming Agreement for a total transaction net of \$500,000.00, to be conveyed via Special Warranty Deed, to be executed as provided in Canon 10, Section 2.

***July 8, 2025- St. Ambrose, Raleigh***

Easement as described in that certain Deed of Easement, Retaining Wall, Landscape and Fence Easement (the “Easement Agreement”) by and between the Vestry of Saint Ambrose Episcopal Church, a Protestant Episcopal Church in the Diocese of North Carolina and the City of Raleigh.

Grantor: Vestry of Saint Ambrose Episcopal Church, Raleigh (the “Parish”)

Grantee: City of Raleigh (the “Grantee”)

Parish resolutions provided. The Grantee does have the power of eminent domain.

Cash consideration: \$1.00

Easement is to allow Grantee a perpetual easement for a Retaining Wall, Landscape, and Fence Easement three and a half feet-wide (3 1/2’) running along the entirety of the Parish property’s southern boundary to permit the Grantee, among other things, to remove the existing retaining wall and to replace it with the installation of a new retaining wall that is two and a half feet (2.5’) high and made of CMU core with brick veneer along its side and top (the “New Retaining Wall”) with the Grantee to have the further right to maintain, repair, and replace the New Retaining Wall.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Parish, which authorized an easement on certain property of the Parish, so that the Grantee may remove and replace a retaining wall at the Parish Property, 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 Saint Ambrose Episcopal Church, a Protestant Episcopal Church in the Diocese of North Carolina to grant an easement for said property of the Parish so that the Grantee may install the new retaining wall at the Parish property, via the Easement Agreement, to be executed as provided in Canon 23, Section 2.

*August 22, 2025 - Episcopal Church of the Holy Comforter, Burlington, North Carolina*  
Lease of certain property known and described as St. Athanasius, 300 E. Webb Avenue, Burlington, NC 27217 (the “Property”), pursuant to a Lease Agreement.

Lessor: Episcopal Church of the Holy Comforter

Lessee: The Sons of God Assembly of Jesus Christ

Vestry resolutions provided.

Lease Terms: One, one year term. The rent during the term shall be a fixed monthly rent of \$150.00 per month for the remainder of 2025 and \$200 per month beginning in January 2026. The vestry believes that the rent and other provisions of the lease are fair and adequate on the basis of the Tenant’s limited use of space for Sunday morning worship services and the long-standing relationship of nearly forty years between the Tenant and Holy Comforter. The net proceeds from the lease of the property shall be used to help maintain the St. Athanasius property.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Episcopal Church of the Holy Comforter, Burlington, which authorized the lease of certain property known and described as St. Athanasius, 300 E. Webb Avenue, Burlington, NC 27217 (the “Property”), for a fixed monthly rent of \$150.00 per month for the remainder of 2025 and \$200 per month beginning in January 2026, for a one year term, payable in monthly installments, in order to lease the Property, for use by tenant primarily for Sunday morning services and activities related thereto, 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 Church of the Episcopal Church of the Holy Comforter, Burlington to lease the Property, as set forth in the Lease Agreement on the terms and conditions of the Lease Agreement, to be executed as provided in Canon 23, Section 2.

*September 11, 2025 - St. Mark’s, Huntersville*

RESOLVED, that the Parish of St. Mark’s Huntersville, Diocese of North Carolina (the “Parish”), acting through its duly elected vestry, does hereby determine that it is in its best interests to borrow the sum of \$1,150,000 (the “Loan”) from Blue Harbor Bank (the “Lender”) at an interest rate of 7.00% per annum, such Loan to be repaid in monthly payments of \$8,262.44 with the final balloon payment due and payable in September, 2026 The Loan shall be secured by a deed of trust to the Lender, as trustee, in favor of the Lender on the Real Property known and described as Land and Improvements located at 8600 Mt Holly-Huntersville Road, Huntersville NC 28078 (the “Property”), and assignment of the Capital Campaign pledge account.



FURTHER RESOLVED, that the proceeds of the Loan shall be used to refinance the current mortgage on the Property.

FURTHER RESOLVED, that the schedule and source of repayment of the Loan are as follows: Payment of recurring principal and interest from the General Fund with the understanding that revenue from the rental of the Rafters will be the primary source of the funds for this component; and through the proceeds of a Capital Campaign where the funds generated by this campaign are to be for the sole purpose of payment against principal on the loan.

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 be, and 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. This year we spent a great deal of time talking about building trust and relationships with one another, beyond just the meetings.

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

The Standing Committee has continued its commitment to address systemic racism within the committee and the diocese during 2025. The committee continued the work in its regular meetings by developing definitions of restitutions and reparations to be shared with other bodies so that consistency of language might facilitate coordination of action across diocesan governing bodies. We continue to employ deep listening and attention to the history of the Diocese of North Carolina, especially its bodies with financial and approval power and its participation in actions and policies that reinforced white supremacy. Our membership includes people who live and/or worship in each of the seven convocations of the diocese. Our members are also diverse in culture, ethnicity, race and age.

## **OTHER ACTION**

### **St. Augustine's University, Raleigh**

The Standing Committee spent a great deal of time talking about St. Augustine's University during our meetings. The committee's prayers go out to the students, and employees of the university, that there might be resolve and a future for this historic and sacred university. We were excited to hear some good reports from the Bishop towards the end of 2025 concerning the university, and hope to hear more good reports in the future.

Submitted by

The Rev. Kristin Whittaker, *President*

David Tamer, *Secretary*

CHANCELLOR  
September 2025

I am happy to say that the issues I have dealt with this past year have been relatively straightforward, though somewhat more numerous than in prior years.

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

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

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

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

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

Other Matters. There are other matters which I have been involved with. These involve generally either actual, threatened or potentially threatened litigation. In the interests of confidentiality and

preservation of the attorney-client privilege, it would be inappropriate for me to publish the details of these matters. Bishop Rodman is usually involved in the ongoing aspects of them as well as their conclusion.

I continue to enjoy my service as chancellor.

Martin H. Brinkley

Chancellor

William Rand Kenan, Jr. Distinguished Professor

Dean emeritus, University of North Carolina School of Law

## TRUSTEES OF THE DIOCESE

### **Statement of Purpose**

The trustees hold legal title to diocesan property. The trustees receive and review reports from the Investment Committee on the status of the endowment funds and deal with various property matters. The trustees also respond to requests for input as to various matters from Bishop Rodman.

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

The trustees review, advise and pass on property transactions, including the sale, lease or encumbrance of real property. We have assisted with the conveyance of excess land and have recently worked with a church to convey property for use as the second phase of an affordable housing community.

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

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

Submitted by  
Steve Mason

## TREASURER

### **Statement of Purpose**

The treasurer has a fiduciary responsibility to safeguard the assets and investments of our diocese.

The growth of these assets and investments is vital for the fulfillment of our Mission Strategies and the long-term sustainability and expansion of God's Beloved Community.

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

1. Worked closely with our investment managers, Sterling Capital, to maximize returns on our Common Trust investments.
2. Worked closely with our two main banks, Truist Bank and Bank of America, to enhance fraud safeguards and controls over all deposits and disbursement transactions.
3. Worked closely with our two main banks, Truist Bank and Bank of America, to employ "State of The Art Productivity Standards" in the processing of all banking transactions.
4. Worked with our two main banks, Truist Bank and Bank of America, to maximize returns on money market investments.
5. \$5 million proceeds distribution from the sale of 200 West Morgan across Phase I, II, III.

With the diocese CFO, developed a simplified, streamlined reporting, analysis and review system that resulted in recommendations and diocesan approvals of Phase I, Phase II and Phase III distributions to many missions and parishes within the diocese.

6. As a member of the "Churches Helping Churches" Finance Audit Committee, assisted numerous missions and parishes with the completion of their 2024 audit report and in their financial reportings.
7. Member of the Planning Committee.
8. Member of the Mission Endowment Board.
9. Member of the Diocesan Council.
10. Member of the Diocesan Budget Committee.

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

Safeguard the assets and investments of our diocese to ensure continued success in the implementation of our Mission Strategies of extending God's Beloved Community to others.

Continue to serve on several diocesan boards and committees.

Submitted by  
Gil Small

## BISHOP'S COMMITTEE ON AFFORDABLE HOUSING

### **Statement of Purpose**

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

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

This work addresses several mission strategy goals:

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

We have concentrated this year on telling the stories of churches doing housing ministries in order to inspire other churches to discern their own call. We presented our diocese's housing work on a national webinar of The Episcopal Church Office of Governmental Relations. We encouraged community-level partnerships and collaborations among faith communities. And we advocated for the NC General Assembly to reject a bill that would criminalize homelessness.

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

We will continue to encourage congregations to discern the ways they can help God's children to have homes, by providing food and support for people experiencing homelessness, assistance in moving into housing (or preventing housing loss), developing housing, contributing funding for building housing and advocating welcome in our communities.



We will do this by our presentation and exhibit booth at Diocesan Convention, by committee members' participation in networks across the diocese and by communication through our webpage.

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).

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

[The committee's charge] 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 2025 we held one Zoom session. We had current deacons speak to their time in ministry—one of our newest and one of our longest serving. We also had a priest/deacon pair from a parish speak as to their relationship and that of each to the parish. The bishop (Jennifer) also spoke to those seeking discernment. They were also introduced to Patricia Sarazen and Jenny Beaumont so that they would be informed as to what to do going forward and to whom they would be communicating.

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

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

In 2026 the Bishop's Committee on the Diaconate will continue to fulfill our charge to provide information to those interested in potentially becoming a deacon and providing opportunities for communication between those interested and the bishop(s). The first Zoom information session will be held in January and depends on the bishop's schedule.

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: PASTORAL RESPONSE

### **Statement of Purpose**

The Pastoral Response Team's canonical purpose is to ensure the pastoral response mandated by the Canons of the Episcopal Church (Title IC, Canon 8) in matters of ecclesiastical discipline, providing pastoral care and guidance in the disciplinary process to all parties involved. The work of the PRT extends beyond this mandate, as members of the team are called upon to bring insight and guidance to congregations where the normal pastoral or leadership resources are over-taxed, and to be available as a council of pastoral advice and pastoral backup to the bishops and diocesan staff.

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

In 2025 the PRT met in person twice, once with the bishops and the Disciplinary Board of the diocese to build capacity for coordinated pastoral response in difficult parochial situations and matters of discipline, to review past responses and programs, and to discern future initiatives to support lay leaders and clergy in their ministries. In addition, with Bishop Rodman and diocesan staff, the PRT led one parish-wide meeting in a parish of the diocese. Members of the PRT have also been called on by the bishop to offer support to individuals and vestries.

Our work is inherently about Congregational Vitality and Formation, and always involves collaboration with parish leadership, diocesan staff and various outside experts.

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

In 2026 we plan to meet quarterly, one of these meetings to be with the bishops and the Disciplinary Board. In addition, we remain on call for the bishops and the diocesan staff to assist with matters as needed or desired.

Submitted by  
The Rev. Robert Fruehwirth

## BISHOP'S COMMITTEE ON PRISON MINISTRY

The committee is continuing to work through various expressions and organizations in local areas, notably among them:

- 1) Orange Correctional Center Yokefellows Prison Ministry (meets weekly at the center in Hillsborough) - [dstanford4900@yahoo.com](mailto:dstanford4900@yahoo.com)
- 2) Reentry House Plus, Inc., residential program for five and training for 12-15 men and women (success while in transition) - [www.reentryhouseplus.wildapricot.org](http://www.reentryhouseplus.wildapricot.org)
- 3) Durham County Jail Ministry c/o St. Philip's, Durham (video visits to inmates and more) - Mike Sistro, [msistro@gmail.com](mailto:msistro@gmail.com)
- 4) Forsyth County Jail Ministry (several jail ministries in the Winston-Salem area) – The Rev. Jamie Edwards, [motherjamie@me.com](mailto:motherjamie@me.com), and the Rev. Mark Davidson, [madavidson8@gmail.com](mailto:madavidson8@gmail.com)
- 5) Chipper Long works with housing for ex-offenders in the Charlotte area - [chipperlongnc@gmail.com](mailto:chipperlongnc@gmail.com)
- 6) Vivian Rogers works with the Youth Facility in Davidson - [vrpgerscannon@gmail.com](mailto:vrpgerscannon@gmail.com)
- 7) Interfaith Women's Prison Ministry (Arise Collective, P.O. Box 25901, Raleigh, NC 27611) - The Rev. Miriam Saxon, [miriamsaxon@gmail.com](mailto:miriamsaxon@gmail.com)
- 8) Benevolence Farm (women ex-offenders program), PO Box 1313, Graham, NC 27253 - [info@benevolencefarm.org](mailto:info@benevolencefarm.org)
- 9) David Bland is actively involved with the elimination of bail bond in the state - [davidbland2040@gmail.com](mailto:davidbland2040@gmail.com)

David Stanford or members of the committee will be happy to assist you to make connections with ministries in your area. Also, Local Reentry Councils in your area or county would be an excellent place to find resources or organizations near you.

Submitted by  
David Stanford

## BOARD OF EXAMINING CHAPLAINS

### **Statement of Purpose**

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

This includes:

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

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

The Board of Examining Chaplains worked with several students this past year, assisting in their formation as future priests of the church for the congregations they will serve.

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

Continue to serve at the bishop's request.

Submitted by

The Rev. Lisa Fischbeck

## BOTSWANA COMPANION LINK COMMITTEE

### **Statement of Purpose**

To continue our partnership and strengthen the relationships between the people and parishes of the Diocese of North Carolina and the people and parishes of the Anglican Diocese of Botswana, and to support the ministries in the Diocese of Botswana (such as St. Augustine Theological School and Holy Cross Hospice)

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

1. Racial Reckoning, Justice, and Healing: Because of the history of Botswana when it was no longer a British protectorate, and from the intentional racial justice work done there to distinguish Botswana from the apartheid history of South Africa (their close neighbor), we are learning from their focus on racial equity and equality and their honoring of diversity. We also learn from their incredible hospitality imbedded in their culture and offered to all of God's children.

2. Congregational Vitality and 3. Formation: After many years of the Anglican Diocese of Botswana seeking approval for the ordination of women from their province, permission was finally granted, and in May of this year (2025) 14 women, all trained for ministry at the St. Augustine Theological School, were ordained transitional deacons. Our diocese has recruited 14 female priests who are now serving as mentors to these Botswana women as they begin their lives as ordained leaders of their parishes and in their diocese. As these newly ordained women begin to live into their new lives in ordained ministry, this mentorship effort is intended to create close and confidential one-on-one relationships with women here, sharing their stories of parish leadership and their journeys to the priesthood, as well as receiving any guidance the NC mentors might offer from their experiences as female priests.

4. Collaboration and New Communities: As the Diocese of Botswana adjusts to female ordained leaders, our diocese provides training opportunities to discuss collaboration strategies, as offered both in the mentoring relationships but also in conversations with our brothers and sisters in Botswana.

5. Creation Care: Climate change is extremely pronounced across southern Africa and is an increasing concern in Botswana where already scarce water resources are diminishing. We offer listening opportunities to share climate concerns felt both in Botswana and North Carolina, where we have faced the flooding of Helene and other natural disasters this year.

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

We will continue to support St. Augustine Theological School, both financially and possibly online with supply instructors, as well as supporting other ministries as designated by Bishop Beleme.

In May, Bishop Rodman will lead a group of lay and clergy who will attend the (first ever) ordination of 14 women to the priesthood. We are also planning a theological retreat of five to eight people from each of our dioceses, with the intention that those selected to participate in this retreat will return to their parishes to lead conversations about what we will have learned in our time together. The retreat will provide a space and time apart from regular duties, and where all attendees can listen and share our theology and practice at a deeper level, considering questions like: How do we understand and proclaim the Gospel in distinctive cultures and beyond? How might we draw from one another as we engage in this conversation?

Submitted by  
The Rev. Miriam Saxon

## CHARTERED COMMITTEE ON CAMPUS AND YOUNG ADULT MINISTRY

### **Statement of Purpose**

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

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

The CCYAM supports our 10 campus ministries and the Johnson Service Corps for young adults as they seek to spread Christ's Gospel. The JSC has established a reimagining task force to research other models that may appeal more to the current and future generations. Our ministries regularly provide formation and fellowship to young adults throughout the diocese through mission trips, pilgrimage and Bible study. The committee helps missionaries and their supporters discuss ideas and practices in implementing the mission strategy goals, most especially racial reckoning, justice and healing; formation; collaboration and new communities; and creation care.

Our groups are working with other organizations including Roof Above in Charlotte, Laundry Love in Winston-Salem and Urban Ministries of Durham. Many groups have book clubs reading "Original Blessing" by Danielle Shroyer, "Soul Boom" by Rainn Wilson, and both Chapel Hill and Charlotte are encountering Stephen Cheyney's Bible study resource, "Start Here: Open the Bible, Enter Its Story, Walk Its Path."

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

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

Submitted by  
Mike Hoffman



## CHARTERED COMMITTEE FOR CONTINUING EDUCATION GRANTS

### **Statement of Purpose**

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

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

Racial Reckoning and Justice: No grants in 2025 supported this strategy.

Congregational Vitality: No grants in 2025 supported this strategy.

Formation: Four grants in 2025 supported this strategy.

Collaboration and New Communities: One grant in 2025 supported this strategy.

Creation Care: No grants in 2025 appear to support that strategy.

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

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

Submitted by  
Alf Badgett

## CHARTERED COMMITTEE FOR GLOBAL MISSION

### **Statement of Purpose**

The Chartered Committee for Global Mission strives to help congregations in the Diocese of North Carolina develop life-giving cross-cultural relationships with churches in other parts of the world. We do this through a semi-annual Global Mission Grant distribution supporting mission projects and relationship-building in various dioceses around the world. We also work with our companion diocese subcommittees to strengthen existing companion relationships and build new ones, and when the opportunity arises, make connections between North Carolina churches interested in forming global relationships and international churches.

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

Most of our activities fall under Collaboration and New Communities; however, there is some overlap with Formation, Creation Care and Congregational Vitality.

- 1) Racial Reckoning, Justice and Healing: In some ways, the grants we give fall into this area because they support projects in Central America and Africa. We foster mutual companionship worldwide.
- 2) Congregational Vitality: We believe that churches that have active global mission partnerships show more vitality than those that do not. All of our work is towards encouraging every church in our diocese to develop life-giving, congregation-strengthening partnerships with churches in other countries.
- 3) Formation:
  - a. Held four (by the time this report is read) Global Mission Bible Studies online, gathering participants including bishops, priests, deacons and laity from North Carolina, Europe, Africa and Central America. A different participant led each of these Bible studies from one of the four orders of ministry, and we encouraged leaders from outside of North Carolina when possible.
  - b. Began planning the 2026 Global Mission Gathering for formation and collaboration between diocesan churches.
- 4) Collaboration and New Communities
  - a. Awarded \$25,000 in grants to seven different projects in six different countries. Some of these grants were to churches/dioceses with longstanding relationships of collaboration in North Carolina, and some were with newly established relationships.
  - b. Created a Conflict of Interest Policy to ensure that grants awarded by the committee do not have any CofI's within the committee.
  - c. Sent one of our co-chairs to the Global Episcopal Mission Network "Missio 2025" in San Pedro Sula, Honduras (not using diocesan funds).

- 5) Creation Care:
  - a. Of the grants we funded in 2025, one related to a Biogas cooking project in a church in Africa, one went to a solar power project for an Episcopal school in Central America, one went to a Clean Water project in Africa, and one went to a sustainable farming initiative from an African Church.

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

- 1) Continue our grant-making ministry, funding \$25,000 in grants in 2026 to build relationships between churches in our diocese and churches in other countries;
- 2) Organize and lead 2026 Global Mission Gathering at St. Mary's, High Point, on March 18, 2026;
- 3) Organize and lead Global Bible Studies with partners in other parts of the world;
- 4) Encourage and support companion diocese relationships with Costa Rica and Botswana;
- 5) Gather current information on all churches in the Diocese of North Carolina and their Global Mission activities and relationships so we may encourage them in their work;
- 6) Encourage congregations that do not participate in Global Mission to develop new relationships; and
- 7) Find new ways to increase funding for our Global Mission Grants.

Submitted by  
The Rev. Rob Travis

## CHARTERED COMMITTEE ON INSURANCE AND RENUMERATION

### **Statement of Purpose**

The committee studies remuneration of the clergy and makes an annual recommendation to Diocesan Council for minimum clergy salaries and other remuneration in the diocese. The committee also makes an annual recommendation to Diocesan Council for healthcare and other benefits to qualifying clergy and lay employees, as well as continuing oversight of all other diocesan insurance.

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

Our committee recommended no changes in benefits for 2026, based on the approved healthcare plans reviewed in 2025. We are reviewing the newly received rates for 2026 as proposed by Church Pension Group ("CPG"). There have been no changes in our recommendations for remuneration since the January 2025 resolution by Diocesan Council.

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

Our committee will continue diligent review of healthcare plans, healthcare costs, other benefits and Episcopal Clergy Compensation Reports when information is provided by Church Pension Group.

Submitted by  
Sammy Anderson

## COMMISSION ON CANONS AND CONSTITUTION

### **Statement of Purpose**

Our primary task is to help the diocese create decision making structures that will help the diocese treat itself and its members with love, openness, dignity and respect while operating efficiently and practically. We are tasked with shepherding the Canons and Constitution of the diocese to that end.

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

Each year we are required to review for form the various acts of the preceding convention. We met on January 30 of this year to review Acts 2024-1, 2024-2, and 2024-3 and their incorporation into our Canons and Constitution. We found that the secretary of convention had done an exemplary job of incorporation and approved and published his work.

We also discussed the wisdom of entering into what seems to be a national church conversation around how to support Episcopal worshipping communities that do not meet the definitions found in the Canons of General Convention Title I, Canon 13. We had little wisdom on this matter.

We had heard that Joe Farrel had entered his terminal illness by that meeting. We discussed the tremendous gift of God that was Joe Farrel, the gifts he brought to the State of North Carolina, this diocese and each of us individually. We will miss him.

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

We will continue to perform the various functions given to us by Canon D-III.7 and assist the bishop, secretary, Standing Committee, Diocesan Council and anyone else in the diocese as may be appropriate.

Submitted by  
The Rev. John Talk

## COMMISSION ON HISTORIC PROPERTIES

### **Statement of Purpose**

Provide support for the Preserved Historic Churches and cemeteries in the diocese.

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

Assisted with the discovery and preservation of historically Black cemeteries, both standalone and in conjunction with churches. Promoted History Day as a means to highlight our diocese's 200+ year old history. Served as a transition and preserved status for smaller rural churches that are closing but want to maintain some sort of Episcopal presence in their community.

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

Expand the number of Preserved Historic Churches as a way to maintain an Episcopal presence in rural communities where there are not enough parishioners to maintain a church presence.

Submitted by  
Claude H. Snow

## COMMISSION ON MINISTRY FOR THE DIACONATE

### **Statement of Purpose**

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.

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

Deacons play a vital role in the ministry of servanthood directly under the bishops. They make the love of Christ known; interpret the needs, concerns and hopes of the world to the church; and assist in worship. Deacons serve, lead, proclaim and preach. It is weighty work that requires careful preparation and formation. It also requires being aware of the mission strategy goals in all of the work that is done. The COM-D strives to provide a process to prepare future deacons for that work.

The process also involves spending time in prayer, both private and corporate; reading and systematic study of Scripture; engaging in and leading community ministry and outreach; cross-cultural and antiracism work; and careful attention to the *Book of Common Prayer* and the theology and polity of The Episcopal Church all within the framework of the mission strategy goals.

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

The Commission on Ministry for the Diaconate will pause the nomination process for 2026. The work of the commission itself will continue with persons currently in the discernment process.

Postulants will continue their formation, but we will not place new aspirants into the formal diocesan discernment process in 2026. We will use this time to prepare a more thoroughly integrated and sequenced program to equip vocational deacons for the crucial role they play in the life of the church.

Submitted by  
The Rev. Robin Sands

## COMMISSION ON MINISTRY FOR THE PRIESTHOOD

### **Statement of Purpose**

The Commission on Ministry for the Priesthood both evaluates and companions those experiencing a call to the priesthood in The Episcopal Church. Together with applicants for the priesthood and with the bishop, the commission participates in co-discernment—first of the presence of a call, and later of the continued formation and education needed to grow into that call.

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

Over the past year, the commission has evaluated and stewarded all those in various stages of discernment for the priesthood. In January, we interviewed nine people for postulancy. In March, we interviewed five people for candidacy and two for postulancy. In April, we interviewed four people for the transitional diaconate. In October, we interviewed five people for the priesthood, one for the transitional diaconate, and one for postulancy. We are currently in the process of conducting individual interviews with eight new interns, whom we will interview for postulancy in January 2026.

The mission strategy goals are woven throughout our work of discernment, as we endeavor to make priests for the church who will help bring these goals to fruition.

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

As in previous years, the commission will meet periodically to interview folks at various stages of the discernment process (aspirants, interns, postulants, candidates and transitional deacons). Between meetings, we will continue to mentor, and remain in prayer for, each person in the process.

Submitted by  
Jill Beimdiek



## COMMITTEE ON ENVIRONMENTAL MINISTRY

### **Statement of Purpose**

The objective of this committee is to empower the growth of our congregations to care for God's creation and practice environmental stewardship through prayer, formation, service and sustainable practices.

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

2025 has been a transition year for the committee, with new leadership and new members. Joseph Rabenstine of St. Michael's, Raleigh, and Stan Meiburg of St. Anne's, Winston-Salem, have assumed the co-chair responsibilities, replacing Deacon Jill Staton Ballard who asked to be relieved of this responsibility after years of faithful and energetic service.

We see this as an opportunity for renewal and reinvigoration, in a time which calls us strongly as Christians to express our love for our neighbors in the form of love for God's creation. We have spent much of the last year considering just what form this renewal should take. Three themes have emerged from this reflection.

- A desire to ensure that congregations throughout the diocese are aware of the many tools available to promote awareness of the theological underpinnings of creation care.
- A hope that individual congregations will pursue actions that reflect God's love for creation in their own liturgical and parochial practices.
- A belief that, as members of the body of Christ, we should proclaim our faith and support social actions that will promote lives that more nearly reflect the love of Christ for all persons.

The committee met three times, on April 26, July 9 (by Zoom) and October 18.

Topics at the April 26 meeting included:

- Updating our vision statement: The objective of this committee is to empower the growth of our congregations to care for God's creation and practice environmental stewardship through prayer, formation, service and sustainable practices.
- Information about NCIPL's Energy Working Group and the value of free Energy Audits for parishes, and the composting effort and services of Compost Now at Nativity.
- The importance of linking environmental activities to social justice concerns.
- The importance of "tangible asks" when addressing parish leadership, along with identifying the benefits associated with environmental actions.
- The importance of sharing success stories.

- Our bishops' intent for this committee, viz., to provide resources, facilitators, encouragement and purpose for congregations to participate, and to empower the laity
- Engaging youth ministries in environmental actions.
- The value of the "Love God Love God's World" curriculum in helping parishes revitalize languishing Creation Care teams and/or to help parishes start such ministries.
- The need to expand the membership of this commission.

At the July 9 meeting, the committee reaffirmed these objectives and set a date for the fall in-person meeting on October 18. We also discussed the need to expand contacts with parishes in the diocese and began an effort to reach out to convocation leaders, identify parishes who have been leaders, and discern ways to expand contacts with as many parishes who are interested, with the goal of having a diocese-wide gathering of parish leaders to learn from each other, provide mutual support, and develop a diocesan-wide sense of community.

At our October 18 meeting, we learned more about the different grant programs offered by the diocese. Especially since several committee members are new, we discussed which of these grants are the particular responsibility of this committee and what the existing purposes and balances are in these grant funds. This will be very useful for our activities in the coming year, and we are very grateful for the continuing support of the diocese. We intend to use these resources in ways that reinforce the mission priorities of the diocese, especially but not limited to Creation Care.

We also selected St. Michael's Episcopal Church in Raleigh as this year's recipient of the Tom Droppers Award, to be announced at Diocesan Convention.

Over the next year we will be focusing on ways to expand the connection of the committee to the larger community of the diocese. Bishops Sam and Jennifer have been extraordinarily supportive, and we need to build on that by expanding our connections with parishes across the diocese.

Tremendous work is going on already at the parish level. For example, of 129 locations in the Episcopal Asset Map for the Diocese of North Carolina, available data suggests that at least 45 have had an energy audit at one time—and four parishes have had multiple audits. At least eight parishes have installed solar panels, with at least one more in progress. Other parishes have reported on community gardens, pollinator gardens, recycling efforts and adoption of other sustainable practices. Parishes have held special education programs, some using the "Love God, Love God's World" curriculum, others using self-developed programs (example of the latter: a joint program at St. Paul's and St. Anne's, Winston-Salem, built around Rogation Days). Other parishes are linked to local interfaith efforts, such as the well-organized Creation Care of the Triangle program and the North Carolina Interfaith Power and Light program sponsored by the North Carolina Council of Churches.

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

The committee believes that we need to expand our membership to increase our geographic diversity and add additional clergy members. We anticipate that much of our work in the coming year will focus on creation of a “community of practice” around Creation Care within the diocese. The objective of such a community will be to support local parish initiatives to build awareness, take meaningful actions and support effective advocacy around the diocesan priority of Creation Care. We expect to be doing further outreach to parishes in the diocese in the near future and would welcome feedback and additional interest!

Submitted by  
Stan Meiburg

## COSTA RICA COMPANION DIOCESE

### **Statement of Purpose**

To connect and create relationships between the people of the Diocese of North Carolina and the Diocese of Costa Rica, through community, prayer, conversation and work.

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

Our committee hosted Sacred Stories 2.0, where people of color from our diocese joined with people of color in the Diocese of Costa Rica to celebrate culture; have intentional conversations around language, land and race; and worship together.

This summer, several of our church members traveled to Costa Rica for mission experiences. Many poured concrete, painted and embraced God's creation in new ways. Some offered Bible school experiences and created a model for pilgrimage.

We are also establishing a new relationship with Diocese of Texas and their work in Costa Rica that all three dioceses should be able to benefit from.

Finally, we are dreaming of the possibility of creating an intern position for someone in the Diocese of North Carolina to live in Costa Rica and assist Roger with groups coming down from NC.

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

Planning a joint trip with the Diocese of Texas to learn from each other about what their projects and goals are, and offer space for them to do the same.

Creating an intern position to assist Roger with groups traveling to Costa Rica.

Continued promotion of relationships for the people in our diocese and the diocese of Costa Rica.

Submitted by  
The Rev. Matt Addington

## DISCIPLINARY BOARD

### **Statement of Purpose**

The mission of the Disciplinary Board is to consider clergy disciplinary matters referred to it by a Reference Panel following initial investigation, consideration and attempted resolution pursuant to the Title IV clergy disciplinary canons of The Episcopal Church.

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

A training session was held on March 12 for all members involved in the diocesan Title IV disciplinary process, including members of the Disciplinary Board. There were no clergy disciplinary matters to come before the board this year.

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

The board has no scheduled meetings in 2026. If necessary, it will be convened to consider matters arising from alleged violations of the Title IV disciplinary canons.

Submitted by  
The Rev. Greg Jacobs

## ECUMENICAL AND INTERFAITH RELATIONS

### **Statement of Purpose**

regularly on Zoom with other ecumenical and interfaith representatives from dioceses across the country to share ideas and experiences of working with other denominations and other faiths.

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

A couple noteworthy items:

1. Moving toward full communion with the United Methodists: At their national General Conference in 2024, the United Methodist Church approved documents that can facilitate full communion between the UMC and The Episcopal Church, similar to the full communion agreement (Called to Common Mission) with the Evangelical Lutheran Church in America. The expectation is that The Episcopal Church will take up this issue for final approval at the next General Convention in 2027. Entering into full communion with the UMC would mean that the UMC, The Episcopal Church, the ELCA and the Moravian Church would all be in communion with one another, recognizing both the authenticity of the others' baptisms and Eucharists, and the ordination of the others' clergy. Being in full communion with these other denominations offers many opportunities for parishes to share in ministry.
2. Episcopal-Catholic Relations: On one of our Zoom calls, we explored how the Episcopal and Roman Catholic denominations are addressing immigration issues. And while it does not directly impact The Episcopal Church, the recent visit of England's King Charles III with Pope Leo, praying together in the Sistine Chapel, speaks volumes. There are significant differences between our traditions, but more importantly much that we share.

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

Continued representation of the diocese in gatherings of other diocesan ecumenical and interreligious officers.

Submitted by  
Jill Beimdiek

## EPISCOPAL CHURCH WOMEN

### **Statement of Purpose**

The mission of the Episcopal Church Women (ECW) in the United States is deeply rooted in faith, service, and community.

### Mission Statement

"A Community of Women, Reuniting and Supporting Each Other to Grow the Kingdom of God where they live and move and have their being."

— National Episcopal Church Women [Episcopal Church Women]

### Core Values and Activities

- Faith-Based Service: ECW is a ministry of the Episcopal Church, celebrating a loving, liberating, and life-giving God—Father, Son, and Holy Spirit.
- Empowerment: They empower women to do Christ's ministry in the world through leadership, outreach, and spiritual growth.
- Inclusivity: Every woman in the Episcopal Church is considered a member of ECW—no formal registration or initiation is required.
- Support and Fellowship: ECW fosters spiritual development, fellowship, and mutual support among women across congregations, dioceses, and provinces.
- Outreach and Advocacy: Their ministries include feeding, educating, and providing community grants globally, as well as supporting domestic and foreign missions.

— National Episcopal Church Women

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

Activities reported are those from parishes in the various convocations

### Racial Reckoning Justice and Healing

Some board members are participating in special studies led by the Rev. Canon Lindsey Ardrey on the Diocesan Restitution and Reparations Ministry. Parishioners in the Winston-Salem Convocation make special efforts to encourage inclusiveness, foster a welcoming spirit to all, and value underrepresented voices in worship and ministries.

### Holy Comforter Book Club

A series of book studies has explored social mobility and economic sustainability. An estimated group of 300, approx. 75% are not members of the congregation; that provides considerable outreach of diversity involvement. The group is predominantly Christian and includes many community members. There have been multiple formats, dinner and dialogue, and multi-session studies. Examples: *School Desegregation and Resegregation in Charlotte*, James Baldwin's *The*

*Fire Next Time*, Bryan Stevenson's *Just Mercy* and Dr. Ewoodzie's *Getting Something to Eat in Jackson*, to name a few.

Three study sessions include *Our Trespasses: White Churches and the Taking of American Neighborhoods*, led by Greg Jarrell. The group, whenever possible, uses local, national and regional data. UNC Charlotte's Urban Institute is also a common source of comparative material.

Between book studies, the group provides information on community learning, service and support opportunities related to poverty alleviation or racial reconciliation.

#### St. Peter's

It is an inspiring place of unconditional welcome and a beacon of God's love in the heart of Charlotte. They are noted for many social justice-themed screenings and book studies. Just recently, the read is *The Anti-Greed Gospel: Why The Love of Money Is the Root of Racism and How the Church Can Create a New Way Forward*. The Social Justice Ministry is on fair and equitable laws, measures, and policy reforms that promote systemic change and the benefits of a just society for individuals and groups, especially those who have been historically underrepresented or discriminated against. Some of their table conversations and dinner include "Where Do I Belong," America's two Viruses COVID and Racism, along with many film nights: "Selma," "Emanuel" the Charleston Shootings and "Tell Them We Are Rising," the history of Black colleges and universities. A well-attended event was The Kirkpatricks, The Tale of Two, One Black and One White.

#### St. Martin's

An author event, one of many, hosted by Rev. Lizzie McManus-Dail, is a devotional for those rethinking and renewing their faith. The Rev. Josh Bowran describes the book as "a clear vision of God using Scripture and tradition to the harm done to marginalized people." The title is *God Didn't Make Us to Hate Us*.

#### St. John's

Sacred Ground is a sensitive, prayerful resource that creates space for challenging but respectful transformation dialogue on race and racism. It is a major commitment for St. John's that has opened the eyes of those taking the course to many of the injustices that have helped to examine one's own bias. Those attending see it as a wonderful opportunity to learn and grow about our own American history. Some say it gives them hope and practical skills to do their part in repairing the harms in our society.

#### Congregational Vitality

In the Winston-Salem Convocation, some parishes held discussions on gifts and skills of individuals, where we are, where we wish to go and how to accomplish it. Some have an active lay leadership



### St. Margaret's, Waxahaw

St Margaret's believes that one is called into the community of faith to actively participate in the serving opportunities of the church. Visiting the sick, helping serve during the worship service, and participating in Habitat for Humanity are part they do in the name of Jesus. The Order of Daughters of the King helps to bring others into a loving relationship with Jesus to strengthen the spiritual life of other parishes and missions. ECW has monthly meetings, annual retreats, and the aid of various ministries and service projects continue throughout the calendar year.

### St. Luke's, Salisbury

St. Luke's has a special Children's Church that is always well attended. It provides services online for members who are unable to attend. Music is their specialty with lovely and well-attended Evensong Services jointly with choristers and the adult choir. Reviews share that it is a welcoming place with lots of singing. It is a vibrant parish that is supportive of the community it serves. Blessing of the Animals is a welcoming yearly event in October

### Trinity, Statesville

Well Wishers Group warmly and regularly invites all to meet and handwrite cards to uplift and encourage their church families. The youth group hosts the yearly St. Michael's Day Festival, just fun and great food. Blessings of the Animals is a yearly commitment to parish pets. Stock The Freezer fundraiser for Iredell Christian Ministries used to buy canned goods and fresh produce.

### Formation

A Winston-Salem parish offered an intergenerational Vacation Bible School program to include persons in the neighborhood and offered a weekly Bible study. Sponsored mental health workshops.

### Collaboration and New Communities

Has existing collaboration with other neighborhood churches of different denominations. Holds a Community Day, clothes, food, and clothes giveaway, sharing church information

### All Saints', Concord

Hosts a community fundraiser each year to support residents in crisis and in need. Recently, the youth made a mission trip to Costa Rico. The church sponsors much-needed goods to Sistercare and the Dickerson Child Advocacy Center.

### Chapel of Christ The King

A diverse group of eight or more from the community gathers on the second Wednesday to prepare anywhere between 150-200 sandwiches for Roof Above. This ministry has been ongoing for over a year and a half. A partnership with St. Martin's developed when the chapel was temporarily closed for repairs. The Rev. Reggie Payne-Weins and the Rev. Josh Bowron shared

the Eucharist and the homily for over a year.

### Creation Care

#### St. Paul's, Salisbury

Shared online several videos involving topics such as the Salvation Series—Death to Life, To the Glory of God Alone, Devoted Called an Appointment, Grace and Devote: Opposition

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

Reimagine ECW, Evaluate its Usefulness

- How might we re-imagine ECW to make it relevant in view of the present cultural climate?
- What will be the ECW mission (purpose) by mid-century?
- What will it value? Not value?
- What will ECW look like organizationally, given its purposes and values?
  - At The Diocesan Level?
  - At the Congregational level?

Improve digital access to ECW, including

- Applied for funding from Phase III granting for professional technical support to overhaul and develop online communication.

Seek financial stability (parish pledges)for general operating expenses

Recruit board members to fulfill the vacant board positions

Submitted by  
Mary Hawkins

## EPISCOPAL RELIEF AND DEVELOPMENT

### **Statement of Purpose**

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

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

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

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

This report includes information about the work of Episcopal Relief & Development from the 2024 Annual Report as well as diocesan giving information from the Episcopal Diocese of North Carolina.

### Working Together for Lasting Change

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

### Values

- Faith
- Dignity
- Leadership
- Relationship
- Excellence

### Programmatic Priorities

- Early Childhood Development
- Women & Girls
- Climate Resilience
- Disaster Response

### 2024 Impact Data

- 4.9 million people reached
- 54 Countries
- \$2.2 million Saved by Community groups
- 82 local partners
- 369,000 change agents
- 24,600 donors
- 1.1 million children engaged
- \$7.4 million provided for disaster relief

### Financials

Total given by the Diocese of North Carolina: \$670,465.39 through 2,345 gifts

- Number of individual gifts: 662
- Number of congregational gifts: 39
- Number of congregations: 19

### Impact Report

More information about our work and impact can be found in our 2024 Impact Report. It is available in English and Spanish.

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

Episcopal Relief & Development will continue to build partnerships with local Episcopal and Anglican dioceses and related organizations based on need, capacity and available resources. In order to maximize the impact of our resources, we tend to focus on countries where there is a strong church presence and where our support and expertise would add significant value. We are part of the Anglican Alliance and ecumenical groups such as ACT Alliance, which allow us to respond to major crises in areas where we do not have an active partnership.

With local partners, Episcopal Relief & Development will monitor and assess the effectiveness of the organization's work by establishing baseline indicators to evaluate the success of each program. These results are a critical component of the program evaluation process. They help us to determine if a program is achieving its objectives and, if not, the kind of technical assistance that can be provided in order to reach them. Our staff conduct regular monitoring visits to all program sites.

Submitted by  
Mark Landers

## 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.

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

The Fair Share Appeals Board received two applications from parishes seeking reductions in their fair share asking, one for 2025 and one for 2026. 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 extenuating circumstances to grant the parishes' requests for a reduction in their fair share asking for 2025 and 2026, respectively. The Fair Share Appeals Board recommended to Diocesan Council that it grant the parishes' requests for a reduction in their fair share asking for 2025 and 2026, respectively, and Diocesan Council accepted the Fair Share Appeals Board's recommendation and granted the parishes' requests.

### **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 P. 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.

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

In 2025, the Murdoch Society distributed awards totaling \$5,000 to three qualifying seminarians from the Diocese of NC. These grants help financially support seminarians in their formation as ministers and future leaders.

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

We will continue to support seminarians from the Diocese of North Carolina both financially and through prayer.

Submitted by  
The Rev. Liam Barr

## GALILEE MINISTRIES OF EAST CHARLOTTE

### **Statement of Purpose**

Founded in 2015 by the Episcopal Diocese of North Carolina, Galilee Ministries of East Charlotte 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. Galilee is a special mission of the diocese, as defined by Title D-V. Congregations/D-V.1 Missions (formerly Canon 20, Section 2). Our purpose is to build a stronger East Charlotte community by welcoming, connecting and empowering collaborations in a space of belonging. Galilee feeds body, mind and spirit by providing radical Christian hospitality and welcome to our neighbors in East Charlotte.

Galilee relies on the generosity of contributors such as the diocese; churches in the Charlotte Convocation; other faith communities; and congregations, individual donors and grants to sustain our mission and share these gifts with the community we serve.

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

Starting in May 2024, Galilee's staff and board listened to nearly 200 voices to better understand the needs of the community and how Galilee can strengthen and expand collaborations to serve East Charlotte. On January 15, 2025, Galilee's leadership adopted the following mission, vision and focus areas: Our mission is to build a stronger East Charlotte community by welcoming, connecting and empowering collaborations in a space of belonging. We envision an East Charlotte community where all people are rooted in connection, celebrate justice, radiate joy, are filled with abundance and walk in the way of love. Our focus areas are to grow Galilee-led collaborations around convening, connecting, partner capacity building and thought leadership; to expand the collaborative use of the campus by community and faith partners to build community; to strengthen our staff, board, congregational and volunteer capacity; and to build the financial and physical infrastructure that enables expanded service to the community.

In the past year, Galilee has accomplished the following in support of our purpose to welcome, connect, empower, and collaborate:

- Relaunched our monthly e-newsletter in early 2025. Since February, 170 additional people have signed up to receive the enewsletter, and we have an email open rate around 70%. We consulted with diocesan communications staff and communications directors at churches in the Charlotte Convocation to discuss best practices related to e-newsletters and other forms of communication.
- Publicized monthly Galilee tour times (three times per month) for those interested in visiting and learning more.

- Applied for and received fundraising guidance (March – May) and recommendations through a Social Venture Partners Spark Team. Recommendations focus on three areas: messaging/impact, donor feedback/engagement and board involvement. Started working with a local fundraising expert to implement Spark Team recommendations.
- Developed an Immigration and Customs Enforcement (ICE) protocol and shared the protocol with volunteers and in-house community partners.
- Hosted the Power of 10 breakfast on Friday, October 10, to celebrate and fundraise around Galilee’s 10th anniversary year. Close to 200 people attended and as of the end of October, \$45,200 was donated.
- A short Galilee overview video was created and donated to Galilee by Rick Fitts and friends and was premiered on October 10 and will be shared afterwards. <https://vimeo.com/1125800227/c14689927f?share=copy>
- Relaunched Galilee’s monthly community lunch in September 2025. Lunches have been hosted by Episcopal churches in the convocation and will continue into 2026 monthly on 3rd Tuesdays.
- Galilee had a presence at the Charlotte Pride festival in August 2025.
- Hosted Episcopal Outreach Camp in late July (27 youth from 5 Charlotte convocation churches).
- Galilee participated in the All Things St. Alban's Ministry Fair in September.
- Galilee was featured in the *North Carolina Disciple* late summer 2025 edition. Click here to read Emily Parker’s reflection: <https://www.episdionc.org/blog/disciple-celebrating-10-years-of-galilee/>. Click here to read Summerlee Walter’s article: <https://www.episdionc.org/blog/disciple-expanding-community/>.
- Galilee’s emergency food and household supplies pantry, called Lydia’s Pantry, is stocked by donations from individuals and churches. Since early 2025, Lydia’s Pantry has received donations from ~60 individuals and families and served ~320 individuals and families.

### Racial Reckoning Justice and Healing

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

We advance this mission strategy through collaboration and contributing our primary assets (i.e., our buildings and grounds) to other nonprofits and grassroots organizations. Our partnerships, programs and services are targeted to create community and connect people to opportunities and resources. Galilee is a trusted and welcoming space for organizations and individuals to meet and make connections and form new friendships. We share our buildings for worship services for



various faiths, multi-national and multi-racial congregations.

During 2025, some of the activities we have undertaken to advance this diocesan priority included:

- Hosted three Know Your Rights trainings for citizen allies and supporters led by immigration attorney Jamilah Espinosa in May, June and July. ~110 people participated. We plan to continue our partnership with Jamilah into 2026.
- Organized a back-to-school supplies drive for Merry Oaks International Academy (neighborhood Title 1 elementary school) in conjunction with local parishes and the Greater Enrichment Program. The supplies drive benefitted students of color, for many of whom English is a second language.
- Organizations such as the Reimagining America Project and the Poor People's Campaign use our facilities for meetings and a place to gather.

### Congregational Vitality

While Galilee does not currently have an Episcopal congregation of our own, we partner closely with churches across the Charlotte Convocation who send volunteers to Galilee to serve in numerous ways. This year, we continued an initiative called Galilee Sunday where staff and board members went to different congregations in Charlotte (St. Martin's Episcopal Church and Sedgfield United Methodist Church) to raise awareness about Galilee through preaching and time during adult formation. We will continue with Galilee Sunday in 2026.

We are fortunate to have many generous offers of time and talent. We also continue to receive donations and grants from churches and individuals, including both new and longtime friends of Galilee. Galilee is a sacred place where the convocation and community come together. It is a place of peace, transformation and belonging.

### Formation

This year, Galilee is the host site for the new Wide-Angle Education for Ministry (EfM) program. In its second year at Galilee, EfM meets weekly with an ecumenical group from across the Charlotte area to explore the intersection of faith, life and vocation. Formation is being advanced through education as well as interacting and engaging with people from other countries, nationalities, races, ethnicities, backgrounds and ages. Galilee continues to host Sacred Ground for Clergy which is facilitated by Galilee leadership.

### Collaboration and New Communities

Galilee was born out of collaboration and partnerships, and this continues to be our main strength. People from all walks of life come to Galilee and build community and meaningful connections. Galilee provides welcome and hospitality to a wide variety of people—from the unhoused, food insecure and socially isolated neighborhood residents 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 nonprofits 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.
- Nourish Up provides groceries to people from all over Charlotte and all over the world. The pantry at Galilee is one of just a few locations that is designed to let clients shop for their own groceries.
- Galilee provides worship and rehearsal space for three worshipping congregations—the Ethiopian Evangelical Church of Charlotte, Matters to Mission Charlotte and The Desiring God Community Church.
- Galilee hosts two wellness offerings during the week—Iyengar yoga on Wednesdays and tai chi for health on Fridays. These classes are open to the public and priced on a sliding scale.
- Gay Men’s Chorus of Charlotte and Women’s Chorus of Charlotte hold rehearsals and performances in Galilee’s nave space.
- DefiningHER is a bi-monthly support group to create a community for mothers parenting alone to feel seen, heard and loved.
- MyBaby4Me is a program that came to Galilee in April 2025 to improve infant mortality rates by focusing on the non-medical determinants of health. This program also exists in Nashville, Memphis, Little Rock and New Orleans.
- Charlotte Restorative Justice Initiative is Galilee’s newest in-house community partner as of September 2025. Their mission is to transform local practices that result in the mass incarceration of people of color by creating alternatives to arrest and incarceration that promote healing and non-punitive responses to harm at the personal, neighborhood and systemic levels.

Galilee continues its partnership with Merry Oaks International Academy and Trinity Episcopal School’s 5th grade class through their service-learning program. We also made intentional efforts to reach out to our neighbors on Central Avenue. In 2025, Galilee’s leadership continued 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.

In 2025, Galilee has hosted the following groups: Non-profit Community Partner Forum, Reimagining America Project, NC Poor People’s Campaign, MeckMIN Faith Leaders Lunch, International House, United Way, Clericus, Community Building Initiative, Social Venture Partners SEED20 Alumni Lunch, Charlotte Folk Society, Charlotte Music Therapy Client Recital, Mecklenburg County Beekeepers Association, Top Ladies of Distinction – Queen City Chapter, Messiah Lutheran, BraveWorks Annual Field Day, Wayfinders, Christ Church Core Group and the Metrolina Association for the Blind.

### Creation Care

Galilee is fortunate to be situated on over 2.5 acres of land with two buildings and beautiful green spaces in the heart of East Charlotte. Our Community Garden contains over 40 plots that are tended by families from around the world. Our front lawn, called the Galilee Green, includes a pollinator garden and an edible garden (figs and blueberries) which is open for everyone to enjoy. Our indoor hydroponic tower gardens provide fresh greens year-round. This summer, members of the Becoming Beloved Community group designed and installed an inviting meditation garden and sitting space right beside our front doors. In 2026, we hope to work with Crown Town Compost to introduce composting to our campus. Galilee's leadership recognizes the need to upfit our facilities as requests for space usage increase. Caring for our building and grounds and investing in maintaining our physical assets remains our priority to do God's work in serving others.

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

For the remainder of 2025 and into 2026, Galilee's board, staff and partners will continue to show radical hospitality, welcome, provide gathering space, and facilitate opportunities for cross-cultural community and spiritual connections. We will continue to explore new avenues for engaging the community, creating a sense of belonging, and meeting the needs of the community in East Charlotte and beyond.

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

- Continuing to work on Galilee's strategic vision goal areas, including implementing a multi-year fundraising plan.
- Strengthening relationships with our in-house partners, volunteers, congregation members, and neighbors around Galilee (e.g., residents, Project 658, CMPD Eastway Division, Centro Medico Latino, Missionaries of Charity, Merry Oaks International Academy) through the lens of Asset Based Community Development.
- Continuing with Galilee Sundays to raise awareness about Galilee.
- Hosting an East Side Food Insecurity Summit in conjunction with CharlotteEAST.
- Continuing our educational partnership with local immigration attorney Jamilah Espinosa.
- Hosting the monthly Food is Love Community Lunch.
- Starting a hands-on cooking initiative empowering neighbors to prepare healthy meals on a limited budget.

Submitted by  
The Rev. Emily Parker

## GOOD SAMARITAN FUND

### **Statement of Purpose**

The Good Samaritan Board meets annually to receive, review and select grant recipients who receive the interest from the sale of the first Black hospital in Mecklenburg County—The Good Samaritan Hospital.

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

Screening requests from Mecklenburg County nonprofits whose focus is Racial Reckoning, Justice and Healing is our highest priority.

The two African Americans churches in Charlotte receive 90 percent of the funding. St Michael is continuing to request funds to build a church. Currently, they meet each Sunday at Trinity Episcopal School because they sold their deteriorating building in 2012. Chapel of Christ the King is requesting funds for planned renovations of their buildings. The two churches are eager to enhance many current programs as well as initiate new ones that serve their members and impact the community at large.

The remaining 10% (\$4,000) of the funding was awarded to organizations who we believed would more greatly benefit from a grant less than \$2,000. One such grant paid for a week-long camp for a single teenager.

The committee was pleased with the consensus process used to determine the best recipients whose program goals align with those of the Good Samaritan Fund:

- Programs that are designed to support racial justice and reconciliation
- Programs whose work is designed to empower low-income African Americans where the award of small grants make a significant impact
- Programs that support African Americans families and individuals.

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

The board will continue to award the annual interest focusing on organizations and programs who align their work with the Mission Strategy goals of Racial Reconciliation and Healing some of the inequities caused by systematic racism.

Submitted by  
Flo Sessoms

## 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.

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

In April, the History and Archives Committee organized a diocesan History Day highlighting the story of the Episcopal Farmworker Ministry in Newton Grove from its inception in the 1970s to the present. This event was hosted by the Farmworker Ministry and by La Iglesia de la Sagrada Familia.

This past year, the historiographer has continued research and writing about the racial history of our church. In March, his article entitled “The Preparation and Admission of Black Clergy in the Episcopal Diocese of North Carolina: The Training School at St. Augustine’s in Raleigh, 1867-1894” was published in the “North Carolina Historical Review.” His research on All Saints’, Warrenton, was incorporated into a National Register of Historic Places nomination. That nomination was approved by the State Office of Historic Preservation in June, and in August, All Saints’ became officially listed in the National Register as a property of both local and national significance. The historiographer has also contributed materials regarding racial justice and reparations in preparation for this year’s annual convention.

In addition to work on diocesan racial history, the historiographer had the opportunity this year to contribute to the bicentennial celebration of his former parish, St. Matthew’s, Hillsborough. In June, he joined Bishop Curry for a special program on Becoming Beloved Community; in August, he delivered an address at the annual homecoming for St. Mary’s Chapel, Orange County. He also compiled a history of St. Mary’s Chapel, which St. Matthew’s has published. Researching our history requires access to the diocesan archives. Last year, we secured a lease with the Church of the Good Shepherd for archival storage space, and that arrangement happily continues. And we are blessed to have Lynn Hoke continue as our diocesan archivist.

The top priority for the diocesan archivist remains responding to requests for information from the bishops and staff members, followed by responses to other external requests. In the past year more than 80 official – and many more “in house” —requests received timely responses. Another priority is the ongoing processing and listing of diocesan records in a searchable database to help facilitate current and future history research in multiple storage locations.

Beyond local history-keeping activities, the archivist made a return spring visit to Charlotte to share some history of the Chapel of St. Mary the Virgin, the only remaining building on the site of our history-filled Thompson Orphanage. What remains of the original site is now managed by the Mecklenburg County Park and Recreation Department, which offers occasional tours, along with a regular schedule of two-a-day Saturday weddings in this beautiful memorial chapel.

In June the archivist attended the Tri-history Conference 2025 on the grounds of the National Cathedral in Washington DC. Sponsored by the Historical Society of The Episcopal Church, the National Episcopal Historians & Archivists, and the Episcopal Women's History Project, this year's conference title was Caminemos con Jesus (Let's Walk with Jesus): History of Latino Ministry in The Episcopal Church. Copies of the brochure from our diocesan spring History Day featuring the Episcopal Farmworker Ministry were available for attendees.

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

The historiographer and archivist will continue their ongoing work of conducting research and responding to research requests. They will work with the chartered committee and other interested parties in hosting another History Day. For 2026, History Day will be Saturday, May 2, in Halifax, and it will highlight Colonial Anglicanism and the impact of the American Revolution.

For the upcoming 210th Annual Convention, both the historiographer and the archivist will participate in the program and host a booth with history displays related to the convention theme of "Racial Reckoning, Justice and Healing." Future collaboration will include diocesan history displays and publications for the public spaces at Diocesan House.

Submitted by  
The Rev. N. Brooks Graebner, Ph.D.

## INVESTMENT COMMITTEE

### **Statement of Purpose**

We are responsible for manager selection and oversight of the Common Trust Fund.

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

We have met quarterly to monitor the performance and risk/return parameters of the selected investment manager, Sterling Capital.

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

We plan to monitor the selected investment manager, Sterling Capital, to insure they are meeting our Investment Policy Statement and Risk/Return Parameters. We manage to a custom benchmark, which they are exceeding at 1,3,5 and since inception intervals. We will meet quarterly. We also plan to continue our search for new members of the committee.

Submitted by  
WR Newell

## MISSION ENDOWMENT BOARD

### **Statement of Purpose**

The Mission Endowment Board is responsible for administering income from the Mission Endowment. This endowment was created to implement the missionary strategy of the diocese by providing grants to congregations and their partners within the diocese to use for purposes consistent with this strategy.

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

In two grant cycles, Fall 2024 (since the last Diocesan Convention) and Spring 2025, the Mission Endowment Board (with approval from Diocesan Council) awarded \$236,072 in grants to congregations and their community partners. The first four mission strategies were addressed among these grants, as was the Anglican Mark of Mission "Loving Service to Our Neighbors."

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

We will again award grants in two cycles, Fall 2025 and Spring 2026. The amount available will depend on the endowment income balance at the time of each grant cycle.

Submitted by  
Sue Guphill



## MISSIONARY RESOURCE SUPPORT TEAM (MRST)

### **Statement of Purpose**

We serve as a committee entrusted with the applications made by mission parishes requesting financial assistance in paying their vicar. We enter into a covenant with each applicant, sharing in the highs and lows of the mission, listening to their hopes and visions of the future, and discerning how an MRST grant will help them in their ministry. We walk with each mission and serve as caretakers of the MRST fund.

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

The MRST Grant Committee comes together in the late spring, early summer to begin our grant work. We conclude our grant application window on May 1 of each year. The committee reads through each application and meets to talk about the churches, their ministry, and how MRST might help them in the year to come. We follow up this meeting with a Zoom interview with each applicant. We spend time with each church learning more about their mission, the ministries they share and what their vision is for the future. Each parish is asked in their application to include how the grant will impact one of the five mission strategy goals. Once we conclude each interview, the committee gathers again to make a determination of funding for each applicant and then sends the recommendations to the Diocesan Council.

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

We will begin our work again in May of 2026 at the conclusion of our grant application window.

Submitted by  
The Rev. Ginny Wilder

## NORTH CAROLINA COUNCIL OF CHURCHES

### **Statement of Purpose**

The North Carolina Council of Churches has been celebrating its 90th anniversary this year. And the Episcopal Diocese of North Carolina has been part of the council from its very beginning in 1935, working for justice and equity, raising the voices of those who are not always offered a seat at the table.

The council was founded as part of a broader ecumenical movement gaining momentum following the 1910 Edinburgh World Missionary Conference. Christians across the globe recognized the need for collaboration and unity to address social issues like poverty, labor rights, education and race relations.

Now comprised of 19 denominational members, the council continues working for justice, speaking as a prophetic ecumenical voice on moral matters affecting our state and its people. The council also supports congregations with programs and educational opportunities on issues including the climate crisis, gun violence and mental health, voting access and healthcare for all.

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

The council is broadly concerned on issues of justice, as noted above.

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

Continued engagement with congregations and the public on issues of justice.

Submitted by  
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)

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

In addition to distributing 40% of its available funds to the Diocesan Sustainability Fund, the North Carolina Episcopal Church Foundation made grants totaling \$40,500. \$23,000 of this total was in Mission Grants to assist missions and vulnerable parishes with building repair or renovation. The remaining \$17,500 was given in Green Grants to churches making investments in energy conservation and sustainability. These Green Grants directly reflect the diocese's commitment to Creation Care.

The NCECF also offers loans to churches. In 2018 we made a loan of \$200,000 to St. Ambrose, Raleigh. Since the loan, St. Ambrose was completely up-to-date in its payments and had paid the loan down to \$113,230.77. But around the time that the diocese offered its first round of grants from the sale of the Diocesan Offices, the NCECF Board considered the impact of this loan on St. Ambrose's budget and thought that forgiving this loan might in a way provide an additional grant to St. Ambrose. Several of us viewed the online presentations telling the story of St. Ambrose and the circumstances which led to its current location and the development in other parts of Raleigh which have contributed over many years to recurrent flooding of the building, and thought forgiveness of this loan was one way we could contribute to the healing of a problem brought about by institutional racism and at the same time free up more money in St. Ambrose's budget for mission. So the NCECF voted in March to forgive the remainder of the loan.

As we strive to be good stewards of our funds, we voted to ask all grant recipients to present to us within six months some evidence of progress toward the completion of the projects for which grants have been awarded.

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

The NCECF anticipates continuing its work in 2026, with roughly the same amount available in resources. We will continue to support the Sustainability Fund.

Submitted by  
The Rev. Brad Mullis

## PENICK VILLAGE AND THE CHAPEL OF THE TRANSFIGURATION

### **Statement of Purpose**

As a faith-based nonprofit organization, Penick Village's mission is to cultivate a friendly and safe community where residents have the freedom to focus on their wellness and relationships while living to life's fullest potential.

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

Thanks to the generosity of donors across the Diocese of North Carolina and beyond, Penick Village continues to be a community defined by dignity, compassion and excellence in care. We are proud to uphold Bishop Penick's promise that no resident will ever have to leave due to unforeseen financial hardship, providing nearly \$1 million in benevolent assistance annually to support approximately 20 residents. Contributions from initiatives such as the Mother's Day Campaign, graciously distributed with the help of Bishop Rodman, make this vital ministry possible.

The foundation also advances long-term sustainability and opportunity through its scholarship and endowment programs. In 2025, eleven Van Camp Futrell Scholarships totaling over \$21,000 were awarded to employees and their families, and a \$20 million endowment campaign was launched. Across the campus, expansion and healthcare renovations continue, including the healthcare building, fitness center, welcome house and 44 independent living residences, all scheduled to open in 2026. These accomplishments reflect the collective impact of our community's support and position Penick Village for continued growth and success.

Penick offers numerous opportunities for spiritual wellness on campus, including weekly Bible studies, worship services in all communities, holistic programs of meditation, opportunities for volunteering both on and off campus, and spiritual care during end-of-life transition. Sunday services are held in our Village House chapel as well as a second service in health care for residents of skilled nursing and assisted living. The chaplain continues to oversee a program called "Theide Fund," which assists staff in need.

The Reverend Lisa Vickers continues to serve as our deacon, focusing mainly on support to our health care residents, and participating in Sunday worship liturgies.

Last year we partnered with Emmanuel Church in Southern Pines for an intergenerational Lenten program with the parish's youth group viewing together the movie featuring Bishop Curry, "A Case for Love."

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

In 2026, Penick Village will complete its expansion program, bringing 44 more independent living units to its campus, 26 hybrid units and 18 villas. It will also complete major renovations to its health care building called "The Terrace" with a newly renovated chapel area for Sunday worship. The expansion also includes a new wellness center and welcome house.

In 2026, Penick will also hire its next chaplain and priest-in-charge to replace the Rev. Colette Bachand, who retired from Penick in November.

Submitted by  
The Rev. Colette Bachand

## RACIAL JUSTICE AND RECONCILIATION COMMITTEE

### Statement of Purpose

To further racial reckoning, justice and reconciliation throughout the Diocese of North Carolina.

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

Our committee's charge from Bishop Rodman is to focus on the first mission strategy of Racial Reckoning, Justice and Healing. Highlights of our work in 2025 have included:

- Advising diocesan leadership:
  - Participated in focus groups to develop a survey designed to learn more about racial justice activities in congregations throughout our diocese.
  - Continued to advise diocesan leadership on hiring practices.
- Co-hosting and participating in events throughout the diocese:
  - Blessed Absalom Jones Celebration at St. Ambrose, Raleigh (Feb.)
  - Pilgrimage to St. Mark's, Wilson (March)
  - "Flow of Community" workshop co-sponsored in collaboration with Peace Hill, Durham (April)
  - Union of Black Episcopalians meeting at Diocesan House, Raleigh - provided lunch and dinner (May)
  - The Rev. St. Pauli Murray Service at St. Titus', Durham (July)
  - Staffing a booth at Diocesan Convention (Nov.)
- Promoting anti-racism education and awareness:
  - Distributed 20+ *How to Fight Racism* by Jemar Tisby book study kits to parishes throughout the diocese.
  - Supported regular Dismantling Racism and Sacred Ground workshops offered by the missionary for adult and lifelong formation.
  - Participated in two new Confronting Whiteness course cohorts and funded facilitator training for six diocesan lay leaders. Supported an additional fall cohort offered through the diocese.
  - Participated in the diocesan Lenten book study of *The Sum of Us* by Heather McGhee.
  - Began planning for participation in the 2026 Lenten book study of Gayle Fisher-Stewart's *Church Hurt* and will to sponsor an in-person event with the author soon afterwards.
- Diocesan outreach for Mentor/Mentee initiative:
  - Supported two pairings of Mentor/Mentee parishes designed to support deeper engagement with Racial Justice activities by Mentee parishes.

- Continued outreach for the initiative by attending clericus meetings in the Charlotte, Durham and Raleigh Convocations and parish-level racial justice committee meetings in several locations.
- Interwoven Congregations ([interwovencongregations.org](https://interwovencongregations.org)):
  - Joined the interfaith Interwoven Congregations network and began encouraging parishes throughout the diocese to join as well.
  - Attended an Interwoven event in Charlotte (May) and co-sponsored an event in Durham (Oct.).

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

In 2026 we will continue to:

- Advise diocesan leadership on hiring practices and on advancing the first mission strategy of Racial Reckoning, Justice and Healing.
- Support Black and Latino/Hispanic ministries in collaboration with the canon missionary for Black ministries and the canon missionary for Latino/Hispanic ministries.
- Support the Committee for Reparations and Restitution in collaboration with the canon missionary for diocesan reparations and restitution ministry.
- Support regular Dismantling Racism, Sacred Ground and Confronting Whiteness workshops throughout the diocese in collaboration with the missionary for adult and lifelong formation.
- Offer an annual Lenten book study and other educational events in collaboration with the Race and Social Justice Formation Sub-Committee.
- Fund and participate in additional anti-racism education and pilgrimages for diocesan staff, clergy, lay leaders and parishioners throughout the diocese.
- Host retreats and gatherings for committee members and other stakeholders.
- Conduct outreach to parishes, convocations and other faith-based groups throughout the diocese to identify, encourage and increase their engagement with racial reckoning, justice and healing.
- Increase the RJRC's visibility through the diocesan website and through active participation in the annual diocesan convention and other diocesan events.

Submitted by  
Lew Myers



## SAINT AUGUSTINE'S CHAPEL

### **Statement of Purpose**

The chapel seeks to support the mission of Saint Augustine's University to sustain a learning community in which students can prepare academically, socially and spiritually for leadership in a complex, diverse and rapidly changing world. The chapel will form servant scholars. Agents of liberation and love in Saint Augustine's University's community, the Southeast Raleigh neighborhood, the state of North Carolina and the other communities in which they serve.

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

Saint Augustine's University held its first December graduation on December 13, 2024. Twenty-eight (28) seniors graduated, among them were three Chapel Scholars, Kristoff Ayaka-Strachan (Political Science) and Gaberiel Hepburn (Biology) from The Bahamas and Ruth Jepkoge (Biology) from Kenya. Kristoff, Gaberiel and Ruth will continue with graduate studies. Gabrielle is undecided. Kristoff will apply to Virginia Theological Seminary for fall 2025 admission. Ruth is pursuing an BSN at Fayetteville State, where she will be close to her two brothers.

There remain eight Chapel Scholars enrolled for spring semester 2025, all of whom hail from The Bahamas and are upperclassmen: Janiko Cleare, Dejai Francis, Raven MacIntosh, Israel Pennerman, Shyeye Davis, Anissa Johnson, Denesha Otten and Teja Williams.

Saint Augustine's University's financial situation will not allow for the tuition reduction grant extended to Episcopal/Anglian students. There were no incoming Chapel Scholars for academic year 2025-2026.

The Rev. Sallie Simpson, who faithfully has served as university deacon since 2017, has retired as of summer 2025. Her intrepid spirit and steadfast faith in God and God's work with and in the lives of young people has been greatly missed.

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

There are myriad challenges before Saint Augustine's University, a large portion of which I am wholly unqualified to analyze, strategize to solve or even comment on. As I am the chaplain, my job is to pray and to remain steadfast in pointing to the holy inspiration for founding an educational institution that honors the dignity, ability, aspirations and self-determination of Black people a century and a half after our founders set out to do the same coming out of the Civil War. It is not lost on me that we find ourselves as a nation in the midst of what might be characterized as a failed reconstruction. And as a school community, we are bogged down in a

quagmire of mounting debt, the unrelenting press of the accreditation appeals clock, deferred maintenance and little to no revenue. The troubles seem to hinder the progress of casting a vision for the short and long term sustainability of Saint Augustine's University.

The motto of Saint Augustine's, *veritas vos liberabit*, comes from John 8:32, "and you will know the truth, and the truth will set you free." I have been using this verse in my private devotion and prayer for Saint Augustine's all of 2024, praying that the Board of Trustees, and the administration, would live in the truth of the status of our beloved Saint Augustine's. I have also been praying for a miracle! I must confess I thought of buying a few Powerball tickets. When I visited my dear friend and colleague, the Rev. Paul Daniels, he reminded me the miracles in John's Gospel are interpersonal. Meaning, metanoia looks like a group of people refusing to stone a woman who was known and confessed adulterer. Faithfulness looks like living with fierceness into the promise of Abraham our father, willing to slay and sacrifice the very thing he prayed for and was promised by God. And discipleship looks like walking a different way into the light. Jesus spoke to the Jews, saying, "I am the light of the world. Whoever follows me will not walk in darkness, but will have the light of life."

John 8, makes me wonder...what would if those gathered and blessedly decided not to kill the woman, embraced her? What has God promised me, what is God asking me to sacrifice to test my faithfulness? What does it mean to be a disciple following the one who knows where he came from and is going? Where did I come from, and am I going? As I began my fifth year as the chaplain at Saint Augustine's University, these will be the questions that guide my ministry at the chapel. I want to focus on community engagement. I want to create connection and opportunity for the surrounding neighbors of Saint Augustine's Chapel to embrace the chapel. I know we may be called to sacrifice, and that in order to be a follower of the way of Jesus, the way of light, we will have to mine our tradition for the strength and skill to put people first, rather than follow tradition for tradition's sake. Jesus is teaching us in John 8. And perhaps this pericope may hold the key. This year, we will engage the community through formation. I can't say that I have all the answers, or I know exactly what that looks like, but I am counting on this body to help keep me close to the cross and support our work going forward.

Submitted by  
The Rev. Hershey Mallette Stephens

## SEWANEE: THE UNIVERSITY OF THE SOUTH

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

Rob Pearigen is in his 3rd year as vice-chancellor and is working to implement the strategic plan that was adopted in 2024: Elevating Mind, Heart, Place. A major capital campaign is in the works.

CFO Isabelle Puckette Love is leading all departments in a process of spending reductions to ensure the university stays on solid financial footing.

The Very Rev. Chris Epperson was installed as university chaplain and dean of All Saint's Chapel on October 16, 2025.

Burns Jones, C'95, has been appointed as vice president of University Relations.

Jeff Zivan, C'93, will join Sewanee's University Relations team on December 1, 2025 as director of alumni engagement, succeeding Susan Askew, C'86, who will retire at the end of December after 17 years of service.

Sewanee was named "America's Best Small Arts and Culture Town" by "Travel & Leisure Magazine" in August. "The Princeton Review" named Sewanee as the Number 1 Most Beautiful College Campus, as well as a Best Value College.

In May, the university's Board of Regents unanimously approved a statement titled "Heritage and Healing and Charting the Course Ahead," continuing Sewanee's ongoing efforts to engage thoughtfully and honestly with our past while advancing the values that define our present and future. In this statement, the board affirms its support for the rigorous and thoughtful work of the Names and Places Committee, whose investigation of and report on the persons memorialized on our campus offered an opportunity to more fully and accurately tell the story of the university. The board has committed Sewanee to a publicly accessible program of contextualization of memorials.

To address the ongoing employee housing issues, Sewanee Village Ventures has completed building new faculty/staff housing, with more options coming soon.

This fall, the School of Theology matriculated the largest incoming class in nearly two decades.

The Rev. Sara Ardrey-Graves, associate dean for spiritual and professional formation, and Dr. Mark Ardrey-Graves, assistant professor of church music, have joined the seminary faculty.

Submitted by the Rev. Carmen Germino

## SAINT MARY'S SCHOOL

### **Statement of Purpose**

Saint Mary's School in Raleigh, North Carolina, is an independent, Episcopal, college-preparatory boarding and day school dedicated to academic excellence and personal achievement for girls in grades 9-12. Saint Mary's School, a community dedicated to academic excellence and personal achievement, prepares young women for college and life.

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

As a high school, our work is primarily focused on educating and shaping our students. We hope to do this work with our Episcopal identity and values always at the forefront. Faith formation is integrated into our daily life at school, primarily through twice-weekly chapel services and Sunday evening Vespers meditations, but also in other activities and in our relationships.

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

We plan to continue our communal worship life, offer plentiful avenues for students and adults to deepen their faith in different ways, and model a spirit of compassion, generosity and hope for the present and future.

Submitted by  
The Rev. Rob Travis

## SWINDELL SPEAKERS COMMITTEE

### **Statement of Purpose**

Be a creative mind in the diocese and create projects that take the church out into the world.

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

Congregational Vitality, Collaboration & New Communities, Formation - Marvelously Made - A Queer Bible Study for Queer people not in the church.

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

Continue to promote Marvelously Made Bible study

Submitted by

The Rev. Matt Addington

## THOMPSON CHILD & FAMILY FOCUS

### **Statement of Purpose**

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

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

In our commitment to Racial Reckoning, Justice and Healing, Thompson is dedicated to serving children, youth and families across all ethnicities, races and national origins. We prioritize support for the most marginalized communities and strive to promote healing. Our Equity & Inclusion Committee works to cultivate a welcoming environment and provides ongoing education to staff, encouraging the recognition, respect and celebration of our diverse identities.

In support of Congregational Vitality, Thompson invites members of local congregations to connect with Thompson, our staff and our programs through meaningful volunteer engagement—sharing their time, talents and resources to make a lasting impact in the lives of children, youth and families.

With regard to Formation, Thompson is a 501(c)(3) nonprofit organization committed to transformative work with youth and families. We believe that changing lives has the power to change everything.

In support of Collaboration and New Communities, Thompson actively seeks partnerships that uplift youth and families across North Carolina. We continue to grow into new communities, and welcome collaboration with groups who are committed to supporting children, youth and families who have experienced trauma.

Regarding Creation Care, Thompson encourages conservation of resources, completes energy assessments agency-wide and seeks ways to lessen our waste/carbon footprint. Additionally, we engage the children and youth we serve in activities that encourage creation care, including gardening and outdoor recreation.

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

Our plans for the coming year include increasing our overall impact in the lives of children, youth and families, delivering our full continuum of services in communities we already serve, continuing to engage the broader community in Thompson's mission and building awareness of our services, and deepening our leadership capacity.

Submitted by  
Will Jones

## TRINITY CENTER BOARD OF MANAGERS

### **Statement of Purpose**

The Trinity Center Board of Managers serves to oversee and support the work of the Trinity Center staff.

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

I am pleased to report to Diocesan Convention that Trinity Center has completed another successful year, and we remain deeply grateful to have been spared from the storms and tragedies that have affected so many other camps and conference centers. This year has reminded us once again of how fortunate we have been.

### A Remarkable Gift

In the spring of 2024, Trinity Center received the extraordinary news that it had been awarded a \$1 million gift from the estate of Dr. Richard Clark. This generous gift, to be distributed over several years, will provide essential support for the ongoing maintenance and development of Trinity Center's facilities. The staff, the Board of Managers, and the entire Diocese of Eastern North Carolina are energized and inspired by this act of generosity from the Clark family.

### Campus Renewal and Facilities

The beloved beachside bungalows have long served as quiet witnesses to the rhythms of retreat, renewal and community. Years of salt air and coastal weather had left them worn and in need of attention. One bungalow was successfully restored in fall 2024 and continues to serve Sound to Sea Instructors with renewed purpose. However, the second structure—located in a designated flood zone—could not be brought up to code under current regulations. After careful deliberation, the Board of Managers determined that replacing the structure with a new facility was the best path forward. Construction began in early spring on a new staff housing unit on the footprint of the original bungalow.

As the Board noted, “The Clark gift has made the most significant contribution to the ministry of Trinity Center since its inception in the 1980s.”

The Facilities Committee continues to plan and research further campus improvements. Maintenance at Trinity Center is a constant and ongoing endeavor. Projects under consideration include renovations to the kitchen and dining areas, upgrades to dormitories used by Camp Trinity and Sound to Sea, improvements to housing and enhanced campus accessibility. These are ambitious, long-term projects that will require significant funding, and the board remains committed to identifying and pursuing the necessary resources.



We are also grateful for the continued support of the Alice Hoffman Fund, which provides vital assistance for maintenance and repairs.

### Staff Transitions and Leadership

This year saw several important staff transitions. Longtime employee Chris Greiner retired after 33 years of dedicated service. We are profoundly thankful for Chris's commitment and the lasting impact she has had on Trinity Center.

As Chris stepped down, Mindy Furrer, former director of Sound to Sea, transitioned into the new role of group services director. Mindy brings a wealth of institutional knowledge and a spirit of innovation to the conference side of Trinity Center.

With Mindy's move, Meghan Dinneen has stepped into the role of education director, ensuring continuity and fresh leadership of Trinity's Sound to Sea program. These transitions have proceeded smoothly thanks to the professionalism and cooperative spirit of the entire staff. With deep sadness, we also acknowledge the passing of Buddy Payne, who left Trinity Center earlier this year to become camp director at Camp Dayspring in Florida. Buddy's untimely death in August was a tremendous loss to our community. The Trinity family gathered in September to celebrate his life and ministry with gratitude and love.

Staffing remains a challenge, particularly in the kitchen and housekeeping departments. The high cost of living in our coastal area and the limited labor pool make recruitment difficult. Despite these challenges, our staff continues to go above and beyond to ensure every guest is warmly welcomed and every event runs smoothly. We extend heartfelt thanks to our dedicated team for their extraordinary commitment.

### Program Highlights

Camp Trinity enjoyed a vibrant summer season, with a staff of 21 serving over 647 campers from rising 2nd through 12th grades. Under the leadership of MaryBeth Bradberry, camp life was safe, joyful and faith-filled. Online registration continues to be well received, and efforts are underway to strengthen alumni engagement and create new opportunities for former campers to reconnect with camp life.

Sound to Sea experienced a busy and successful year, hosting over 250 school groups and welcoming 1,000s of students from across North Carolina and beyond. Summer day camps were filled to capacity with a waitlist throughout the season, offering dozens of local children the opportunity to experience hands-on environmental education and coastal exploration.

### Operations and Hospitality

Through 2025 thus far, Trinity Center has hosted approximately 15,000 bed nights (one person spending one night) and served more than 45,000 meals. Although some winter cancellations due to ice and rain impacted revenue, the staff continues to provide an exceptional experience for all guests.

### Closing

As chair of the Board of Managers, I am deeply grateful to serve alongside such a dedicated team, led by Executive Director John Koch. The challenges we face are many, but the commitment and faithfulness of Trinity Center's staff, board and supporters ensure that our ministry continues to thrive and grow.

Submitted by

Barbara Whitesides, chair