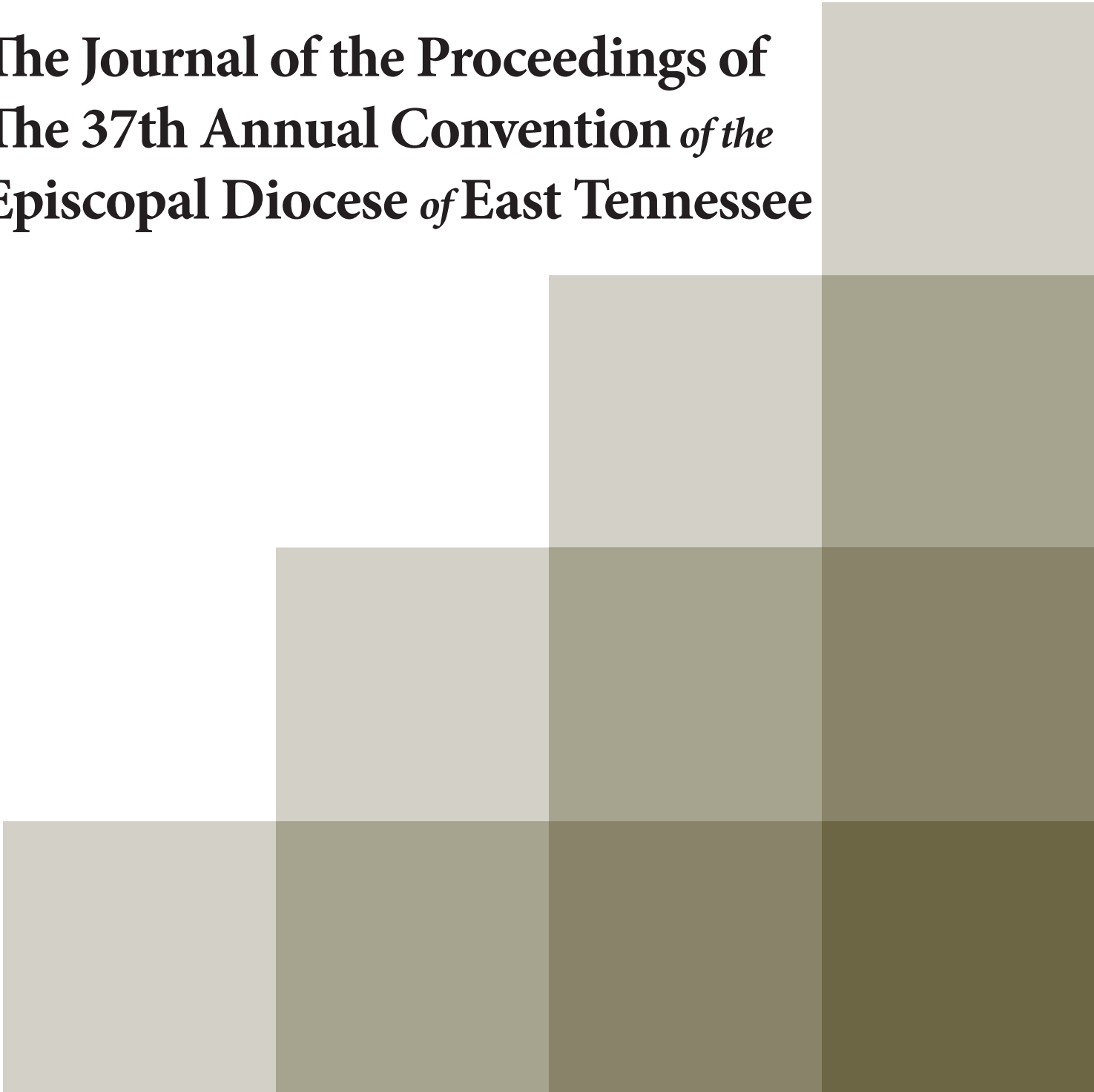




**The Journal of the Proceedings of
The 37th Annual Convention *of the*
Episcopal Diocese *of* East Tennessee**



*The Journal of the Proceedings of the 37th Annual Diocesan
Convention of the Episcopal Diocese of East Tennessee*

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Compiled by Bro. Andrew Aelred Morehead, OC

In your charity, please pray for the compiler.
Subsequent edits may be made and will be indicated above
with additional edition dates.



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The 2020 Constitution & Canons were the most recent edition in force at the time of the 37th Annual Convention.



Order of Business

Saturday, February 6, 2021

Zoom

8:00 AM	Attendance Check-in Begins	
8:55 AM	Attendance Ballot Closes	
9:00 AM	Call to Order	The Rt. Rev. Brian L. Cole <i>Diocesan Bishop</i>
	Opening Collect	The Rt. Rev. Brian L. Cole
	Welcome New Cures	The Rt. Rev. Brian L. Cole
	Report from Committee on Credentials	Mr. George Arrants, Jr. <i>Chancellor</i>
	Resolution regarding Order of Business	Ms. McKenna Cox <i>Parliamentarian</i>
	Consent Agenda	The Rev. Canon Michelle Bolt <i>Secretary to Convention & Diocesan Canon to the Ordinary</i>
	Last Call for Resolutions	The Rev. Canon Michelle Bolt
	Report from Committee on General Resolutions	The Rev. Matthew Farr The Rev. Christopher Hugin <i>Co-Chairs, Committee on General Resolutions</i>
	Report from Committee on Constitution & Canons	The Hon. L. Marie Williams <i>Chair, Committee on Constitution & Canons</i>
	Introduction to Leadership Slate	The Rev. Canon Michelle Bolt
	Leadership Ballot & Break	The Rt. Rev. Brian L. Cole
	Bishop's Address	The Rt. Rev. Brian L. Cole
	Reflection & Connection	The Rt. Rev. Brian L. Cole
	Leadership Ballot Report	The Rev. Canon Michelle Bolt
	Break	The Rt. Rev. Brian L. Cole
	Report from Finance Committee & Treasurer	Mr. John Hicks <i>Chair, Finance Committee</i>
	Budget Ballot	The Rt. Rev. Brian L. Cole
	Report from ETNyouth & Young Adults (YAS)	Mr. Jody Davis <i>Diocesan Youth Coordinator</i>
	Report from Grace Point Camp & Retreat Center	The Rev. Brad Jones <i>Executive Director, Grace Point Camp & Retreat Center</i>
	Budget Ballot Report	The Rev. Canon Michelle Bolt

Report from Commission on Ministry	The Rev. Leigh Preston
	The Rev. Derrick Hill <i>Co-Chairs, Commission on Ministry</i>
Report from The University of the South, Sewanee	Ambassador Reuben E. Brigety II <i>Vice Chancellor, The University of the South, Sewanee</i>
Report from Standing Committee	The Rev. Joe Woodfin <i>President, Standing Committee</i>
Recognition of St Thomas with Prayer	The Rt. Rev. Brian L. Cole
Resolutions of Greetings & Affection	The Rt. Rev. Brian L. Cole
Invitation to 38th Diocesan Convention 2022	The Rt. Rev. Brian L. Cole
	The Rev. Laura Bryant <i>Rector, St John's, Johnson City</i>
Invitation to Worship Video, Benediction & Blessing	The Rt. Rev. Brian L. Cole
12:30 PM Convention Adjourns	The Rt. Rev. Brian L. Cole



Consent Agenda and Supporting Information





Consent Agenda and Supporting Information

A consent agenda is a meeting practice by which routine reports or non-controversial items not requiring discussion or independent action are presented as one agenda item. The clergy and delegates approve this “package” of items in one motion. This practice is used to save precious meeting time.

If any clergy or delegate wishes to remove any item from the Consent Agenda for discussion, he or she may do so with a motion during the discussion period after the Consent Agenda is moved and seconded. The motion to remove any item requires a second and a simple majority vote.

Consent agenda items can only be removed for discussion and not clarification. If any clergy or delegate member needs clarification of an item, this needs to be accomplished prior to the Business Meeting by contacting the Canon to the Ordinary.

Detailed information about each item on the Consent Agenda is provided below. **By voting yes to the motion to approve the Consent Agenda, you are voting yes on the following:**

- Election of 2021 Convention Officers
- 2021 Convention Rules of Order, including Special Rules of Order for a Digital Meeting of Convention
- Resolutions 2021-01, 2021-02
- Appointments to Convention and Diocesan Committees



2021 Convention Officers

SECRETARY	The Rev. Canon Michelle W. Bolt
ASSISTANT SECRETARY	Ms. Maribeth Manoff
DIOCESAN TREASURER	Mr. John Hicks
ASSISTANT TREASURER	Mr. Jim Anderson
CHANCELLOR OF THE DIOCESE	Mr. George Arrants, Jr.
VICE-CHANCELLORS	Ms. Robin Askew Mr. Chris Cone The Hon. Neil Thomas Ms. Sarah Sheppard Mr. Howard Vogel The Hon. L. Marie Williams
PARLIAMENTARIAN	Ms. McKenna Cox
REGISTRAR OF THE DIOCESE	Ms. Laura Nichols



2021 Convention Rules of Order

THE EPISCOPAL DIOCESE OF EAST TENNESSEE
37th ANNUAL CONVENTION – FEBRUARY 6, 2021
RULES OF ORDER

I. SPECIAL RULE OF ORDER FOR CONDUCTING THE 2021 ANNUAL CONVENTION OF THE DIOCESE OF EAST TENNESSEE DURING THE COVID-19 PANDEMIC BY REMOTE ATTENDANCE AND ELECTRONIC MEETING AS MEANS OF COMMUNICATION

The 37th Annual Meeting of the Convention of the Episcopal Diocese of East Tennessee shall be conducted through use of an Internet meeting service designated by the President that supports anonymous voting and visible displays (i) identifying those participating, (ii) identifying those seeking recognition to speak, (iii) showing or permitting the retrieval of the text of pending motions, and (iv) showing the results of votes. This electronic meeting of the Convention shall otherwise be subject to all rules adopted by the Convention to govern its annual meeting, which may include any reasonable limitations on and requirements for members' participation. Each delegate registered and attending the 2021 Annual Convention by the use of, or a means of, communications by which all delegates and/or members participating in the Convention may simultaneously hear each other shall be deemed to be present in person, and/or present and voting, as applicable, under those Rules of Order. When in conflict with the Rules of Order of the Convention, these Supplemental Rules of Order shall prevail. This and any other such rules adopted by the Convention shall supersede any conflicting rules in Roberts Rules of Order.

In addition, the following procedures shall apply:

- A. Voting shall be conducted using anonymous voting software accessible over the Internet to all delegates unless a different method available through the Internet meeting service is ordered by the Bishop. An anonymous vote conducted through the designated voting software or through the Internet meeting service shall be deemed a ballot vote, fulfilling any requirement in the Constitution or Canons or rules of order that a vote be conducted by ballot. Votes shall be deemed anonymous so long as votes cast by an individual are available only to the administrator of the voting system.
- B. Except when a vote via the voting platform is required, business may be conducted by unanimous consent, as expressed through the “raised hands” function of the Internet meeting platform.
- C. Delegates shall identify themselves as required to sign in to the Internet meeting service, and shall maintain at a minimum audio access throughout the meeting whenever present, though internet audio and video access is preferred. Delegates shall sign out upon any departure before adjournment.
- D. The presence of a quorum shall be established by the online list of participating delegates.

- E. Each delegate is responsible for access and quality of their audio and internet connections necessary to participate; no Convention action shall be invalidated on the grounds that a delegate's individual connection prevented participation in the meeting.
- F. The Bishop or his authorized designee may cause or direct the muting of a delegate's connection if it is causing undue interference with the meeting. The Bishop's decision to do so during the meeting shall be recorded in the minutes.
- G. In addition to display of pending business, motions or results of votes, video of the Bishop and any officer or delegate currently recognized to speak or report shall be displayed throughout the meeting, as well as such other video displays as the Bishop designates in his discretion.
- H. The procedure to be recognized for a motion, to seek the floor, to cast a vote, or for any other action by a delegate during the virtual meeting of Convention or at any pre-Convention meetings shall be governed by the provided instructions for using the features of the Internet meeting service to conduct business at the Annual Meeting of The Convention.

II. ORDER OF BUSINESS

- Rule 1.01: The Order of Business shall be specified and approved by the Convention
- Rule 1.02: During balloting, the Convention may take up business, which may be interrupted for the reports of tellers and additional ballots.

III. CONVENTION COMMITTEES

- Rule 2.01: The Bishop shall appoint the following Convention Committees: On Credentials, On Elections (Ballots/Tellers), On General Resolutions
- Rule 2.02: The Bishop shall appoint the following committees as prescribed by the Canons or as otherwise required: On Constitution and Canons, The Church Pension Fund Committee (appointed annually)
- Rule 2.03: Such Committees as are instructed by the bishop shall convene in advance of the opening of Convention to consider matters referred to them. Open hearings of said committees held prior to Convention shall be subject to prior notice for access and participation.
- Rule 2.04: Reports of all Committees shall be in writing. All reports recommending action by the Convention shall be accompanied by Resolutions for such action.

IV. RESOLUTIONS

- Rule 3.01: Resolutions are submitted as the Canons may prescribe.
- Rule 3.02: All Resolutions and amendments proposed thereto shall be in writing and shall contain the name, parish, and city of the proponent and meet the deadline as set forth in Title I, Canon 3, Sec. 10.

- Rule 3.03: The Bishop shall refer all Resolutions to appropriate Convention Committees for consideration, recommendation and report to the Convention, provided, however, upon a vote of two-thirds (2/3) of the delegates present, a Resolution may be considered immediately. Consistent with the provisions of Title II, Canon 7, Sec. 2, setting forth the responsibility of the Bishop and Council to exercise all powers of the Convention between meetings of the Convention other than certain enumerated powers, any resolution, other than Courtesy Resolutions, may, under the direction of the Bishop, be referred to Bishop and Council, which may take up the resolution for consideration in the interim following the 37th Annual Meeting or refer the matter for consideration at the 38th Annual Meeting of the Convention.
- Rule 3.04: Where two or more Resolutions deal basically with the same subject, they shall be referred to the same General Resolutions Committee. The Committee shall make every effort to consolidate them or otherwise assure their compatibility and should also make every effort to obtain the concurrence of the proponents concerned.
- Rule 3.05: Each Convention Committee to which a Resolution has been referred, after providing for an open hearing held remotely in the days leading up to the convention, shall consider the form and substance of the Resolution and in making its report shall recommend (a) for adoption, (b) for adoption with amendment, (c) for adoption of a substitute drafted by the Committee, (d) for rejection, or (e) for discharge from further consideration because the subject matter has been included in another Resolution. The Committee's recommendation to the Convention shall be in the form of a motion to adopt the Committee's recommendation. The Committee Chair or other representative shall state the reasons for the Committee's recommendation. Thereafter, the proponent of the original Resolution, which is the subject of the Committee's recommendation, shall be recognized first if the proponent so desires. Amendments may be offered, including an amendment to substitute the proponent's original Resolution for that recommended by the Committee.

V. MOTIONS IN ORDER OF PRECEDENCE

- Rule 4.01: The following motions shall have priority in the order listed. The mover cannot interrupt a member who has the floor, must be recognized, and the motion must be seconded.

They are subject to the following further rules:

- (a) To Adjourn or to Recess
 - (1) Not debatable, if unqualified
 - (2) Not amendable
 - (3) Cannot be laid on Table
 - (4) Majority vote
 - (5) The motion to adjourn shall always be in order except that it shall not be offered when another member has the floor
- (b) To Adjourn to Time Certain
 - (1) Debatable, as to the time
 - (2) Amendable, as to the time
 - (3) Cannot be laid on table
- (c) To Lay on Table or To Table
 - (1) Not debatable
 - (2) Not amendable
 - (3) Cannot be laid on Table
 - (4) Majority vote

- (d) To Vote Immediately or at Time Certain or to Extend Debate
 - (1) Not debatable
 - (2) Amendable, as to time, if a time specified
 - (3) Cannot be laid on table
 - (4) Two-thirds majority vote
- (e) To Postpone to Time Certain
 - (1) Debatable
 - (2) Amendable as to time
 - (3) May be laid on Table
 - (4) Majority vote
- (f) To Commit or recommit to any Committee
 - (1) Debatable, except as to a Convention Committee
 - (2) Amendable as to the Committee to which to be sent
 - (3) May be laid on Table
 - (4) Majority vote
- (g) To Amend or To Substitute
 - (1) Amendments and Substitutes are debatable only when Main Question is debatable
 - (2) One Amendment may be made to each independent or separable portion of a Resolution; and the right to amend extends only to one Amendment of that Amendment and to a Substitute and one Amendment thereto
 - (3) A Substitute and its Amendment may be laid on table, but cannot be otherwise voted on until original matter if perfected
 - (4) Majority vote
 - (5) Neither the Substitute nor its Amendment shall be voted on (except to lay on the table) until the original matter is perfected.

VI. MOTIONS WITHOUT ORDER OF PRECEDENCE

- Rule 5.01: The following motions have no order or priority but are subject to the following rules:

- (a) Appeal from Decision of Chair
 - (1) Debatable
 - (2) Not amendable
 - (3) May be laid on table
 - (4) Majority vote. A tie vote sustains Chair
 - (5) Must be made immediately after decision
- (b) To Take from Table
 - (1) Not debatable
 - (2) Not amendable
 - (3) Cannot be laid on table
 - (4) Majority vote
- (c) To Recall from Committee
 - (1) Debatable
 - (2) Amendable
 - (3) May be laid on table
 - (4) Two-thirds majority vote
- (d) To Create Special Order of Day for a Particular Time
 - (1) Debatable
 - (2) Amendable as to time
 - (3) Cannot be laid on the table
 - (4) Two-thirds majority vote

- (e) Call for the order of the Day
 - (1) Mover may interrupt a member who has the floor and is not required to be recognized or to have a second
 - (2) Not debatable
 - (3) Not amendable
 - (4) Cannot be laid on table
 - (5) No vote required, but two-thirds majority vote is necessary to suspend general or special order
- (f) To Suspend the Rules or Take Up Business Out of Order
 - (1) Debatable
 - (2) Not amendable
 - (3) Cannot be laid on the table
 - (4) Two-thirds majority vote
- (g) To Divide the Question
 - (1) Not debatable
 - (2) Can be amended
 - (3) Cannot be laid on the table
 - (4) Majority vote, if vote required
 - (5) May be made without being recognized and even though another member has the floor
 - (6) If the Question under debate contains several distinct propositions, which are independent of each other, at the request of any members the same shall be divided and a separate vote shall be taken but the motion to strike out and to insert shall be indivisible.
 - (7) The propositions relate to the same subject, and yet each part can stand alone, they may be divided only a regular motion and vote.

VII. RECONSIDERATION

- Rule 6.01: Neither a Question once determined, nor one of like import, shall again be brought before the Convention, except on motion to reconsider made by one who voted in the majority and seconded by another who voted in the majority.
- Rule 6.02: Motions to reconsider are subject to the following further rules:
 - (1) Debatable when motion to be reconsidered is debatable
 - (2) Not amendable
 - (3) May be tabled
 - (4) Two-thirds majority vote
 - (5) No question can be twice considered unless it was materially amended after its first reconsideration

VIII. DECORUM AND DEBATE

- Rule 7.01: No member shall be absent from the Convention unless leave has been given by the Chair, or because of inability to attend.
- Rule 7.02: No member shall address the Convention or make any motion until after recognition by the Bishop except to make a parliamentary inquiry, a point of order or a motion not requiring recognition.
- Rule 7.03: When any Delegate is about to speak, the Chair shall be addressed, the name, parish of the Delegate stated; such address shall be confined strictly to the point of debate
- Rule 7.04: Except by leave of the Convention, no Delegate shall speak more than twice in the same debate nor longer than five minutes at one time.

IX. VOTING

- Rule 8.01: Nominations for Standing Committee, members of the Bishop and Council, Trustees of the University of the South, members of the Disciplinary Board and General Convention Deputies and Alternates, which are in writing and contain the nominee's name, parish, and city and not more than one hundred words of biographical information including past and present service of the nominee to the Church at all levels and received in the office of the Secretary thirty days prior to the opening of the Convention shall be included in the pre-convention delegate preparation materials. All nominations from the floor of convention must be delivered to the Secretary of convention no later than noon on the day before the Convention to allow time for proper preparation for digital voting. In addition to the information required listed above, all such nominations shall contain the name, parish, and the city of the nominator who shall obtain the nominee's consent and willingness to serve prior to submitting nomination. Incomplete nominations will not be accepted. Any required information that cannot be verified prior to noon on February 5, 2021 will result in the nomination being disqualified. Verified, written nominations shall be posted at the Convention. Nominations may be made only by the Bishops of this Diocese, Clerical and Lay Delegates, Vestries, and any other person authorized by Canon.

- Rule 8.02: Balloting for the offices set forth in 8.01 may be conducted using a virtual, electronic, internet or other online voting system or computer application approved by the Bishop with the approval of the Secretary and the Committee on Elections, or their designee. Within the Bishop's discretion, appropriate accommodation or provisions shall be made for assisting delegates without access to the balloting system, or that require technical assistance in voting. Votes/ballots cast using the virtual balloting system shall be deemed the equivalent of physical ballots or votes cast in person for all purposes hereunder. In the event of a technical failure of the digital voting system, the Bishop may direct the Secretary and the Committee on Elections to conduct a full ballot by mail in the weeks immediately following convention.

- Rule 8.03: In elections of Deputies to the General Convention and of Members of the Bishop and Council, a majority of the votes cast shall be necessary to election. In all other elections, including that of Alternate Deputies to the General Convention, a plurality shall suffice. If the Convention shall take up other business while ballots are being counted such business may be interrupted for the report of tellers and additional ballots. If all the Deputies to the General Convention are not elected on the first ballot, the remainder are to be elected from the remaining nominees by majority on the second ballot, and if all are not elected on the second ballot, the remainder are to be elected from the remaining nominees by plurality on the third ballot. The sequence of alternates is determined on the final ballot taken.

- Rule 8.04: Unless otherwise expressly provided any rules requiring a two-thirds majority shall be construed to mean the affirmative vote to two-thirds of the Delegates present and voting.

- Rule 8.05: Ballots with more or less votes than there are positions to be filled shall be declared invalid.

X. COMMITTEE OF THE WHOLE

- Rule 9.01: Whenever so ordered by a vote of a majority of the members present, the Convention may go into Committee of the Whole for the consideration of any matter.

XI. UNANIMOUS CONSENT

- Rule 10.01: By unanimous consent, any action may be taken that is not in contravention of any provision of the Constitution or the Canons.

XII. GENERAL REGULATIONS

- Rule 11.01: All materials distributed during the convention must have the express permission of the Bishop or otherwise be ordered by the majority vote of convention. No books, pamphlets or other printed matter may be distributed on the floor of Convention, or be placed on the seats or desks of the Delegates, likewise no digital materials may be shared via email or by the digital platform during the convention; but this prohibition shall not apply to Resolutions, reports, and other documents prepared or distributed by the Secretary or to ballots for elections.

XIII. ROBERT'S RULES OF ORDER

- Rule 12.01: Except when in conflict with the Constitution or Canons, or any Rules herein contained, the latest edition of Robert's Rules of Order shall govern the interpretation of Rules and procedures to be followed.

XIV. AMENDMENTS

- Rule 13.01: These Rules may be amended at any time by a two-thirds majority vote of the members present.

THE DIOCESE OF EAST TENNESSEE
2021 DIOCESAN CONVENTION
Resolution # 2021-01

To provide seat and voice to ordained clergy, not canonically resident, but licensed to officiate, or to lead congregations; courtesy invitation to view convention to ordained local leaders as well as to postulants and candidates for holy orders.

PROPOSED BY: The Rev. Canon Michelle W. Bolt, Secretary of Convention, Knoxville, TN

REPRESENTATIVE AT CONVENTION: The Rev. Canon Michelle W. Bolt

RESOLVED, that all ordained ministers of this church who are not canonically resident in this diocese, but who officiate under license and/or who are in charge of congregations in the diocese, be given seats and voice in the deliberations of this 37th Convention of the Diocese of East Tennessee; and

RESOLVED, that all postulants and candidates for holy orders in the diocese, and all ordained ministers of other communions within our communities be cordially invited to seats by way of access to the viewing of convention through our media channels.

THE DIOCESE OF EAST TENNESSEE
2021 DIOCESAN CONVENTION
Resolution # 2021-02

To ratify Bishop and Council actions regarding the 2020 Budget

PROPOSED BY: Bishop and Council

REPRESENTATIVE AT CONVENTION: Mr. John Hicks, Diocesan Treasurer, Christ Church, Rugby, TN

WHEREAS, by its action, the Thirty-sixth Annual Convention of The Diocese of East Tennessee convened in Chattanooga on Friday and Saturday, February 7-8, 2020, and approved a budget for The Diocese; and

WHEREAS, in the wisdom of the Bishop and Council, certain items of the Budget were exceeded but the total expenditures were less than the budgeted total; and

WHEREAS, by Canon 2, Sec. 2 (a), it is necessary for the Convention to approve budgets; and

WHEREAS, the budget as approved in its February 2020 Convention was \$1,850,847; and

WHEREAS, the actual budgeted disbursements were \$1,533,428; and

WHEREAS, the Treasurer's Financial Statements reflect all detailed records of disbursements over and under the budget recited herein by reference, reflect the best judgment and good offices of the Bishop and Council and Treasurer in performing under said budget;

NOW THEREFORE BE IT RESOLVED, that all of the acts and actions of the Bishop and Council in authorizing disbursements in excess of line items in the 2020 budget as approved by their various actions during 2020, be and are hereby ratified by this Convention as authorized and approved.



Convention Committees

CREDENTIALS

Mr. George Arrants, Jr.
Mr. Chris Cone
The Rev. Janice Robbins

ELECTIONS (Ballots)

Mr. George Arrants
Mr. Chris Cone

GENERAL RESOLUTIONS

The Rev. Matthew Farr, *Co-Chair*
The Rev. Christopher Hogin, *Co-Chair*



Diocesan Committee Appointments

CONSTITUTION AND CANONS (3-year terms)

The Hon. Marie Williams, *Chair*

Term expires 2022

The Rev. Dr. Craig Kallio
The Hon. Neil Thomas
The Hon. Marie Williams

Term expires 2023

The Rev. Gary Callahan
The Rev. Christopher Hogin

Term expires 2024

Mr. Ned Boehm
The Rev. Robert Childers

THE CHURCH PENSION FUND COMMITTEE (appointed annually)

The Rev. Brett Backus
Ms. Mary Emblar
Mr. Tom Hale
Mr. John Hicks

COMMISSION ON MINISTRY

The Rev. Leigh Preston, *Chair*

Term expires 2022

Mr. Bert Ackermann
The Rev. Gordon Brewer
The Rev. Leigh Preston
The Rev. John Mark Wiggers

Term expires 2023

The Rev. Drew Bunting
Ms. Jennifer Dunn
The Rev. Amy Morehous
Ms. Kristin Williams

Term expires 2024

The Rev. Amy Bradley
The Rev. Claire Brown
Ms. Leonora Corbin
The Rev. Derrick Hill
Mr. Alan Ragsdale

EPISCOPAL ENDOWMENT CORPORATION (terms expiring 2022)

Mr. Jeff Day
Mr. Henry Lodge
Mr. Hugh Sharber

CLERGY CONTINUING FORMATION COMMITTEE

Term expires 2022

The Rev. Dr. Rick Carter
The Rev. John Mark Wiggers

Term expires 2023

The Rev. Laura Bryant
The Rev. Jason Emerson
The Rev. Mandy Lippe

OPPORTUNITY FUND COMMITTEE

Term expires 2022

Mr. Tommy Siler

Term expires 2023

The Rev. Brett Backus
The Rev. Jon Hermes
The Rev. Quinn Parman

Term Expires 2024

Mrs. Maribeth Manoff
Mr. John Mayo
Mr. Ashton Sims

GRACE POINT CAMP AND RETREAT CENTER BOARD OF MANAGERS

Ms. Lauren Hosie, *Chair*

Term expires 2022

Ms. Margaret Bickley
Ms. Hope Hutchins
Ms. Jan Lewis
Mr. Michael Moore
The Rev. Ken Saunders

Term expires 2023

Ms. Debra Clary
Ms. Erica Kramer
Ms. Julie Novak
The Rev. Brad Whitaker
Ms. Kelsey Wofford

Term expires 2024

Mr. Jim Anderson
Ms. Lauren Hosie
The Rev. Quinn Parman
Ms. Kelly Maierhofer
Ms. Caroline Wood

THE DUBOSE CONFERENCE CENTER BOARD

Term expires 2022

Mr. Greg Champion

Term expires 2023

Mr. David Thomas

BOARD OF EXAMINING CHAPLAINS

The Rev. Joe Woodfin, *Chair*

Term expires 2022

The Rev. Ward Ewing
The Rev. Dr. Howard Hess
The Rev. Claire Keene

Term expires 2023

The Rev. Robert Childers
Canon Beverly Hurley Hill
The Rev. Joe Woodfin

FINANCE COMMITTEE

Mr. John Hicks, *Treasurer*
Ms. Jim Anderson, *Assistant Treasurer*

Term expires 2022

Mr. James Hawkins
The Rev. Mark Holland

Term expires 2023

Ms. Connie Bryson
Mr. Bruce Corrigan
Mr. O. E. "Sonny" Schow, IV

Term expires 2024

Mr. Andy Benson
The Rev. Michele Simmons

CONGREGATIONAL CONSULTANTS

The Rev. Canon Michelle Bolt, *Chair*

Term expires 2022

The Rev. David Cobb
The Rev. John Dukes
The Rev. Dr. Howard Hess
Canon Beverly Hurley Hill
Mr. Chuck Nix
The Rev. Wally Reynolds
The Rev. SuzeAnne Silla
The Rev. Canon Michael Spear-Jones
Mr. Howard Vogel

CHAPLAINS TO THE RETIRED CLERGY

The Revs. Ken and Donna Brown, *Co-Chairs*
The Rev. Buckley Robbins

WORSHIP AND MUSIC COMMITTEE

The Rev. April Berends and The Rev. R. J. Powell, *Co-Chairs*

Term expires 2022

The Rev. April Berends
The Rev. R. J. Powell
The Rev. Ken Saunders

Term expires 2023

The Rev. Taylor Dinsmore
The Rev. Chris Hackett

Term expires 2024

Mr. Philip Newton
Mr. Jason Overall
The Rev. John Tirro
Mr. John Werner



Leadership Nominations and Elections





Leadership Nominations

BISHOP AND COUNCIL

Bishop and Council Positions Open

- 1 Lay Middle East Area
- 1 Clergy Upper East Area
- 1 Clergy South East Area

Three-year terms ending in 2024.

The Bishop and Council comprises the bishop, the dean of St. John's Cathedral plus ten lay and clerical members who represent each of the three geographical areas of the diocese—two of each from the populous South East and Middle East areas and one of each from the Upper East Area.

“B&C” carries out the work of the Diocesan Convention between its annual meetings and oversees the program of the diocese.

In 2019, the Bishop and Council adopted the following guiding principles. We ARE:

- attuned to a Eucharistic moment when past, present, and future co-exist
- focused on God's work in us and in you
- hopeful about the Church
- collaborative
- three regions as a trinity
- ecumenical, participative, supportive
- all in this together
- prayerful
- speaking truth in love
- the convention between conventions

Among its responsibilities, B&C prepares the diocesan budget to be approved by Diocesan Convention and approves grants and loans recommended by the Opportunity Fund Committee. Members may serve on the Opportunity Fund and other council committees: Budget and Finance, Health Insurance, Stewardship and the Diocesan Council on Youth Ministry, or Diocesan Convention. Each term is three years. Clergy and lay members may not be from the same parish, and members must be 18 years old or more. Bishop and Council members may not serve simultaneously on the Standing Committee. Members gather four to six times a year for meetings at the Diocesan House in Knoxville, although annual meetings may include an overnight retreat.

Please see Rule 8.03 of the Diocese of East Tennessee Annual Convention Rules of Order for specific provisions governing the election of members of Bishop and Council.

Lay Middle East Area Nominee- Vote for ONE



Betsy Ellis, St. Stephen's Episcopal Church, Oak Ridge

Nominated by Jim Anderson, Bishop and Council outgoing member and member of St. Stephen's Episcopal Church, Oak Ridge

I have attended St. Stephen's Episcopal Church, Oak Ridge, since 1978. I have participated in parish life singing in the choir; leading EYF; serving as lay reader and chalice bearer; and chairing the Outreach and Parish Life Committees. I served on Vestry, was Junior Warden, and am currently its Secretary. I was delegate to Convention. I traveled on mission trips to Haiti and had a life changing experience in 2018 as part of Kondo 4 traveling to Tanzania. I serve on the Diocese Kondo 4 Committee. I made my Cursillo and completed EFM. I have three grown children and two lively grandchildren.

Clergy South East Area Nominee- Vote for ONE



The Rev. Lou Parsons, St. Francis Episcopal Church, Ooltewah

Nominated by Larry Hartman, delegate to convention from St. Francis Episcopal Church, Ooltewah

A cradle Episcopalian, I grew up at St. John's, Knoxville, and later was on staff at St. Timothy's, Signal Mountain. Since ordination in 2002, I served at St. James, Knoxville; Memorial Hospital, Chattanooga; Hospice of Chattanooga; and Grace, Chattanooga. I serve the Diocese as a facilitator for Pastoral Care Lay Ministers, as a Ministry Partner Episcopal Relief & Development, and as a member of the Diocesan Becoming Beloved Community Task Force and of Project Canterbury. Past involvements include Bishop & Council and Standing Committee, as well as the Search Committee for our fourth bishop and Transition Committee for our current bishop.

Continued on Next Page

Clergy Upper East Area Nominees- Vote for ONE



The Rev. Cathy Johnston, St. John's Episcopal Church, Johnson City

Nominated by Suzeanne Donaldson, vestry of St. John's, Johnson City

I am currently serving as deacon at St. John's Johnson City. Previously I served at St. Timothy's Kingsport. I was ordained in St. Louis MO and while in St. Louis, was assigned as Deacon to Christ Church Cathedral, served on Commission on Ministry and clergy representative to Christ Church Cathedral Chapter. My other leadership roles include serving on Bishop Search Committee, Vestry, EFM Mentor, member of Cursillo Secretariat and weekend Lay Director. Living through the Ferguson riots and the continued community unrest has heightened my passion for our communities and the importance of the church's sustained presence.



The Rev. Ken Saunders, St. James Episcopal Church, Greeneville

Nominated by the Rev. Chris Harpster, St. Paul's, Kingsport and Emmaus House

The Rev. Ken Saunders serves as Rector of St. James in Greeneville (since 2018). He is active on the Grace Point Board and the Commission on Liturgy and Music in the Diocese of East Tennessee. For the national church, he works with the General Board of Examining Chaplains (GBEC). A priest since 2007, Ken previously served in Maryland as Rector of Trinity Church in Towson, MD and in North Carolina as Rector of Christ Church in Cleveland, NC. He also served on committees and commissions in MD and NC. He is pleased to offer his experience and talents for B&C.

STANDING COMMITTEE

Standing Committee Positions Open

1 Clergy

1 Lay

Three-year terms ending 2024.

The Standing Committee serves as a council of advice to the bishop. Among its responsibilities, it gives consent for all bishops elected in The Episcopal Church, recommends individuals for ordination, and advises on the purchase, sale or encumbrance of any diocesan property or property held by a congregation or ministry of the diocese. In the event the diocese is without a bishop, the Standing Committee serves as the ecclesiastical authority until the diocese elects a new bishop.

The Standing Committee schedules monthly meetings, but sometimes it conducts business via e-mail or conference call.

The Standing Committee has six members, three clergy and three lay. One clergy and one lay member rotate off each year. Each member's term is three years, and they may be re-elected for one successive term. Members of the Standing Committee may not serve simultaneously on the Bishop and Council, Commission on Ministry or Disciplinary Board.

Clergy Standing Committee Nominees- Vote for ONE



The Rev. Joe Woodfin, St. Paul's Episcopal Church, Chattanooga

Nominated by the Claire Brown, St. Paul's Episcopal Church, Chattanooga

Joe Woodfin has served as associate rector of St. Paul's Church, Chattanooga, since 2017. He is current President of the Standing Committee, Chair of the Diocesan Examining Chaplains, and has served on the Bishop's COVID-19 task force, among other diocesan and community service. He is also an Alternate Deputy for the 80th General Convention of the Episcopal Church. Joe graduated in 2015 from the School of Theology of the University of the South, Sewanee. He is spouse to Carly, and father to Luke (10) and Maggie (8). He likes weightlifting, reading, cooking and baking, and coffee.

Lay Standing Committee Nominees- Vote for ONE



Melissa Everett, St. John's Cathedral, Knoxville

Nominated by the Rev. Jerry Askew, St. John's Cathedral, Knoxville

As a member of St. John's Cathedral for over 18 years, Melissa Everett has served on the church Chapter, taught Sunday School and VBS, and served on a Local Discernment Committee. She is an active participant in the partnership between St. John's Cathedral and Green Magnet Academy and serves as team leader of Second Harvest Food Bank of East Tennessee's "Food for Kids" Program at Green Magnet, serving some of the most vulnerable kids in our community. Melissa is grateful for the Episcopal Church community that can help ignite, support and enrich one's spiritual growth and journey.

DISCIPLINARY BOARD

Disciplinary Board Positions Open

1 Clergy

1 Lay

Three-year terms ending 2024.

The Disciplinary Board is comprised of seven persons, four members of the clergy and three lay. Clergy members must be canonically and geographically resident within the diocese, and lay members must be adult communicants in good standing who are geographically resident in the diocese. Members of the Standing Committee may not also be members of the Disciplinary Board. Functions of the Disciplinary Board are listed in the Canons of The Episcopal Church, Title IV.

Lay Disciplinary Board Nominees- Vote for ONE



Forest E. "Skeet" Jernigan, All Saint's Episcopal Church, Morristown

Nominated by the Rev. Mark Holland, All Saint's Episcopal Church, Morristown

Forest E. "Skeet" Jernigan was confirmed in the Episcopal Church in 1969. Skeet and wife Nancy are currently members of All Saints' Episcopal Church in Morristown, TN where he has served on the Vestry, was a three-term Sr. Warden, Finance Chairman and Foundation Trustee. He has also served on the Diocesan Stewardship Commission since 2008 and has been a co-chairman for the past 7 years. Skeet is retired from Philips Consumer Electronics after a 34 year career and was Vice President of Design Engineering, North America. He and his family currently live in Talbott, TN.

Clergy Disciplinary Board Nominees- Vote for ONE



The Rev. Bailey Norman, St. Stephen's Episcopal Church, Oak Ridge

Nominated by Jim Anderson, Bishop and Council outgoing member from St. Stephen's, Oak Ridge

I grew up at St. Peter's in Chattanooga and served previously as the curate at St. Stephen's. I am delighted to return to East TN! I have previously served here on Bishop and Council in my first stint in East TN. I served on Executive Council and as the chair of our regional ecumenical council of churches in Mississippi, and on Standing Committee and the lay ministry training commission in the Diocese of the Central Gulf Coast. I am married to Sara, a teacher at the Episcopal School of Knoxville, and am the proud dad of James Henry.

TRUSTEE, UNIVERSITY OF THE SOUTH

Trustee Position Open

1 Lay

Three-year term ending 2024.

Two lay people and one member of the clergy serve on the Board of Trustees of the University of the South. The term of office is three years, and trustees can be re-elected for one successive term. One trustee rotates off each year. Trustees are expected to attend the annual board meeting each May and any special meetings that may occur throughout the year. Trustees should be personally committed to the basic aims of the university. They are responsible for informing their dioceses about the university and should be willing to contribute to its financial wellbeing.

Lay Trustee- Vote for ONE



David Sanders, Episcopal Church of the Good Samaritan, Knoxville

Nominated by the Rev. Cal Calhoun, Episcopal Church of the Good Samaritan, Knoxville

Parish: 35+ years at Good Samaritan, two terms on vestry, usher, lector, intercessor, adult and youth Sunday school teacher. Diocesan service: currently serving second term as member of Standing Committee; delegate to numerous diocesan conventions. Sewanee service: current Trustee; serves on both Constitutions & Cannons and EfM committees. Personal: Married with one child; Sewanee alum.; former Naval Intelligence officer; attorney for Knox County government, currently representing and advising its Board of Health and Health Department leadership during the COVID pandemic, and defending them in court from lawsuits brought by those opposed to their actions and mandates. Fourth year EfM student.



People

Clergy, Lay Delegates & Alternates to the 2021 Convention

Ex-Officio Members of Convention

2021 Digital Convention Planning Committee

Summary of 2020-2021 Clergy Information

Letters Dimissory

Postulants

Clergy Changes 2/7/2020–2/5/2021



Clergy, Lay Delegates, & Alternates to the 2021 Convention

Parish	Est.	Delegates	Alternates	Clergy
All Saints, Morristown	1969	Susan Fuhr Bill Connellee Mark Joyce		Mark Holland Gigi Sharp Jim Sharp Sarai Wender
Annunciation, Newport	1997	Thomas Conway		
Ascension, Knoxville	1957	Alexander Thomas Joe Vrba Pam Douglass Donna Bryan Kelsey Mitchell	Venice Peek Nancy Jones	Christopher Hogin Caroline Vogel Pat Wingo
Christ Church, Chattanooga	1901	Audrey Workman Ray McMillan Hilary Hodgkins	Troy Eichenbarger	Will Levanway (LTO)
Christ Church, Rugby	1880	Jody Ward Bethany Jackson Kathleen Hicks	Barbara Hill Michael Hill	Joe Minarik
Christ Church, South Pittsburg	1887	Taffy Seagraves Julie Wehunt Libby Pilgrim	Matthew Rogers Rob Woodfin Henry Lodge	Kim Hobby
Good Samaritan, Knoxville	1971	Jennifer Dunn Sinéad Doherty David Sanders Ed Hochnedel	Zane Scarlett Carol Anne Long Malinda Lewis Bruce Haas	Cal Calhoun Elizabeth Farr

Good Shepherd, Knoxville	1961	Tom Anderson Joshua Ray Bo Davis	Amelia Galvas Brian Pierce Tyler Pavlis	Dorrie Pratt Richard Carter
Good Shepherd, Lookout Mountain	1945	George Robinson Margarete Anne Haley Blair Ramey Keith Sanford	Jeremy Van Brunt Henry Oehmig	Robert Childers Michele Simmons Janice Robbins
Grace Church, Chattanooga	1922	Sean McEwen Laura Bertrand David Stanislawski	Celeste Humphrey Andrew Belcher	April Berends David Burman
Nativity, Fort Oglethorpe	1975	Ashley Wilkinson Christi Brown Marshall Wilson		Jay Clark Jason Emerson
Resurrection, Loudon	1985	Tony Adams Kelly Johnson Alice Anderson	Andrew Wilkinson Cath Wilkinson Bill Schwindt	Amy Morehous Lee Ragsdale
St. Alban, Hixson	1981	Jim Shearouse Rachel Richardson Gretchen Hillis	Kat Almlie	Robert Hartmans Bill McGee
St. Andrew, Harriman	1957	Bill Farnham		Brad Jones
St. Andrew, Maryville	1948	Doug Overbey Freida Herron Tamra Turberville	Susan Hirche Pam Ragon Gretchen Wilson	Amy Bradley

St. Christopher, Kingsport	1986	Chuck Witt Jeff Shivell Carolyn Anderson	Anne Davis Carr Hyatt Gregg Schuette	Gordon Brewer Jay Mills
St. Clare, LaFollette	1993	Matt Dorso Anne Dorso Jake Nelson	Maritta Pratt	Bob Beasley
St. Columba, Bristol	1961			
St. Elizabeth, Knoxville	1989	Will Bridges Dianne Britton Andy Hicks	Kyle Lewis Rita Eden Melissa Kirk	Brett Backus
St. Francis, Norris	1984	Kay Davis George Davis Renee Branham	Carolyn Lea Dianne Sowell Thomas Ogles	Mandy Lippe
St. Francis of Assisi, Ooltewah	1993	Lynn Armstrong Larry Hartman Ed McCoy	Doris Bagli Sandy Moore Norm Zwitter	Lou Parsons Joshua Weaver
St. James, Greeneville	1848	Douglas Temple Doris Temple Dee Vest		Ken Saunders
St. James, Knoxville	1933	Kevin Jeske-Polyak Pam Strickland Marie Cantrell	Mark Abeli Steve Seifried Carla Livesay	RJ Powell John Mark Wiggers
St. John the Baptist, Battle Creek	2000	Sheila Blevins Fran Kelly	Robert Blevins	Isaac Blevins

St. John, Johnson City	1907	Rebecca Paluzzi McKenna Cox Emily Bidgood	Suzanne Donaldson Joy Nagy	Laura Bryant Cathy Johnston
St. John's Cathedral, Knoxville	1844	Lee Moreland Andrea McDowell Mark Love Stuart Sprouse Al Bedinger		Jerry Askew Chris Hackett Thom Rasnick John Ross
St. Joseph the Carpenter, Sevierville	1985	Christine Trovato Cassandra Valley David Korlin		John Dukes (LTO)
St. Luke, Cleveland	1875	Fred Muller Tom Cate Armen Epperson	Sarah Brown Ian Harper Jill Norton Woodruff	Art Bass Joel Huffstetler
St. Luke, Knoxville	1936	John Mayo Larry Hill Walter Williams, Jr.	Nancy Mott Tim Miller Barbara Mott	Gayle Hansen Browne (LTO) Ron Morton
St. Mark, Copperhill	1939	Perry Turner Vickie Hartsock Mary Moor	Tina Dellaposta Saundra Turner Kathleen Holt	Erik Broeren
St. Martin of Tours, Chattanooga	1968	Jeanie Rodgers John Rodgers Ken Aupperle	Ralph Coggin Calvin Parker	Jim Wallace
St. Paul, Athens	1859	Christina Sjoberg Justin Woody Sharon Crittenden	George Krauss Kathy Clark	Drew Bunting

St. Paul, Chattanooga	1854	Emma Brandao Jeff Cleary Jack Sullivan Beth Luehrs Jill Cavan	Sally Duran Harriett Whitaker Marie Williams Randy Odle Andrea Odle	Claire Brown Suzanne Burch Brad Whitaker Joe Woodfin
St. Paul, Kingsport	1916	Jeff Waddell Karen Matthews Paige Kramer	Deb Harpster	Chris Harpster Johnny Tuttle
St. Paul, Seymour	2012	David Thomas Patricia Davenport Debra Kearsten	Lynn Turner Brian Moore Pat Deason	Rafael Ortiz (LTO)
St. Peter, Chattanooga	1958	Laura Burgess Tammy Garland William Nelson	Tony Burgess Susan Crawford Kimberly Kilgore	Quinn Parman John Rouser
St. Raphael, Crossville	1995	Sandra Harrison William Frey Flory Dunigan	Russ Schubert Diane Parvin Beth Wedgworth	Tom Schneider
St. Stephen, Oak Ridge	1951	Judith Delaney Elizabeth Pack Cameron Ellis	Victoria Madaglia	Bailey Norman
St. Thaddeus, Chattanooga	1965	Dee Taylor Courtney Hicks John Sargent	Kelly Taylor	Robert Hartmans
St. Thomas, Elizabethton	1941	Carol Brodeur Janice Russell Frankie Lane	Joyce Butler Kathy Smith	Timothy Holder

St. Timothy, Kingsport	1962	Doug Keen Carolyn Allen Peggy Nalepa	Cathy Peters Chris Lacey Pam Lacey	Jon Hermes
St. Timothy, Signal Mountain	1955	Blake Pogue Leaba Cash Sherri Bishop Karen Love	Jessica Pogue Harry Cash Joe Galbraith Eric Goddard	Taylor Dinsmore Derrick Hill
Thankful Memorial, Chattanooga	1904	Carly Lane Mary Kathryn Levy Kathy Prior	Jeanne Hogarth Randy Butturini Linda Puckett	Leyla King
Trinity, Gatlinburg	1974	Sandy Cover Marilyn Bowman Misty Green	Leo Benson Frances Shambaugh Richard Gehring	Rob Henley
Campus Ministries				
		Delegates	Alternates	Chaplain
Emmaus House, Knoxville		Kylee Phalen	Ryan Clinton	Chris Harpster
Project Canterbury, Chattanooga		Hope Westervelt	Kathlyn Wender	Will Levanway (LTO)
Tyson House, Knoxville		Lucas Fiet	Madison Dyer	John Tirro (LTO)
Worshipping Communities				
		Delegates	Alternates	Chaplain
Southside Abbey, Chattanooga		Gordon Davis		
St. Barnabas, Jefferson City				
St. Mary the Virgin, Jonesborough				
Youth Council (Seat & Voice)				
		Delegates	Alternates	Staff
Diocesan Council on Youth Ministry		Cecilia Blackledge Iris Love EJ Novak		Jody Davis

Non Parochial Clergy

Jocelyn Bell				
Michelle Bolt				
Gary Callahan				
Brian Cole				
Ward Ewing				
Carolyn Isley				
Claire Keene				
Peter Keese				
Bo Lewis				
Ann Weeks				



Ex-Officio Members of Convention

Canon 1, Sec. 6, entitled to seat and voice, but not vote, unless entitled to vote by virtue of serving in an additional capacity

SECRETARY OF CONVENTION

The Rev. Canon Michelle Warriner Bolt

TREASURER OF THE DIOCESE

Mr. John Hicks

ASSISTANT TREASURER OF THE DIOCESE

Mr. Jim Anderson

CHANCELLOR OF THE DIOCESE

Mr. George R. Arrants, Jr.

VICE-CHANCELLORS OF THE DIOCESE

Mr. Chris Cone

Ms. Sarah Sheppard

The Hon. Neil Thomas

The Hon. Marie Williams

Mr. Howard Vogel

CHAIR OF THE COMMITTEE ON CONSTITUTION AND CANONS

The Hon. Marie Williams

REGISTRAR OF THE DIOCESE

Ms. Laura Nichols

LAY MEMBERS, BISHOP AND COUNCIL

Mr. Jim Anderson

Mr. Joseph Brown

Ms. Melissa Kirk

LAY MEMBERS, STANDING COMMITTEE

Sister Michael Julian Davidson

Ms. Elizabeth Jones

Mr. David Sanders

PRESIDENT OF THE BOARD, EPISCOPAL ENDOWMENT CORPORATION

Mr. W. A. (Pete) Stringer

HEAD OF SCHOOL, ST. ANDREW'S-SEWANEE SCHOOL

Mr. Karl J. Sjolund

DEAN OF THE SCHOOL OF THEOLOGY, UNIVERSITY OF THE SOUTH

Canon James F. Turrell

VICE CHANCELLOR UNIVERSITY OF THE SOUTH

Ambassador Reuben E. Brigety, II

CHAPLAIN, UNIVERSITY OF THE SOUTH

The Rev. Peter W. Gray

PARLIAMENTARIAN

Ms. McKenna Cox

ASSISTANT PARLIAMENTARIAN

Mr. George R. Arrants, Jr.

DIOCESAN COUNCIL FOR YOUTH MINISTRIES DELEGATES AND ALTERNATE

Ms. Cecilia Blackledge, *St. Paul's, Athens*

Ms. Iris Love, *St. Timothy's, Signal Mountain*

Mr. EJ Novak, *St. Timothy's, Signal Mountain*



2021 Digital Convention Planning Committee

Project Manager	Canon Beverly Hurley Hill, <i>Diocesan Staff</i>
Communications and Technology	Bro. Andrew Aelred Morehead, <i>Diocesan Staff</i>
Technology	Mr. Nick Andrews, <i>St. John's, Johnson City</i> Mr. Jody Davis, <i>Diocesan Staff</i> Mr. Brian Henry, <i>Christ Church, Chattanooga and Project Canterbury</i> Mr. Paul Ruff, <i>St. John's Cathedral, Knoxville</i>
Worship Planning	The Rev. April Berends, <i>Grace Church, Chattanooga</i> The Rev. RJ Powell, <i>St. James, Knoxville</i>
Registrar	Ms. Laura Nichols, <i>Diocesan Staff</i>
Assistant to Registrar	Ms. Mary Emblar, <i>Diocesan Staff</i> Ms. GiGi Logan, <i>Ascension, Knoxville</i>
Secretary to Convention	The Rev. Canon Michelle W. Bolt, <i>Diocesan Staff</i>
Assistant to the Secretary	Ms. Maribeth Manoff, <i>Ascension, Knoxville</i>
Elections Assistance	Ms. Gracie Davis, <i>Good Shepherd, Knoxville</i>
Finance	Mr. John Hicks, <i>Diocesan Treasurer</i> Ms. Merry Keyser, <i>Assistant Treasurer</i> Ms. Mary Emblar, <i>Diocesan Staff</i>
Facilities	Mr. Kody Gray, <i>St. John's Cathedral, Knoxville</i> The Rev. Chis Hackett, <i>St. John's Cathedral, Knoxville</i> The Rev. Thom Rasnick, <i>St. John's Cathedral, Knoxville</i> The Very Rev. John Ross, <i>St. John's Cathedral, Knoxville</i>



Summary of 2020-2021 Clergy Information

Active Clergy, canonically resident, living outside the diocese

The Rev. Sarah Akes-Cardwell
The Rev. Spencer Cantrell
The Rev. Susanna Metz

The Rev. Felicity Peck
The Rev. Leigh Preston

Retired Clergy, canonically resident

The Rev. Harry Bahlow
The Rev. Larry Beach
The Rev. Robert Beasley*
The Rev. Jocelyn Bell
The Rev. Patrick Bone
The Rev. John Bonner
The Rev. Howard Bowlin
The Rev. Paige Buchholz
The Rev. Susan Butler
The Rev. Pat Cahill*
The Rev. Gary Callahan
The Rev. Stanley Carter
The Rev. George Choyce
The Rev. David Crippen
The Rev. Carl Crump
The Rev. Michael Doty
The Rev. Stephen Eichler
The Rev. Gary England
The Rev. Ward Ewing
The Rev. Charles Fels
The Rev. Jill Fisher
The Rev. Scherry Fouke
The Rev. David Garrett
The Rev. Catherine Gibson
The Rev. Rob Gieselmann
The Rev. Kuulei Green
The Rev. David Hackett
The Rev. Robert Hagler
The Rev. Canon Barbara Anne Harper
The Rev. Gene Haws
The Rev. Robert Henley*
The Rev. Dr. Howard Hess
The Rev. Harry Howard
The Rev. Dr. Hunter Huckabay
The Rev. Lee Humphreys
The Rev. Dr. Hal Hutchison
The Rev. Thomas Hutson
The Rev. Carolyn Isley
The Rev. Wendie Jekabsons
The Rev. Hugh Jones
The Rev. Craig Kallio
The Rev. Claire Keene

The Rev. Peter Keese
The Rev. Patrick Larkin
The Rev. Betty Latham
The Rev. Harry Lawrence
The Rev. Albert (Bo) Lewis
The Rev. Charles Livermore
The Rev. Dr. David Lovett
The Rev. Ann Markle
The Rev. James Marquis
The Rev. Dr. Kathryn Mathewson
The Rev. Ellis Mayfield
The Rev. Edward (Jay) Mills*
The Rev. Joe Minarik*
The Rev. Mary Moore
The Rev. Craig Morgan
The Rev. Dr. Ed Osborne
The Rev. Joseph Pinner
The Rev. Kay Reynolds
The Rev. Buckley Robbins
The Rt. Rev. William Sanders
The Rev. Ed Scott
The Rev. Perry Scruggs
The Rev. SuZanne Seavey
The Rev. Jim Sharp
The Rev. Suzanne Smitherman
The Rev. Henry Swann
The Rev. John Talbird
The Rev. Gordon Temple
The Rev. Lori Thompson
The Rt. Rev. Charles vonRosenberg
The Rev. Dr. Karl Weddle
The Rev. Brad Weeks
The Rev. Robert Williams
The Rt. Rev. George D. Young, III
The Rev. Maggie Zeller

*Actively serving parishes in our Diocese

Non-Parochial

The Rev. Canon Michelle Bolt
The Rev. Margaret Caldwell
The Rt. Rev. Brian Cole
The Rev. Matt Farr

The Rev. Peter Kanyi
The Rev. Patricia Lynes-Tway
The Rev. Carol Westpfahl
The Rev. Ann Weeks

License to Serve

The Rev. Bercry Leas – Michigan
The Rev. Gary Mongillo - Connecticut
The Rev. Patricia Ortiz – West Tennessee
The Rev. JoAnn Wilcoxson – Central Florida

License to Officiate

The Rev. Donna Brown – Washington
The Rev. Ken Brown – Washington
The Rev. Gayle Hansen Browne – Southern Ohio
The Rev. Valerie Carnes - Milwaukee
The Rev. David Cobb – Chicago
The Rev. Steve Damos - ECLA
The Rev. Tom Day - Texas
The Rev. John Dukes – Atlanta
The Rev. Ron Griffin – El Camino Real
The Rev. William Hunt - Mississippi
The Rev. Scott Lee - Connecticut
The Rev. Dr. Will Levanway - London, UK
The Rev. Jerrilee Lewallen - Alabama
The Rev. Bob Miller - ELCA
The Rev. Canon Matthew Moore – Southwestern Virginia
The Rev. Joel Morsch - Springfield

The Rev. Louis (Smokey) Oats – North Carolina
The Rev. Rafael Ortiz – West Tennessee
The Rev. Roy Pollina - Southwest Virginia
The Rev. John Proffitt - Arkansas
The Rev. Wallace Reynolds - Central Florida
The Rev. Marshall Scott - West Missouri
The Rev. Ken Sherfick – Western Michigan
The Rev. Molly Short - North Carolina
The Rev. Canon SuzeAnne Silla – Northern Indiana
The Rev. Michael Spear-Jones – Southern Virginia
The Rev. Robert Thompson – Kentucky
The Rev. John Tirro – ELCA
The Rev. Bo Townsend – Texas
The Rev. Fred Wilcoxson – Central Florida



Letters Dimissory

SENT

The Rev. Zachary Nyein - Atlanta

The Rev. Sara-Scott Wingo - Alabama

RECEIVED

The Rev. Amy Bradley - Georgia

The Rev. Laura Bryant - Atlanta

The Rev. Bailey Norman - Central Gulf Coast

The Rev. Michele Simmons - Colorado



Postulants

Mr. Brian Austin - Priesthood
Ms. Deborah Austin - Priesthood
Ms. Katherine “Kat” Chappell - Priesthood
Mr. James “Bo” Davis - Diaconate
Ms. Heather Holland - Priesthood
Mr. Sean McEwen - Priesthood
Ms. Maribeth Manoff - Priesthood
Mr. Matthew Melton - Diaconate
Mr. William Simerly - Priesthood
Mr. Ashton Sims - Priesthood



Clergy Changes February 7, 2020 to February 5, 2021

CLERGY NAME	FROM	TO
The Rev. Park Bodie	Interim, Christ Church, Chattanooga	License to Officiate
The Rev. Amy Bradley	Priest Associate, St. Augustine of Canterbury Augusta, GA	Rector, St. Andrew's Maryville
The Rev. Laura Bryant	Interim, Cathedral Church of St. Paul Burlington, VT	Rector, St. John's, Johnson City
The Rev. Paige Buchholz	Rector, St. Joseph the Carpenter Sevierville	Retired
The Rev. Pat Cahill	Associate, St. Thaddeus, Chattanooga	Retired
The Rev. Dr. Matilda Dunn	Nonparochial	Deceased
The Rev. Rob Gieselmann	Interim Rector, St. Thomas Sun Valley, Idaho	Retired
The Rev. Will Levanway	Assistant Curate, All Saints Fulham, London, UK	Priest-in-Charge, Christ Church, Chaplain, Project Canterbury, Chattanooga
The Rev. Bailey Norman	Trinity Episcopal Church, Mobile, Alabama	Priest-in-Charge, St. Stephen's, Oak, Ridge
The Rev. Zachary Nyein	Assistant, Grace, Chattanooga	All Saints, Atlanta
The Rev. Rafael Ortiz	Nonparochial LTO	Interim, St. Paul's, Seymour
The Rev. SuzeAnne Silla	Interim, St. John's, Johnson City	License to Officiate
The Rev. Henry Swann	Rector, St. Paul's, Seymour	Retired
The Rev. Sara-Scott Wingo	Nonparochial	Rector, St. Simon Peter Pell City, Alabama
The Rev. Maggie Zeller	Rector, St. Christopher's, Kingsport	Retired



Reports Diocesan Ministries and Programs

Standing Committee

Commission on Ministry

Mission and Lay Ministry

Licensed Lay Ministry

Evangelism

Christian Formation

Becoming Beloved Community

ETNyouth and YAS

Grace Point

Emmaus House, ETSU

Project Canterbury, UTC

Tyson House, UTK

Worship and Music Committee



Report from the Standing Committee of the Diocese of East Tennessee February 6, 2021

The Standing Committee of the Diocese of East Tennessee is made up of six members, three clergy and three lay, elected to a three-year term by Diocesan Convention. The Standing Committee serves as a council of advice to the Bishop, recommends persons to the Bishop for ordination, grants consents/non-consents to all bishops elected in the Episcopal Church, gives the Bishop advice and consent on the purchase, sale, or encumbrance of any property held by the Diocese, or any parish, community, or school of the Diocese, and may perform other work at the request of the Bishop. Because of the SARS-CoV2 pandemic, to which the Diocese began to respond in March and throughout the remainder of the year, most of the work of the Committee in 2020 was conducted via Zoom teleconference.

This year, the Standing Committee worked with the Bishop in overseeing the closure of St. Thomas Church, Knoxville, with the final service of worship in that parish offered on All Saints' Day.

We gave our consent to the election of: the Rev. Canon Frank Logue as Bishop of Georgia; the Rev. Poulson Reed as Bishop of Oklahoma; the Very Rev. Craig Loya as Bishop of Minnesota; the Rev. Dr. Glenda S. Curry as Bishop of Alabama; the Rev. Dr. Diana Akiyama as Bishop of Oregon; the Rev. Canon Paul Gordon-Chandler as Bishop of Wyoming.

The consents to the elections of Bishops Akiyama and Gordon-Chandler were provided electronically, marking the first time that consents had been gathered in such a way.

All real property of any Church or Church agency in the Diocese is held in trust for the Diocese. Any proposed purchase, sale or encumbrance of parish, community or school property for the Diocese must have the approval of the Standing Committee before it may occur.

The Standing Committee gave our consent this year: to the sale of two parcels of land in Cleveland, one owned by St. Luke's Church, Cleveland, and one owned by the Diocese of East Tennessee; to Opportunity Fund loans for St. Francis' Church, Ooltewah, and St. Paul's Church, Kingsport; to the sale of the rectory owned by St. Christopher's Church, Kingsport; and to the sale of the former headquarters of Metropolitan Ministries in Chattanooga, as they relocated this year to a new building.

We also gave a blanket consent after the passage of the Payroll Protection Plan provision of the CARES Act in March, allowing all parishes, schools, and institutions of the Diocese to apply for PPP funds.

Members of the Committee for 2020 were: Vice-President: Sister Michael Julian, Church of the Ascension, Knoxville; Clerk: the Rev. R.J. Powell, St. James Church and Tyson House, Knoxville, Tennessee; Ms. Elizabeth Jones, Church of the Good Shepherd, Lookout Mountain; the Rev. April Berends, Grace Church, Chattanooga; Mr. David Sanders, Church of the Good Samaritan, Knoxville.

I am grateful to have served in this role during a challenging and uncommon year. The work and ministry of each member of this Committee is an important part of our work together as a Diocese, and I am glad to have ministered with them this year in the Diocese of East Tennessee.

Respectfully submitted,

The Reverend Joseph R. Woodfin, *President of the Standing Committee*



Report of the Commission on Ministry to the 2021 Convention of the Episcopal Diocese of East Tennessee

The Commission on Ministry (COM) consists of thirteen members—lay ministers, priests, and deacons—who assist the bishop with “the determination of present and future opportunities and needs for the ministry of all baptized persons” in the Diocese of East Tennessee. A primary function of the COM is to facilitate the discernment process for East Tennessee Episcopalians who are exploring a call to ordained ministry.

In 2020, the COM met twice in person and six times via teleconference. We also conducted two postulancy retreats. The first retreat was held at the Church of the Resurrection in Loudon on March 6 and 7, with five seekers in attendance. The second retreat was held via Zoom on November 12 to 14, with eight seekers in attendance. In spite of the challenges of conducting a retreat online, we were able to create a prayerful space that allowed for discernment among seekers and COM members alike. This online retreat was a highlight of our work this year.

Early in the year, we were pleased to publish our guidebook for the discernment process, the result of several years of prayerful work. Available on the diocesan website, it outlines the steps for local discernment and provides a general timeline leading to postulancy. We are grateful for the support of diocesan staff in creating this guidebook and updating the corresponding paperwork.

Due to the pandemic, we canceled the *Here I Am* Retreat Day scheduled in April, but we plan to hold a virtual retreat day in May of 2021. Designed for anyone discerning a call to licensed lay ministry, the vocational diaconate, or the priesthood, it will include online worship, presentations by ministry leaders, and time for questions.

Currently, we have ten postulants in formation for ordained ministry. Some are enrolled in seminary and working on a Master of Divinity, others are engaged in alternative formation programs, and the rest will begin their studies in the coming months. Meanwhile, we have eleven seekers working with Companions in Discernment in their local congregations. We are glad to have so many people seeking to discern and follow God’s call in their lives, and we are grateful for the companions and guides who are supporting them in this process.

We are also grateful for the commitment of each COM member, and especially for our outgoing members who have contributed so much over the years: Bert Ackerman, Gaines Campbell, Claire Keene, and Merilee Milburn.

We invite your prayers for the work of this commission and for all who are in discernment.

Respectfully submitted by

The Reverends Leigh Preston and Derrick Hill
Co-Chairs of the Commission on Ministry



Mission & Lay Ministry Report to Diocesan Annual Convention #37

Licensed Lay Ministry

The Episcopal Church in East Tennessee currently provides guidance to parishes, and issues certificates for licensed lay ministry for Eucharistic Ministers, Eucharistic Visitors, and Worship Leaders. Additionally, the diocese provides formation for licensed lay Preachers, Pastoral Care Leaders, and Catechists for sponsoring parishes.

Spring Term 2020 formation included instruction in the foundational course in Holy Scriptures for the Upper Region, in Elizabethton, by The Rev. Jay Mills; Middle region, in Knoxville, by Mr. Adam Bean; and Southern region, in Chattanooga, by The Rev. Dr. Rebecca (Becky) Wright. Each one of these classes began the year meeting in person and then shifted to the Zoom platform to safely meet from individual remote locations. We are grateful for the instructors and their offering of time and gifts as well as their patience and adaptation during a pandemic.

Please congratulate our newly licensed lay minister, Mr. Daniel Durant, Pastoral Care Leader for St. Timothy's, Signal Mountain. Note that we are currently in a cycle of graduating new lay ministers every 2 years, and Mr Durant was an off-cycle graduate.

Fall Term 2020 formation, continuing into Spring 2021, includes instruction for Catechists by The Rev. Kim Hobby, and for Pastoral Care Leaders by The Rev. Louisa (Lou) Parsons and The Rev. Erik Broeren. We are grateful for these instructors and their offering of time and gifts. Again, we appreciate the patience and adaptation of the instructors and students to resume gathering via Zoom during the pandemic.

We ask your prayers for the eight (8) students who have taken on this instruction while continuing to discern their specific ministry. We expect to graduate and license those new ministers by Summer 2021.

Since Diocesan Annual Convention #36, we have not offered any workshops for Eucharistic Visitors, largely due to risks of the in-person ministry as well as formational gatherings, and an overall limited capacity.

In the spirit of innovation for the ever-changing church, we are discerning potential licensed lay ministry formation for Worship Leaders and Evangelists or Evangelist Facilitators and hope to share more on the topic at Convention #38.

If you or someone you know is discerning a call to or just want to know more about licensed lay ministry, visit <https://www.dioet.org/licensed-lay-ministry/>, discuss with your clergy, and then have them contact the Canon for Mission & Lay Ministry, Beverly Hurley Hill at bhurleyhill@dioet.org or call (205) 213-6640.

Evangelism

In 2018 and 2019, we heard the diocese ask for conversations and support in how to be Episcopal Evangelists in East Tennessee. We formed an Evangelism Task Force in August 2019. Of those invited, the following remain active members:

Ms. Deborah Austin
Mr. Gordon Davis
Canon Beverly Hurley Hill
Brother Andrew Aelred Morehead
The Rev. Amy Morehous
Mr. Williams Simerly
Ms. Annie Wong Smith

Following the task force's first offering - hosting a weekend of Evangelism 101 events in November 2019 – in 2020, we offered an opportunity for real connection and exercising our role as evangelists through an event called EvangeLetters. EvangeLetters is a practice in the art of sharing portions of your own personal story of faith with the goal of being an evangelist. Sharing your story is what evangelism is at its heart: sharing how Jesus has been present in or changed your life, and why you continue to follow Him.

EvangeLetters consists of a series of four prompted letters sent between two randomly paired individuals from across the diocese to practice in sharing your story. Participants are encouraged to write a fifth letter to someone in their own life and share with them the Good News as the writer has experienced it.

As baptized Christians, we are all already evangelists. The Evangelism Task Force hopes that EvangeLetters will allow individual Episcopalians in East Tennessee to claim their baptismal vocation as evangelists and join together to practice sharing the Good News to a world that needs Good News so very badly.

It isn't too late to join in. Go to <https://www.dioet.org/evangeletters/> to sign-up.

The Task Force has not yet discussed an initiative for 2021. Watch for diocesan communications following convention.

Christian Formation

Bishop Cole sensed a need to discern how the diocese can support our parishes in forming Christians, and in August 2019 formed a Christian Formation Task Force. Of those invited, the following remain active members:

Ms. Kathleen Crevasse
Mr. Jody Davis
Canon Beverly Hurley Hill
The Rev. Claire Keene
The Rev. Caroline Vogel

In late 2020, we invited two new members to the Task Force:

Mr. Sean McEwen
The Rev. Michele Simmons

We would like to thank those who contributed initially and have moved on to other ministries:

The Rev. Kim Hobby
The Rev. Joe Woodfin

After the Christian Formation Task Force assessed the membership of the diocese regarding formation of Christians that is happening, and the level of interest in having the diocese assist, we developed an offering – Well Fed: Holy Food for a Reconciled Life for seven weeks of Lent 2020. Well Fed provided videos, blogs, “table topics”, and an opportunity to connect with a community to reflect on each week’s topic. Together, we reflected on areas of hunger and feeding around Food, Spirit, Simplicity, Good News, Community, Connection, and Permission. For Christian education leaders, go to <https://www.dioet.org/well-fed-chritian-formation-leader/> for all of the content that was provided.

Well Fed was an experiment, and during that time the environment was drastically changed by COVID-19. Nonetheless, we had a limited number of participants who were deeply impacted by the offering, and we learned which elements would be beneficial to repeat.

Seeing signs that the pandemic was taking an emotional toll on our membership, the Task Force then offered The 4Ms of Mental Health: Mindfulness, Movement, Mastery, and Meaningful Connection during the month of July in 2020. During this period, participants could attend Mindfulness Mondays via Zoom for a morning session of guided mindfulness with The Rev. Caroline Vogel. On Tuesdays all could listen to Bishop Cole reflect on one of the Ms with a poetry reading. On Wednesdays, the Bishop offered video reflections. Each Thursday we shared a video of someone’s personal practice with the 4Ms. On Fridays, participants could learn more about mindfulness from Oak Ridge’s Steve Herbes via Zoom.

In addition to the July activities, the Task Force curated a list of resources available for anyone, anytime, to engage in their practice of The 4Ms. Check it out at <https://www.dioet.org/4ms/>.

The Task Force for Christian Formation has not yet discerned its next offering. Watch for diocesan communications following convention.

Respectfully submitted,

Ms. Beverly Hurley Hill, *Canon for Mission and Lay Ministry*



The Becoming Beloved Community Task Force Report to the 37th Annual Convention of the Episcopal Diocese of East Tennessee

The Becoming Beloved Community Task Force was constituted in 2020 in support of Presiding Bishop Michael Curry's call for the Episcopal Church to take on the work of anti-racism, both in our society and in the church. The members of the Task Force are: Amy Arrowsmith, St. Paul's Chattanooga; Glenn Bowden, St. John's Cathedral Knoxville; The Rev. Claire Brown, St. Paul's Chattanooga; The Rev. Gayle Brown, St. Luke's Knoxville; Lenora Corbin, St. Francis Ooltewah; Sinead Doherty, Good Samaritan Knoxville; Beverly Hurley Hill, St. Timothy's Signal Mountain; The Rev. Leyla King, Thankful Memorial Chattanooga; Michael Moore, St. John's Cathedral Knoxville; Sylvia Peters, Ascension Knoxville; The Rev. RJ Powell, St. James Knoxville; The Very Rev. John Ross, St. John's Cathedral Knoxville; Diana Tucker, Good Samaritan Knoxville; The Rev. Johnny Tuttle, St. Paul's Kingsport. The Task Force is orienting its work in line with the Churchwide work of Truth, Justice, and Healing.

The Task Force participated in a half-day presentation from the Racial Equity Institute in Greensboro, North Carolina. The half-day presentation was offered again to the wider East Tennessee diocese and 70 people participated. In Advent, Greg Garrett's book, *A Long, Long Way*, which examines the history of U.S. film and racism, was used to guide a three-week conversation between Dr. Garrett and Bishop Cole. Roughly 30 participants joined the online session each week.

The Task Force is continuing to bolster the online resources for Anti-Racism work that appears on the Diocesan website. In 2021, archival work will begin with the assistance of Alvin Blount.



Diocesan Youth and Young Adult Ministry Report to Convention 2021



Overview:

ETNyouth, is a passionate and dedicated group of youth from over 50 worshipping communities throughout East Tennessee. Our youth strive to connect with one another through acceptance in a Christ-centered community which seeks to empower youth, engage with parishes, and support each other in our walk with Christ.

Although we have not been able to gather as a diocesan youth community since March 2020, this year, our focus has been on maintaining genuine connection through online offerings such as Happening 4th Day, Meet in the Middle, Compline with ETNyouth.

Our goals for 2021 include continuing to grow and unify our youth ministry communities: Diocesan youth, Grace Point, regional youth ministry and young adult ministry. This growth and collaboration can be achieved by focusing our efforts toward establishing and maintaining a Christ-centered community, both in-person and virtually, where all youth and young adults in East Tennessee feel welcome and included.

Happening:

Happening is a spiritual awakening and renewal weekend where high school youth have a face-to-face encounter with Christ through Christian community. Happening, as always, continues to offer an intimate and life-changing faith experience for high-school youth across East Tennessee. Happenings #79 took place in March 2020 at Grace Point just before the arrival to Covid-19. Following the spread of Covid-19 throughout our region, we postponed all in-person Diocesan Youth Events. This included Happening #80 (November 13-15, 2020). In lieu of an in person gathering, we offered a virtual gathering called “Happening 4th Day” where we came together for conversation, connection, and prayer. It is our hope to return to in-person retreats for 2021.

New Beginnings:

New Beginnings, like Happening, allows middle school youth to encounter Christ surrounded by a faith-based community. Since its introductions in 2015, New Beginnings has been a great success here in East Tennessee! New Beginnings #5 was originally scheduled for April 2020. Due to Covid-19, New Beginnings was postponed for fall 2020. Ultimately, New Beginnings was postponed a second time. In lieu of an in person gathering, we offered a virtual gathering called, “Meet in the Middle” where we came together for games, music, conversation, and prayer. It is our hope to offer New Beginnings #5 in-person in 2021.

Compline with ETNyouth:

Throughout this season of gathering virtually, ETNyouth has been regularly praying compline together via ZOOM. We have used our time together both to pray compline and to explore The Way of Love, practices for a Jesus-centered life. We have shared stories and reflected on how we turn, learn, pray, worship, bless, go, and rest. All while trying to serve God in our own context.

Vocare:

The Vocare weekend is a renewal weekend addressed to young adults (ages 20-30) in the time when they face many serious decisions that set the direction for much of their adult life. This event serves as the connection between the Happening community and the Cursillo community. Unfortunately, we were not able to gather for Vocare #2 in 2020. Our next Vocare is scheduled to take place winter 2021.

Absalom Jones Dismantling Racism Youth Curriculum:

The Absalom Jones Dismantling Racism Youth Curriculum began as a collaboration between the Center and the Office of Youth Ministries of the Diocese of Atlanta began in November of 2016 with the goal of bringing the work of dismantling racism to young people. This year, ETNyouth began the necessary steps to obtain this curriculum for use here in East Tennessee. Now that we have been adequately trained and obtained access to these materials, we hope to offer this training to the youth of East Tennessee in 2021.

EYE:

The Episcopal Church Department of Faith Formation, in collaboration with the 2020 Episcopal Youth Event (EYE20) planning team and Episcopal Church leadership, announced that the Episcopal Youth Event (EYE) will not be convened this triennium due to the ongoing COVID-19 pandemic. The Episcopal Church Department of Faith Formation are working to reschedule EYEx for the next triennium.

Please visit ETNyouth.org for registration and more information.

Social Media:

Instagram: @dioetyouth

Facebook: @ETNyouth

Peace,
Jody Davis
Diocesan Youth Coordinator



Grace Point Camp & Retreat Center

As we all know, 2020 was a challenging year for everyone. However, there are some very exciting things happening at Grace Point. This fall we began grading for our new retreat center and seven cottages. We hope to begin construction on two cottages and the retreat center no later than March of this year.

While we were unable to have summer camp this summer, we were able to remain productive. We repainted the bell tower, built a new barn for all our equipment, built a chicken coop, repainted the old art barn and shop, planted several new trees and flowers, and reroofed the shop.

We were able to maintain our budget for 2020 by paying careful attention to all of our utilities, along with several gifts from friends of Grace Point. We also received a large gift from Cursillo. Everyone's support and love for Grace Point was amazing.

We believe Grace Point's mission of hospitality is critical in today's ever-changing world. Now more than ever, Grace Point's promise of a home away from home is sorely needed. After several discussions with Bishop Cole and the Grace Point Board we are planning as if we will be able to have summer camp this year. In keeping with this mission, we will be closely monitoring Diocesan safety guidelines, CDC protocols, along with state and local guidelines.

In closing, Grace Point would like to thank you for your financial and emotional support. We believe our ministry of hospitality is vital as we begin to re-engage in new ways. Your continued support of Grace Point's ministry will allow us to remain a beacon of gathering, community, and faith.

Blessings,

Rev. Brad Jones



The Emmaus House, ETSU 2021

THE EMMAUS HOUSE: THE EPISCOPAL UNIVERSITY MINISTRY provides the communal space for students of any background to be welcomed, affirmed, and included in vulnerable life together and candid, uncensored conversations that take the messiness of faith in Jesus into the messiness of the world.”

The year 2020 will live in infamy for so many of us. This is especially true for the young adults of The Emmaus House, East Tennessee State University, and Northeast State Community College. They never knew whether they were coming or going. They didn't know if they were going to have classes on campus or online. They weren't sure if they were to go to campus or stay home. However, with a beacon of light shining from the Emmaus House, they were able to find their bearings. We began the Spring Semester by gathering on Zoom, which was the way of most of the world was gathering. The board members of the ETSU Chapel Council, The Rev. Chris Harpster-Chaplain/Chair, Miss Megan Jepson- Assistant Chair, The Rev. Johnny Tuttle-Secretary, The Rev. Jon Hermes-Treasurer, Dr. Alison Barton- Faculty Liaison for ETSU, The Rev. Jay Mills, Mr. William Fryar, Mr. Jon Lau, Mr. Dylan Rogers, Mr. Ryan Clinton, Miss Kylee Phalen, Mr. Doug Keen, and Mrs. Ruthie Carmichael, came together and had conversations about our guidelines and procedures during this time.

The young adults had a place to talk about all of their thoughts, anxieties, fears, and “what-ifs” that this global pandemic has produced. We also talked a great deal about how we could find and be found by God right where we are now! These conversations were a blessed release for them. The Zoom platform allowed us to realize that we are still able to be the community of the Emmaus House with not being at the house physically.

The young adults also found that by the end of the Fall Semester of 2020 the residents of the Emmaus House would be vacating the house. This came as the decision from Bishop Cole to reimagine the Episcopal University Ministry at ETSU and Northeast State. One of the ways to do that was to eliminate the residence program at The Emmaus House and to sell the building to better utilize the resources of the ministry. I, as the Chaplain and the Chair of the Board was glad to hear that I would no longer need to be a “landlord”! I can say, that is the least favorite part of my role.

The summer of 2020 found us trying to figure out ways to gather without being on Zoom or screens. The students wanted and needed to be present with each other. So, in July, we gathered at the Emmaus House which is so blessed to have a large back yard. We were able to gather, wear our masks, and be socially distant. However, the feeling of being present with each other was salve for our spirits. Everyone really needed that gathering. It was then decided that as long as the weather held out for the Fall semester, we were going to meet in the backyard. The meetings were vitally important to our mental health! We continued meeting in the backyard through October. It was getting too cold to gather outside, so I approached a fellow campus minister, John Golden, of the Presbyterian Campus Ministry known as UKirk. They have a large meeting space that allowed for 20 people to gather, follow the guidelines, and remain socially distant. They allowed us to gather there for the remainder of the semester. We have created a good relationship with our Presbyterian brothers and sisters and John has agreed to allow us to continue to meet in their space at the beginning of the Spring 2021 semester. We, the community of the Emmaus House, are genuinely excited and looking forward to what our journey together will look like for 2021 and beyond.

The end of the Fall semester came with some goodbyes, and a positive case of Covid-19. The young adult with the virus was not at the Emmaus House but was home with family and quarantined with their family. We are currently trying to get all the resident's moved to their new locations and get the house ready for the diocese to sell. I am hopeful that this project will go well. I have asked my Assistant Chair, Megan Jepson, to give a few words from her perspective, and the following is from her:

This past year has presented us with tons of challenges as a campus ministry, attempting to keep our group together while still being inviting towards stranger was harder than ever. Through the end of the spring semester, we moved our Wednesday night meeting online, like so many other meetings, classes, etc. In the Fall semester were very blessed to have the Emmaus House property, which allowed us to meet outside socially distanced. We were forced to get a little more creative with our meetings. We watched movies with a projector outside. We had tons of fires and s'mores. Despite all the distance, I found myself growing closer with my peers. Our conversations got deeper, and we were able to speak more honestly about ourselves and our relationship with God.

Respectfully submitted by The Rev, Chris Harpster, *Chaplain/Board Chair* and Megan Jepson, *Assistant Board Chair*



Project Canterbury, UTC, 2021

Project Canterbury has spent the last year learning well the lasting teaching of Richard Hooker about the work of the Apostles: “Our end ought always to be the same; our ways and means thereunto not so. The glory of God and the good of the Church was the thing which the Apostles aimed at, and therefore ought to be the mark whereat we also level.” We have done our best to aim for the Apostolic mark in the past year through changing circumstances, situations, and leadership.

The year began with the usual round of evening worship and fellowship over food. Soon, though, we transitioned into offering compline over Zoom with help from local clergy and our capable and indefatigable board. A major transition for Project Canterbury this past year has been the calling of the Reverend Doctor Will Levanway to be chaplain. Father Will came to us from London where he was Curate of All Saints, Fulham. A Mississippian by birth, he has spent the last eight years studying and ministering in England. His appointment continues our strong relationship with Christ Church where he has also been called as priest-in-charge.

We were fortunate to receive a visit from Bishop Kevin Strickland of the Southeastern Synod of the ELCA. Bishop Strickland affirmed the necessity of committing ourselves to ministry to college students as they navigate a difficult and exciting time in their lives. Our presence to them continues to be a powerful means of witnessing to our faith.

Friday, January 8, 2021

Dear Diocese of East Tennessee,

It's been a strange, beautiful year at Tyson House. Pre-COVID, things were pretty normal, with a big ice cream social at the Phoenix, worship and catechesis ongoing as usual, and a brand new, student Garden Club planting flowers all around the ministry. Since COVID, it's been one big adaptive process, which, honestly, is not that different from Tyson House generally, since our membership rotates out every 2-3 years, just a little more intense this year!

Our 7 residents formed a pod, socially distant from everyone else but able share a couch and popcorn for a movie or game with each other. As outreach to the rest of the world, they offered MWF Morning Prayer and TR Evening Prayer from our chapel, live-streamed to YouTube. Sunday evening worship went through several transformations, culminating in the last service of fall, when residents were quarantined due to possible exposure (tests negative, btw). Chaplains, intern, and others were in the parking lot, under a pavilion tent as it was pouring rain; residents were inside, in the common room, visible through a window bedecked with Christmas lights; while students across campus and across Tennessee (Turtle Town! Hi, Micah!) joined by Zoom. A candlelit cafe table served as our outdoor altar, with additional light provided by headlights of two running cars. It was strange, beautiful, and holy.

Over summer, Tyson House answered the Diocesan call to serve in Chattanooga, carpooling by pod to clear debris after tornados there. This is where I learned our head resident, Elijah, not only knows how to operate but owns a chainsaw! This turned out to be useful later, when a storm brought down a beautiful, old redbud that until then decorated the front parking area of Tyson House. Smokey's Pantry continued operating, headed up by Caitlynn, formally a student then intern at Tyson House, now our administrator and director of operations for Smokey's Pantry. Smokey's fed dozens of students and community members each week through this difficult time, by appointment over summer, then with larger, outdoor distribution 4-6pm on Tuesdays once the school year started.

We had a masked, socially distant bonfire with s'mores to kick off the school year and a huge, online Nadia Bolz-Weber speaker event. We moved the concrete benches and tables out front of the ministry to make socially distant seating and kept daily outdoor office hours, building fires as necessary for heat. Our intern, Alexander, brought his puppy, Mordecai, to make visits more inviting, and led socially-distant Friday night sunset hikes, Anglican prayer bead-making, and other events to build community and faith. Alexander and his wife, Rachel, just had a beautiful baby, btw (Poppy, welcome to the world)!

Income is down, as there was nowhere near the usual football parking to be sold, room pledges were low due to fewer residents over the summer, and Brown Paper Tickets has still not paid \$10,000 owed from the Nadia event, but expenses are lower as well, since we can't do our usual pilgrimages, retreats, and larger events. All in all, it's been a good, faithful year, more stressful than most, especially for students, but with all the benefits of shared life in Christ to support us.

Your partner in ministry,



The Rev. John Tirro, Tyson House Episcopal & Lutheran Campus Ministry



Report of the Committee on Worship and Music 2021

In response to resolution A068 passed at General Convention in 2018, the Worship and Music Committee began our work of collection, reflecting, teaching and sharing how parishes and worshipping communities use officially authorized liturgical and musical sources, as well as resources developed, adapted and used within local congregations.

In the early months of 2020, the Worship and Music committee surveyed the parishes of the diocese to better understand current liturgical practices and liturgical needs. Fifty parishes from across the diocese responded to this survey, and as we anticipated, reflected a broad range of practices, styles and resources. A number of communities shared liturgical resources used within their congregations. We are in the process of compiling the results of this survey for our report to the General Convention's Task Force on Liturgy and Prayer Book Revision.

Since the pandemic began, worship practices in most of our communities have undergone significant adaptations, including everything from social distancing and other health precautions to various forms of online worship, both live and recorded, ranging in scope from ordination services to the daily office. In the coming year, we hope to collect information on these adaptations, especially those that might have an enduring effect on worship life in our congregations.

Respectfully submitted,

The Rev. April Berends and The Rev. R.J. Powell, *Co-Chairs*



Reports: Diocesan Partners and Non-Profit Organizations

Alcoholism and Addiction Awareness Group

Episcopal Church Women

Kondoia Companionship Diocese

Metmin

Neema Resettlement Outreach Ministry

Sewanee Trustees



Alcoholism and Addiction Awareness Group

On the basis of interviews with clergy following a Diocesan day on alcoholism and addiction in 2015, the Alcoholism and Addiction Awareness Group was formed to provide resources to the clergy of the Diocese. The group consists of six persons (ordained and lay) who are knowledgeable of the symptoms of addiction and appropriate actions one might take as well as knowledge of resources in the area. They are also knowledgeable of the family dynamics of the disease. Members of this group have a copy of the Core Competencies for Clergy, a document prepared for the development of seminary curricula; a list of professionals who are willing to take calls and assist in developing educational programs; a list of members of the various Twelve-Step Fellowships who are willing to take calls, and a list of local open meetings. Bishop Cole has been very supportive of this ministry.

To keep the concern of addiction before the clergy and to provide information on addiction, clergy receive a one-page article each month from the Group, articles that are particularly relevant to clergy and the church. The members of the group are not experts in the field of addiction; rather they are folks who have had significant contact with addiction personally or with Twelve Step recovery groups. Clergy are encouraged to call any of the listed group members with questions they may have.

While there are no guarantees for successful intervention and recovery, knowing appropriate responses to addiction does save lives and heal families. Addiction is a physical, spiritual, social, and psychological disease. The church can play a significant role in recovery if we are knowledgeable. Without accurate information, however, our desire to be helpful often results in actions that enable progression of the disease.

The support of the Diocese has been helpful. In 2018 the Diocese updated the Alcohol Policy on our Diocesan Website. We encourage you to read this policy carefully (<https://www.dioet.org/wp-content/uploads/2019/10/DioET-2018-Alcohol-Policy.pdf>).

As in many areas of our lives, this year has been a challenging one. Communication has been difficult as a result of the pandemic, and Fr. Ewing has been focused on completion of a manuscript on Twelve Step spirituality that will be published this spring. As a result the monthly communication has been sporadic. We are also short one member, and are presently looking for someone to be part of this group. We hope to sponsor another information day when it is safe and expect to expand the day to other denominations and to include lay leaders as well as clergy.

In love and service,

Ward Ewing, Lynn Schmissrauter, Bo Lewis, Jane Mocilack, and John Ross



Annual Report of the Episcopal Church Women of The Diocese of East Tennessee

While the pandemic has hindered face to face meetings and stalled some of our programs, your ECW is alive! In a year of isolation, space, and Zoom, it's been harder than ever to actually connect with one another. All throughout the lock down the ECW has continued our work, as best as we can. We have installed new officers, chosen a Mollie Tucker recipient, Ashton Mayo-Beavers, planned and held a virtual Annual Meeting in September, held a United Thank Offering campaign, and started a virtual book club.

Our virtual annual meeting was attended by several members and Bishop Cole was the celebrant, Rev. Caroline Vogel was our preacher, and Sylvia Peters, renowned educator in the Chicago public school system and the Edison Project, was our speaker.

Our goals for 2021 include continuing the above projects, as well as some of our other community programs including CPC and mission. Hopefully we can use our time and resources to expand our community outreach and involvement.

With all of the programs your ECW is involved in, we still need your support. If you have ideas for programs or want to become involved in ECW, please contact Mary Lee-Baer (volswatcher@gmail.com) and we can talk about how your parish can get involved.



2021 Report on Companion Diocese Relationship with Kondoa

The relationship between the Episcopal Diocese of East Tennessee and the Diocese of Kondoa, Tanzania continues to thrive, even amidst the COVID -19 pandemic. The wish to take the news of this relationship to other churches in our diocese was stalled due to the virus, but photos and emails from Kondoa keep us connected.

Kondoa, under the leadership of Bishop Given Gaula, continues to grow through evangelism and sharing the love of our Lord Jesus Christ. Given's wife, the Rev. Lilian Gaula is very instrumental in this growth as well. Churches are planted in this predominantly Muslim area, generally under a tree! The pandemic initially affected the people of Kondoa with fear as they did not understand what was happening. The villages are so remote with little education and communication. The priests had to go to the villages to teach basic needs like how to wash hands. The people were banned from being on the streets so trying to find food or water was very difficult. Bishop Given had to get one man out of jail who had been out looking for food when arrested.

The last pilgrimage (2019) enabled us to meet many pilgrims from the diocese of Rochester England, including Bishop James Langstaff and Lay Canon Sue Chalkley. Their longstanding relationship with Kondoa has helped broaden our networking with Kondoa. When needs are addressed, we are able to coordinate funds with other dioceses. Through Rochester, we also are in communication with New Zealand, which also has a longstanding relationship. Bishop Brian was to stay with Bishop James during Lambeth which has been postponed. We are hopeful this visit can still happen and help in developing this relationship.

The total amount of funds wired from east TN donors in 2020 was \$77,710. This is money from sources around the Diocese (parishes and members), the Diocese of East TN itself, and other donors to the Diocese of Kondoa who send us the funds to wire transfer to Bishop Given. The funds have been directed to the construction of the school in Chemba, educational scholarships, water and well needs in a village, the Women's Empowerment program, Covid-19 relief, and general support for the diocese. Bishop Given's discretionary fund or general funds are used for basic needs such as rice or ugali to feed a village. The Diocese of East TN has added a link on its webpage for donations for Kondoa. Once enough funds are accumulated, they are wired with the request for their use, if specified.

Respectfully submitted,

The Rev. Cal Calhoun, Elizabeth Colonna, The Rev. Charles Fels, and The Rev. Dorrie Pratt



2021 Metropolitan Ministries (MetMin) Report



MetMin
METROPOLITAN MINISTRIES

2020 YEAR-END GUESTBOOK



4,010

Households



5,528

Adults



4,314

Children

For too many in our community, COVID-19 made a bad situation worse. More households than ever face financial instability, experience hunger, and risk losing their homes.

Because of unprecedented support from generous donors, MetMin continues to **stop homelessness before it starts.**



Nearly **1/2** of the guests MetMin served this year had never asked for help before.

MetMin completed

1,571 eviction disruption payments

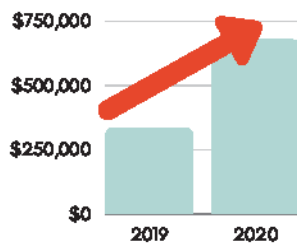
utility assistance **2,076** payments



MetMin's new home is The MetMin Impact Hub on Rossville Blvd. This shared community allows MetMin and up to 7 partner agencies to magnify the collective impact of their programs.

We welcome CEMPA, Love's Arm and the Chattanooga Tumor Clinic!

EVICION DISRUPTION



MetMin provided **103%** more in eviction disruption assistance this year, ensuring guests stay stably housed and connected.

LEARN HOW YOU CAN HELP AT MET-MIN.ORG



2021 Neema Resettlement Outreach Ministry Report

NEEMA RESETTLEMENT OUTREACH MINISTRY is a volunteer organization founded by Father Peter Kanyi, an ordained Episcopal priest in this Diocese, to help serve the needs of a community in Chattanooga that is often silent and neglected: refugees from Africa, the Middle East and South and Central America. Brought here through the good work of Bridge Refugee Services, many refugees find themselves in need of additional services beyond those provided through Bridge. Some are illiterate in their own language, and many suffer from PTSD (Post Traumatic Stress Disorder) and are hindered by cultural differences.

Neema's core mission of assisting the refugee community is grounded in Christ's call to "Welcome the Stranger" (Matthew 25:31-40). Neema does not proselytize or attempt to convert those of other faith traditions, but simply provides care, assistance and much-needed services to the refugee community in a spirit of friendship and love.

This refugee community is comprised of friendly, intelligent, hardworking people who simply seek an opportunity for a better life. Many have endured horrendous tragedies through war, refugee camps and exodus, yet they greet you with smiles on their faces and gratitude in their hearts.

Father Peter himself is an immigrant from Kenya. Father Peter has worked in refugee camps and knows the travails of the refugee. He is fluent in English and Kiswahili and speaks some colloquial Arabic. He has given voice to the needs of these typically silent people. These attributes have allowed Father Peter to gain the refugees' individual and collective trust, which in turn has allowed him to serve and minister to them in a profound way.

Neema (which means "grace" in Kiswahili) serves over 100 adults and children, providing an array of services in the form of English classes and literacy skills, civics classes, legal assistance, clothing and school supplies donations, transportation to/from doctor visits, and help accessing existing community services and programs such as Habitat for Humanity, as well as the much-needed pastoral care and spiritual guidance provided by Father Peter. In addition, Neema and its volunteers have developed a community garden called Taking Roots, located on Main Street, which serves the refugee community and surrounding neighbors.



Neema normally offers classes in ESL (English as a Second Language) and U.S. Civics to assist our refugee clients in their transition to America and obtaining U.S. Citizenship. While those classes have been suspended in recent months due to COVID-19 concerns, Neema has continued to provide many other much-needed services during this pandemic time, including incredible work at the Taking Roots Community Garden involving numerous refugee families, volunteers and neighbors, help with immigration issues, including applications for Green Cards and U.S. Citizenship, and providing pastoral care to the refugee community during this difficult time.

Neema Resettlement, Inc. is a 501(c)(3) tax exempt organization, and its Board of Directors includes Father Peter, parishioners from local churches and a former Neema student.

Neema relies heavily upon financial support from the Diocese of East Tennessee and area Episcopal churches to fund its work. Thank you for providing the means to allow us to continue Neema's important mission!





Report of Sewanee Trustees to the Thirty-Seventh Convention of the Diocese of East Tennessee:

2020 was an amazing but difficult year for Sewanee. COVID-19 presented enormous challenges to the University and its community, but the University fared far better than many of its peers, and was able to complete two semesters of on-campus education successfully. Sewanee also welcomed a new Chaplain to All Saint's Chapel, a new Dean of the School of Theology, and Sewanee's first African-American Vice Chancellor.

In the past year, Sewanee lost three amazing leaders: The Rev. Tom Macfie, the University Chaplain; The Rt. Rev. J. Neil Alexander, the Dean of the School of Theology; and John McCardell, the University's Vice Chancellor. For those unfamiliar with Sewanee's leadership structure, the Vice Chancellor of the University is its President. He lives and works on campus, and provides the University's leadership.

The University named The Rev. Canon James Turrell as the new Dean of the School of Theology. The Rev. Canon Turrell was already a member of the SOT faculty, as a Professor of liturgy, associate dean for academic affairs, and sub-dean of the Chapel of the Apostles. The Rev. Peter Gray, recently rector of the Church of the Nativity in Greenwood, Mississippi, was called to be the new University Chaplain. We welcome The Rev. Canon Turrell to his new role at Sewanee, and welcome The Rev. Gray to the Sewanee community.

As important as these other calls were, the momentous news coming out of Sewanee this year is the election of Ambassador Reuben Brigety as the new Vice Chancellor of the University. Ambassador Brigety served as the dean of the Elliott School of International Affairs at George Washington University, and is the former U.S. Ambassador to the African Union. He also served as permanent representative of the United States to the UN Economic Commission for Africa, and as a deputy assistant secretary of state in the Bureau of African Affairs. Ambassador Brigety was a distinguished midshipman graduate of the United States Naval Academy, and earned his Ph.D. from the University of Cambridge.

In the past several years, Sewanee has engaged in the hard work of examining its history as related to slavery, its legacies, and white supremacy. This effort established several important points about Sewanee's past: that Sewanee was launched expressly for the slaveholding society of the South; that Sewanee was designed to "prove" white racial superiority; that Sewanee emerged as a "child of the Confederacy" after the Civil War; that for most of the twentieth century, policies and practices on campus perpetuated Jim Crow, white supremacy, and the mythologies about the honorable causes represented by the Confederacy; and that there remain buildings and monuments on Sewanee's campus that memorialize slaveholders or supporters of the Confederacy, articulators of scientific and other theories of white supremacy, and defenders of Jim Crow segregation. It is only in light of this history that we can truly comprehend how momentous and overdue the decision by the Board of Trustees to elect Sewanee's first African-American Vice Chancellor was. Sewanee has proclaimed itself as a University for all. Now we can all say, with feeling, Yea, Sewanee's Right!

Respectfully Submitted:

Troy Eichenberger, David Sanders (Lay Trustees), and The Rev. Matt Farr (Clergy Trustee)



Financial Reports

Proposed Budget 2021

Budget vs. Actual 2020 (unaudited)

December 2020 Fund Balances (unaudited)

Grace Point Financial Reports

Voluntary Ask Report

Parish Audit Report

2020 Grants





THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Connecting Communities in Christ

Proposed Budget 2021

Diocese of East Tennessee
Proposed Budget 2021

	2020	Proposed	2021
	Annual Budget	Adjustments	Proposed Budget
1	Voluntary Commitments	117,879	1,823,176
2	E.E.C. Support (Episcopate)	2,687	116,460
3	Miscellaneous	-1,677	10,809
4	Trust Fund Income (Seminarians)	2,044	10,791
5	Prior Year Voluntary Commitments	10,543	21,293
6	Revenue	131,682	1,982,529
7	Prior Year Retained Income	0	0
10	B&C Resource Fund	0	0
11	Fund Transfers	0	0
12	Total Funds Available	131,682	1,982,529
14	DIOCESAN MINISTRY		
15	Bishop & Council	0	1,800
16	Community Partnerships	0	34,880
17	Stewardship	0	3,500
18	Christian Spiritual Formation	6,025	9,775
19	Grace Point Camp & Retreat Center	-13,807	136,193
20	Episcopal Institutions	0	1,500
21	Liturgical Commission	0	450
22	Office of Communications	11,313	102,122
23	Standing Committee	0	4,500
24	Total DIOCESAN MINISTRY	3,531	294,720
25	MISSION WITHIN THE DIOCESE		
26	Support for Mission and Lay Ministry	-6,145	93,975
27	Becoming Beloved Community	15,000	15,000
28	Support for Camp Scholarships	0	4,000
29	Support for Congregations	13,000	51,610
30	Support for Campus	699	133,699
31	Support for Youth	7,311	96,506
32	Support for Young Adults	1,000	4,500
33	Total MISSION WITHIN THE DIOCESE	30,865	399,290



THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Connecting Communities in Christ

Proposed Budget 2021

Diocese of East Tennessee
Proposed Budget 2021

	2020	Proposed	2021
	Annual Budget	Adjustments	Proposed Budget
34 MISSION BEYOND THE DIOCESE			
35 Sustainable Development Goals	13,105	669	13,774
36 TEC Pledge	249,654	-16,414	233,240
37 General Convention Deputies	10,000	0	10,000
38 ECW	1,000	0	1,000
39 General Convention Bishop	3,000	0	3,000
40 Lambeth Conference	1,000	0	1,000
41 Province IV Synod Pledge	3,400	-3,400	0
42 Synod Deputies	3,000	0	3,000
43 Total MISSION BEYOND THE DIOCESE	284,159	-19,145	265,014
44 CLERGY SUPPORT			
45 Clergy Transition	133,334	-1,217	132,117
46 Clergy Professional Development	5,500	0	5,500
47 Commission on Ministry	118,000	80,754	198,754
48 Medical Insurance - Retired	18,240	960	19,200
49 Sabbatical Scholarship	1,000	0	1,000
50 Support of Clergy & Family	2,500	0	2,500
51 Support for Retired Clergy	500	0	500
52 Total CLERGY SUPPORT	279,074	80,497	359,571
53 SUPPORT FOR THE EPISCOPATE			
54 Bishop's Ministry	157,943	3,159	161,102
55 Support for the Bishop's Ministry	66,644	10,000	76,644
56 Bishop Search & Transition Reserve	10,000	0	10,000
57 Office Salaries	240,112	-9,556	230,556
58 Staff Continuing Education	4,000	0	4,000
59 Total SUPPORT FOR THE EPISCOPATE	478,699	3,603	482,302
60 FIXED COSTS FOR MINISTRY			
61 Accounting & Audit	7,500	-500	7,000
62 Convention & Journal	35,000	-31,575	3,425
63 Diocesan House Expenses	65,000	0	65,000
64 General Insurance	22,000	-2,000	20,000
65 Maintenance Reserve	5,000	5,000	10,000
66 Property & Taxes	650	-96	554
67 Total FIXED COSTS FOR MINISTRY	135,150	-29,171	105,979
68 CONTINGENCIES / RESERVES	14,150	61,503	75,653
69 Total Expenses	1,850,846	131,683	1,982,529
70 FUNDS REMAINING	0		(0)



THE EPISCOPAL DIOCESE OF EAST TENNESSEE
Connecting Communities in Christ

Budget vs. Actual 2020 (unaudited)

			Actual to Date	Budget to Date	Over / (Under)	Variance	Annual Budget
1	Voluntary Commitments (Including Donation Match - \$235,000)		1,656,514	1,705,297	(48,783)	97%	1,705,297
2	Prior Year Voluntary Commitments		10,000	12,487	(2,487)	80%	12,486
3	E.E.C. Support (Episcopate)		115,153	113,773	1,380	101%	113,773
4	Miscellaneous		14,276	8,747	5,529	0%	8,747
5	Trust Fund Income (Seminarians)		8,014	10,543	(2,529)	76%	10,543
	CARES - PPP Grant/Loan		144,750		144,750	0%	-
8	Total Funds Available		1,948,707	1,850,847	97,860	105%	1,850,846
9							
10	DIOCESAN MINISTRY						
11	Bishop & Council		1,200	1,800	(600)	67%	1,800
12	Community Partnerships		35,880	34,880	1,000	103%	34,880
13	Stewardship		1,000	3,500	(2,500)	29%	3,500
14	Christian Spiritual Formation		4,068	3,750	318	108%	3,750
15	Grace Point Camp & Retreat Center		130,878	144,207	(13,329)	91%	150,000
16	Episcopal Institutions		1,500	1,500	0	100%	1,500
17	Liturgical Commission			450	(450)	0%	450
18	Office of Communications		92,716	90,809	1,907	102%	90,809
19	Standing Committee		510	4,500	(3,990)	11%	4,500
20	Total DIOCESAN MINISTRY		267,752	285,396	(17,644)	94%	291,189
21	MISSION WITHIN THE DIOCESE						
22	Support for Ministry and Congregational Development		85,716	93,926	(8,210)	91%	100,120
23	Missional Process				0	0%	-
24	Support for Camp Scholarships		0	4,000	(4,000)	0%	4,000
25	Support for Congregations		35,693	38,610	(2,917)	92%	38,610
26	Support for Campus Ministries		108,644	133,000	(24,356)	82%	133,000
27	Support for Youth		66,737	89,195	(22,458)	75%	89,195
28	Support for Young Adults		-126	3,500	(3,626)	-4%	3,500
29	Total MISSION WITHIN THE DIOCESE		296,664	362,231	(65,567)	82%	368,425
30	MISSION BEYOND THE DIOCESE						
31	Sustainable Development Goals		13,105	13,105	0	100%	13,105
32	TEC Pledge		249,654	249,654	0	100%	249,654
33	General Convention Deputies		10,000	10,000	0	100%	10,000
34	ECW		1,000	1,000	0	100%	1,000
35	General Convention Bishop		3,000	3,000	0	100%	3,000
36	Lambeth Conference		1,000	1,000	0	100%	1,000
37	Province IV Synod Pledge		3,116	3,400	(284)	92%	3,400
38	Synod Deputies		3,000	3,000	0	100%	3,000
39	Total MISSION BEYOND THE DIOCESE		283,875	284,159	(284)	100%	284,159
40	CLERGY SUPPORT						
41	Clergy Transition		117,781	126,449	(8,668)	93%	133,334
42	Clergy Professional Development		0	5,500	(5,500)	0%	5,500
43	Commission on Ministry		52,703	125,819	(73,116)	42%	118,000
44	Medical Insurance - Retired		18,240	18,240	0	100%	18,240
45	Sabbatical Scholarship			1,000	(1,000)	0%	1,000
46	Support of Clergy & Family		-275	2,500	(2,775)	-11%	2,500
47	Support for Retired Clergy		0	500	(500)	0%	500
48	Total CLERGY SUPPORT		188,449	280,008	(91,559)	67%	279,074
49	SUPPORT FOR THE EPISCOPATE						
50	Bishop's Ministry		157,943	157,943	(0)	100%	157,943
51	Support for the Bishop's Ministry		50,655	76,644	(25,989)	66%	76,644
52	Office Salaries		188,514	229,480	(40,966)	82%	240,112
53	Staff Continuing Education		3,184	4,000	(816)	80%	4,000
54	Total SUPPORT FOR THE EPISCOPATE		400,296	468,067	(67,771)	86%	478,699
55	FIXED COSTS FOR MINISTRY						
56	Accounting & Audit		6,000	7,500	(1,500)	80%	7,500
57	Convention & Journal		392	35,000	(34,608)	1%	35,000
58	Diocesan House Expenses		65,571	65,000	571	101%	65,000
59	General Insurance		18,449	22,000	(3,552)	84%	22,000
60	Maintenance Reserve		5,000	5,000	0	100%	5,000
61	Property & Taxes		979	650	329	151%	650
62	Total FIXED COSTS FOR MINISTRY		96,391	135,150	(38,759)	71%	135,150
63	CONTINGENCIES			35,836	(35,836)	0%	14,150
64	Total Expenses		1,533,428	1,850,847	(317,419)	83%	1,850,846
65	NET FUNDS RECEIVED OVER EXPENSES		415,279	0	415,279		



December 2020 Fund Balances

**The Diocese of East Tennessee
 Fund Balances
 12/31/2020 (Unaudited)**

FUND BALANCES

OPERATING FUND	\$873,279.94
BISHOP & COUNCIL RESOURCE FUND (12/31/2020)	\$333,369.71
GRACE POINT CAMP FUND	\$114,098.79
NEW GP LODGE FUND	\$1,011,415.05
OPPORTUNITY FUND (See detail below)	\$4,059,725.90
MISSION GROWTH FUND	\$268,719.82
TRANSIT FUND	\$71,092.17
Z.C. PATTEN TRUST	\$29,662.49

TRUST FUNDS: (Restricted) (12/31/2020)

1. MISCELLANEOUS INCOME FUND	\$219,579.12
2. THEOLOGICAL EDUCATION FUND	\$303,307.30
3. EAST TENNESSEE MISSIONARY FUND	\$32,061.52
4. ROBINSON FUND	\$3,273,217.49
5. STEVENSON MEMORIAL BOOK FUND	\$4,831.00
6. W.S. KEESE MEMORIAL FUND	\$47,320.71
7. BISHOP SANDERS SCHOLARSHIP FUND	\$195,494.80
8. GOLDIE MAYFIELD FUND	\$153,953.13
9. MIDDLE EAST MISSION FUND	\$32,945.04
10. CAMP BILLY JOHNSON	\$11,332.37
11. INNOVATIVE COMMUNITY MINISTRY FUND	\$470,437.23

OPPORTUNITY FUND LOANS as of 4/30/2020	Date	Rate	Term	Original Loan Amount	Balance
Ascension, Knoxville	Dec-17	3.83%	15	350,000.00	306,239.98
St. Francis of Assisi	May-20	3.83%	15	200,000.00	350,000.00
Grace, Chattanooga	Nov-10	2.93%	15	50,000.00	18,854.74
St. Martin's, Chattanooga	Mar-11	2.93%	15	500,000.00	288,248.82
St. Peter's, Chattanooga	Jun-11	2.93%	15	500,000.00	229,141.90
St. Barnabas	Aug-12	2.28%	15	35,844.51	18,112.75
St. Paul, Seymour	Nov-15	2.28%	15	47,000.00	18,959.43
St. Paul, Kingsport	Sep-16	3.15%	15	31,793.00	25,810.23
St. Paul, Kingsport - HVAC	Feb-20	4.27%	15	35,000.00	34,581.19
All Saint's School, Morristown	Nov-18	4.73%	15	375,000.00	351,341.16
Total Loans				\$2,124,637.51	\$1,641,290.20
Cash and Equivalents					\$2,418,435.70
Total Portfolio					\$4,059,725.90



Grace Point Financial Reports

Grace Point Budget 2021

Revenues

Usage Fees		
	5-400200- Camp Fee	\$ 67,000.00
	5-400201- Lodging	\$ 38,800.00
	5-400202- Day Use	\$ 5,390.00
Contributions		
	5-400100- Gifts	\$ 1,500.00
	5-400101- Scholarship	\$ 4,500.00
	5-400102- Restricted Gifts	
	5-400103- Annual Fund	\$ 10,000.00
	5-500210- Annual Fund Expense	
	5-400110- Outreach Camps	\$ 14,000.00
Fund Transfers		
	5-400200- Executive Director	\$ 83,193.00
	5-300200- Grace Point Operational Support	\$ 53,000.00
Total Revenues		\$ 277,383.00

Expenses

Food Service		
	5-500100- Food Service Staff	\$ 10,500.00
	5-500101- Camp Meals	\$ 18,000.00
Food Service Total		\$ 28,500.00

Lodging Expense		
	5-500106- Retreat Supplies	\$ 800.00
	5-500107- Contract Cleaning	\$ 8,000.00
	5-500108- General/Cleaning Supplies	\$ 1,200.00
	5-500109- Equipment Purchase	\$ 1,500.00
	5-500110- Equipment Upkeep	\$ 1,000.00
Lodging Total		\$ 12,500.00

Camps		
	5-500115- Dean Staff Supplies	\$ 100.00
	5-500120- Program Supplies	\$ 7,000.00
	5-500125- Uniforms	\$ 1,400.00
	5-500130- Staff Training	\$ 800.00
	5-500135- Grace Point Day	\$ 1,000.00
		\$10,300.00

Outreach Camps		
	5-500143- Camp Jim Muir	\$ 1,500.00
Total		\$ 1,500.00

Utilities		
	5-500145- Telephone	\$ 2,500.00
	5-500150- Water & Sewer	\$ 14,000.00



Grace Point Financial Reports

	5-500155- Electric / Propane	\$ 28,000.00
Utilities Total		\$ 44,500.00

Building & Grounds		
	5-500160- Building Repairs & Maintenance	\$ 3,500.00
	5-500161- Water Treatment Facility Maintenance	\$ 8,700.00
	5-500165- Painting	\$ 500.00
	5-500170- Equipment Purchase	\$ 2,000.00
	5-500171- Equipment/Small Hardware	\$ 1,500.00
	5-500172- Equipment Upkeep	\$ 2,000.00
	5-500180- Grounds Upkeep	\$ 750.00
	5-500181- Garbage & Pest Control	\$ 4,600.00
	5-500182- Swimming Pool Expense	\$ 5,000.00
Total Building & Grounds		\$ 28,550.00

Vehicles / Equipment	5-500206- Truck Insurance/Registration	\$ 2,000.00
	5-500208- Boat Liscense	\$ 200.00
Total Vehicle / Equipment		\$ 2,200.00

Gas & Lubricants	5-500201- Tractor	\$ 400.00
	5-500202- Mowers/Weedeaters	\$ 800.00
	5-500203- Truck	\$ 350.00
	5-500204- Boats	\$ 800.00
Total Gas & Lubricants		\$ 2,350.00

General Administrative	5-500215- Salaries / Program Support	\$ 99,983.00
	5-500216- Part-time Services	\$ 13,900.00
	5-500220- ECCC Dues	\$ 400.00
	5-500225- Continuing Education	
	5-500230- Travel - Job Related	\$ 5,000.00
	5-500235- Hospitality	\$ 500.00
	5-500240- Publicity / Development	\$ 500.00
	5-500245- Office Equipment/ Supplies	\$ 700.00
	5-500250- Postage	\$ 350.00
	5-500255- Printing	\$ 450.00
	5-500257- Professional Services	\$ 5,000.00
	5-500260- General Insurance	\$ 18,500.00
	5-500265- Property Taxes	\$ 1,700.00
Total General & Administrative		\$ 146,983.00

Total Expenses		
	Total Income	\$ 277,383.00
	Total Expense	\$ 277,383.00
	Diocesan Support	\$ 53,000.00



Grace Point Financial Reports

Episcopal Diocese of East Tennessee
Balance Sheet
Fund: Grace Point Camp Fund
12/31/2020

Assets			
CURRENT ASSETS			
Bank Accounts			
5-100100 - Grace Point Camp Operating Acct		\$114,098.79	
5-100101 - Lodge		\$999,379.11	
5-100102 - Grace Point Camp & Conf Ctr Acct		\$12,035.94	
Total Bank Accounts		\$1,125,513.84	
Other Assets			
5-100105 - Petty Cash		\$500.00	
5-100200 - Accounts Receivable		\$0.00	
		\$500.00	
Total CURRENT ASSETS			\$1,126,013.84
LONG-TERM ASSETS			
Fixed Assets			
5-100400 - Furniture & Fixtures		\$13,413.16	
5-100401 - Equipment Purchase		\$160,729.57	
5-100402 - Tractor		\$10,553.00	
5-100403 - Art Barn		\$24,510.39	
5-100404 - Commons Remodel		\$163,556.37	
5-100405 - New Pool / Pavilion		\$585,889.76	
5-100410 - General Capital Maint./Improvements		\$5,212.00	
5-100420 - Construction In Progress		\$171,114.28	
5-100499 - Accumulated Depreciation		(\$130,952.01)	
Total Fixed Assets		\$1,004,026.52	
Total LONG-TERM ASSETS			\$1,004,026.52
Total Assets			\$2,130,040.36

Liabilities, Fund Principal, & Restricted Funds			
Liabilities			
CURRENT LIABILITIES			
Accounts Payable			
5-200200 - Accounts Payable		\$0.00	
5-200201 - Prepaid Lodgings		\$510.00	
Total Accounts Payable		\$510.00	
Total CURRENT LIABILITIES			\$510.00
Total Liabilities			\$510.00
Fund Principal			
UNRESTRICTED			
5-300100 - Retained Earnings		\$824,445.05	
5-300200 - Transfer To Grace Point		\$0.00	
Total UNRESTRICTED		\$824,445.05	
Excess Cash Received		\$21,952.02	
Discretionary Funds Released		\$15,900.00	
Dream Campaign Funds used for Construction		\$22,825.63	
Total Fund Principal and Excess Cash Received			\$885,122.70
Restricted Funds			
5-800400 - Grace Point Scholarships		\$32,824.99	
5-800600 - Retreat Center		\$1,168,176.49	
5-800605 - Chapel Maintenance Fund		\$2,000.00	
5-800620 - Discretionary Fund		\$3,203.69	
5-800630 - Outdoor Education Grant		\$35,976.85	
5-800640 - Gift - Unrestricted		\$2,225.64	
Total Temporarily Restricted		\$1,244,407.66	
Total Permanently Restricted		\$0.00	
Total Restricted Funds			\$1,244,407.66
Total Liabilities, Fund Principal, & Restricted Funds			\$2,130,040.36



THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Connecting Communities in Christ

Grace Point Financial Reports

Episcopal Diocese of East Tennessee			
Analysis of Revenues & Expenses - Detail			
Fund: Grace Point Camp Fund			
January to December 2020			
Accounts	YTD Actual (This Year)		Annual Budget (This Year)
Revenues			
Usage Fees			
5-400200 - Camp Fee	\$8,600.10		\$67,000.00
5-400201 - Lodging	\$14,833.00		\$38,800.00
5-400202 - Day Use	\$1,711.00		\$500.00
Total Usage Fees	\$25,144.10		\$106,300.00
Contributions			
5-400100 - Gifts	\$39,061.46		\$1,500.00
5-400101 - Scholarship	\$3,080.00		\$4,500.00
5-400102 - Restricted Gifts Released			\$0.00
5-400103 - Annual Fund	\$11,730.00		\$10,000.00
5-500210 - Annual Fund Expense	(\$262.75)		\$0.00
5-400110 - Outreach Camps			\$14,000.00
Total Contributions	\$53,608.71		\$30,000.00
Fund Transfers			
5-400110 - Outreach Camps from Restricted			\$0.00
5-400200 - Salaries / Program Support	\$83,193.00		\$83,193.00
5-300200 - Grace Point Operational Support	\$47,389.00		\$63,000.00
			\$0.00
Total Fund Transfers	\$130,582.00		\$146,193.00
Total Revenues	\$209,334.81		\$282,493.00
Expenses			
Food Service			
5-500100 - Food Service Staff			\$10,500.00
5-500101 - Camp Meals	\$1,706.71		\$18,000.00
Total Food Service	\$1,706.71		\$28,500.00
Lodging Expense			
5-500106 - Retreat Supplies	\$106.40		\$800.00
5-500107 - Contract Cleaning	\$2,689.12		\$8,000.00
5-500108 - General/ Cleaning Supplies	\$512.38		\$1,200.00
5-500109 - Equipment Purchase	\$440.91		\$1,500.00
5-500110 - Equipment Upkeep	\$1,209.89		\$1,000.00
Total Lodging Expense	\$4,958.70		\$12,500.00
Camps			
Summer Camp			
5-500115 - Dean Staff Supplies			\$100.00
5-500120 - Program Supplies	\$4,435.31		\$7,000.00
5-500125 - Uniforms			\$1,400.00
5-500130 - Staff Training			\$800.00
5-500135 - Grace Point Day			\$1,000.00
5-500137 - Osprey Outdoor Center	\$235.98		\$0.00
Total Summer Camp	\$4,671.29		\$10,300.00
Outreach Camps			
5-500142 - Camp Billy Johnson			\$0.00
5-500143 - Camp Jim Muir			\$1,500.00
5-500144 - Outreach Camps - Shared Exp.			\$0.00
Total Outreach Camps	\$0.00		\$1,500.00
Total Camps	\$4,671.29		\$11,800.00



THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Connecting Communities in Christ

Grace Point Financial Reports

Episcopal Diocese of East Tennessee			
Analysis of Revenues & Expenses - Detail			
Fund: Grace Point Camp Fund			
January to December 2020			
Accounts	YTD Actual		Annual Budget
Utilities			
5-500145 - Telephone	\$2,412.28		\$5,700.00
5-500150 - Water & Sewer	\$8,380.26		\$10,000.00
5-500155 - Gas And Electric	\$19,565.09		\$28,000.00
Total Utilities	\$30,357.63		\$43,700.00
Building and Grounds			
5-500160 - Building Repairs & Maintenance	\$6,377.84		\$7,000.00
5-500165 - Painting	\$821.61		\$500.00
5-500170 - Equipment Purchase	\$1,483.63		\$2,000.00
5-500171 - Equipment/Small Hardware	\$1,276.32		\$1,500.00
5-500172 - Equipment Upkeep	\$3,456.87		\$2,000.00
5-500180 - Grounds Upkeep	\$4,140.85		\$750.00
5-500181 - Garbage And Pest Control	\$3,353.25		\$4,600.00
5-500182 - Swimming Pool Expense	\$3,965.01		\$3,000.00
5-500190 - Purchased Services			\$0.00
Total Building and Grounds	\$24,875.38		\$21,350.00
Vehicles / Equipment			
5-500206 - Truck Insurance/Registration	\$2,012.60		\$1,200.00
5-500208 - Boat Licenses			\$200.00
Total Vehicles / Equipment	\$2,012.60		\$1,400.00
Gas & Lubricants			
5-500201 - Tractor	\$313.29		\$400.00
5-500202 - Mowers/Weedeaters	\$784.65		\$800.00
5-500203 - Truck	\$850.27		\$350.00
5-500204 - Boats	\$897.53		\$800.00
Total Gas & Lubricants	\$2,845.74		\$2,350.00
General & Administrative			
5-500215 - Salaries / Program Support	\$84,615.09		\$111,193.00
5-500213 - Bank Fees	\$234.30		\$0.00
5-500216 - Part-time Services	\$4,555.19		\$13,900.00
5-500220 - ECCC Dues	\$400.00		\$400.00
5-500225 - Continuing Education	\$877.36		\$3,000.00
5-500230 - Travel -Job-Related	\$3,364.40		\$5,000.00
5-500235 - Hospitality	\$245.32		\$500.00
5-500240 - Publicity/ Development	\$482.39		\$500.00
5-500245 - Office Equipment/ Supplies	\$434.42		\$900.00
5-500250 - Postage	\$288.40		\$350.00
5-500255 - Printing			\$450.00
5-500257 - Professional Services	\$737.87		\$4,700.00
5-500260 - General Insurance	\$18,313.00		\$18,500.00
5-500265 - Property Taxes	\$1,407.00		\$1,500.00
Total General & Administrative	\$115,954.74		\$160,893.00
Total Expenses	\$187,382.79		\$282,493.00
Net Total	\$21,952.02		\$0.00



THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Connecting Communities in Christ

Voluntary Ask Report

Parish	City	2020		
		Ask	Commitment	Over / (under)
St Pauls Episcopal Church	Athens	33,208	33,208	-
St John the Baptist	Battle Creek/Sewanee	1,413	-	(1,413)
St Columba Episcopal Church	Bristol	7,231	4,820	(2,411)
Christ Episcopal Church	Chattanooga	21,419	21,419	-
Grace Episcopal Church	Chattanooga	52,016	52,016	-
St Martins Episcopal Church	Chattanooga	37,004	31,000	(6,004)
St Pauls Episcopal Church	Chattanooga	191,236	191,236	-
St Peters Episcopal Church	Chattanooga	53,930	53,930	-
St Thaddaeus Episcopal Church	Chattanooga	12,217	10,500	(1,717)
Thankful Memorial Church	Chattanooga	12,307	10,000	(2,307)
St Lukes Episcopal Church	Cleveland	61,882	61,882	-
St Marks Episcopal Church	Copperhill	4,873	4,783	(90)
St Raphaels Episcopal Church	Crossville	13,141	13,141	-
St Thomas	Elizabethton	2,865	2,865	-
Church of the Nativity	Fort Oglethorpe	22,305	22,305	-
Trinity Episcopal Church	Gatlinburg	8,853	8,853	-
St James Episcopal Church	Greenville	17,245	17,245	-
St Andrews Episcopal Church	Harriman	8,332	8,332	-
St Alban Church	Hixson	12,531	12,531	-
St Barnabas' Episcopal-Lutheran Church	Jefferson City	1,900	-	(1,900)
St Johns Episcopal Church	Johnson City	39,449	39,449	-
St Mary the Virgin Episcopal Church	Jonesborough	500	-	(500)
St Christophers Episcopal Church	Kingsport	11,469	6,000	(5,469)
St Pauls Episcopal Church	Kingsport	44,916	42,931	(1,985)
St Timothys Episcopal Church	Kingsport	5,065	4,200	(865)
Ascension	Knoxville	191,397	140,189	(51,208)
Good Samaritan	Knoxville	75,901	75,901	-
Good Shepherd Church	Knoxville	23,142	23,142	-
St Elizabeths Episcopal Church	Knoxville	41,126	41,126	-
St James Episcopal Church	Knoxville	67,459	54,000	(13,459)
St Johns Cathedral	Knoxville	260,707	220,000	(40,707)
St Lukes Episcopal Church	Knoxville	4,976	4,976	-
St Thomas Episcopal Church	Knoxville	6,457	6,460	3
St Clare Episcopal Church	Lafollette	1,304	1,304	-
Good Shepherd Church	Lookout Mountain	142,283	142,283	-
Resurrection	Loudon	26,040	26,040	-
St Andrews Episcopal Church	Maryville	33,516	33,516	-
All Saints Episcopal Church	Morristown	43,868	43,868	-
Annunciation	Newport	7,902	7,902	-
St Francis Episcopal Church	Norris	25,745	17,500	(8,245)
St Stephens Episcopal Church	Oak Ridge	56,518	56,520	2
St Francis of Assisi Church	Ooltewah	30,957	30,957	-
Christ Episcopal Church	Rugby	3,683	3,700	17
St Josephs Church	Sevierville	9,707	9,707	-
St. Pauls Episcopal Church	Seymour	3,465	3,500	35
St Timothys Episcopal Church	Signal Mountain	100,017	100,017	-
Christ Episcopal Church	South Pittsburg	13,822	10,008	(3,814)
Total		1,847,299	1,705,262	(142,037)

2021		
Ask	Commitment	Over / (under)
31,404		-
885		-
5,732	5,732	-
17,094	17,094	-
65,727	65,727	-
39,847	34,500	(5,347)
195,304	195,304	-
62,623	62,623	-
13,525		-
14,501	12,000	(2,501)
62,739	50,000	(12,739)
6,629	6,629	-
14,447		-
6,389	3,000	(3,389)
23,480	23,480	-
8,989	8,000	(989)
19,680	19,680	-
9,394	9,394	-
10,717		-
1,765		-
45,260	45,260	-
450	300	(150)
13,032		-
45,120		-
4,676	4,676	-
179,729		-
79,035	79,035	-
28,238	28,238	-
46,113	46,113	-
67,555		-
278,096		-
8,087	8,088	1
		-
2,066	2,066	-
166,824	166,824	-
29,001		-
32,983	32,983	-
42,558	42,558	-
7,870		-
20,161	20,161	-
58,815		-
32,644		-
3,567	3,600	33
9,743		-
3,470	3,500	30
111,071	111,071	-
12,514		-
1,939,549	1,107,636	(25,051)



Parish Audit Report

Parishes	Audit Year			Parochial Report
	2017	2018	2019	2019
1 Athens, St. Paul's	Yes	Yes		Yes
2 Battle Creek, St. John the Baptist	Yes			Yes
3 Bristol, St. Columba's	Yes		Yes	Yes
4 Chattanooga, Christ Church	Yes			Yes
5 Chattanooga, Grace Church	Yes			Yes
6 Chattanooga, St. Martin's	Yes	Yes		Yes
7 Chattanooga, St. Paul's	Yes	Yes	Yes	Yes
8 Chattanooga, St. Peter's	Yes			Yes
9 Chattanooga, St. Thaddaeus				Yes
10 Chattanooga, Thankful Memorial				Yes
11 Cleveland, St. Luke's				Yes
12 Copperhill, St. Mark's	Yes	Yes		Yes
13 Crossville, St. Raphael's	Yes	Yes	Yes	Yes
14 Elizabethton, St. Thomas'	Yes		Yes	Yes
15 Farragut, St. Elizabeth's	Yes	Yes		Yes
16 Fort Oglethorpe, Nativity	Yes			Yes
17 Gatlinburg, Trinity		Yes		Yes
18 Greeneville, St. James'	Yes	Yes		Yes
19 Harriman, St. Andrew's	Yes	Yes	Yes	Yes
20 Hixson, St. Alban's	Yes	Yes		Yes
21 Jefferson City, St/ Barnabas				Yes
22 Johnson City, St. John's	Yes	Yes	Yes	Yes
23 Jonesborough, St. Mary the Virgin				Yes
24 Kingsport, St. Christopher's			Yes	Yes
25 Kingsport, St. Paul's	Yes	Yes		Yes
26 Kingsport, St. Timothy's	Yes	Yes		Yes
27 Knoxville, Ascension	Yes	Yes		Yes
28 Knoxville, Good Samaritan	Yes	Yes		Yes
29 Knoxville, Good Shepherd	Yes		Yes	Yes
30 Knoxville, St. James'	Yes	Yes	Yes	Yes
31 Knoxville, St John's	Yes	Yes		Yes
32 Knoxville, St. Luke's	Yes	Yes	Yes	Yes
33 Knoxville, St. Thomas'				Yes
34 LaFollette, St. Clare's	Yes	Yes		Yes
35 Lookout Mountain, Good Shepherd	Yes	Yes		Yes
36 Loudon, Resurrection	Yes	Yes		Yes
37 Maryville, St. Andrew's	Yes			Yes
38 Morristown, All Saints'	Yes	Yes	Yes	Yes
39 Newport, Annunciation	Yes			Yes
40 Norris, St. Francis'	Yes	Yes		Yes
41 Oak Ridge, St. Stephen's	Yes			Yes
42 Ooltewah, St. Francis of Assisi	Yes			Yes
43 Rugby, Christ Church	Yes	Yes	Yes	Yes
44 Sevierville, St. Joseph the Carpenter		Yes	Yes	Yes
45 Seymour, St. Paul	Yes			Yes
46 Signal Mountain, St. Timothy's	Yes			Yes
47 South Pittsburg, Christ Church		Yes		Yes
48 All Saints School	Yes	Yes	Yes	
49 Episcopal School of Knoxville				
50 DOET	Yes	Yes	Yes	
51 St. Peter's School, Chattanooga				
52 St. Nicholas School				



2020 Grants

Opportunity Fund

The yearly income from the fund is divided and made available to the Bishop and Council for grants: one-half to church expansion and one-half to social ministries. Throughout its history, the Opportunity Fund has awarded grants for **Church Expansion** in the amount of **\$1,776,210** and for **Social Ministry** in the amount of **\$1,619,464**.

- a. Church expansion grants include money for land purchases for future sites; land, buildings, and equipment for existing worshiping communities; and building and equipment needs of parishes beyond the means of the congregation.
- b. Social ministry grants include assistance to parishes and worshiping communities within the Diocese that seek support for ministries that meet basic human needs (food, shelter, and energy, as well as emotional, educational and spiritual) and those ministries that seek to affect personal and/or societal transformation through education, rehabilitation and allocation of resources according to the mission and ministry of the Church. Ministries may be separate entities but must have significant Episcopal Church involvement and their grant applications must be approved by Vestry/Council/Board of Directors of their sponsoring Diocesan organization.

Due to the COVID Pandemic during 2020 Parishes were granted forbearance for their loans from the Opportunity Fund. The Grants are funded annually by the interest payments received from the Parish loans. Since there were minimal payments received from March 2020 through December 2020 no grants were awarded for the Fall of 2020. We will again be accepting grant applications April 1st and September 1st of 2021.

Grants awarded in 2020 were as follows:

Church Expansion

St. Elizabeth’s Knoxville	10,650
Total Church Expansion	10,650

Social Ministry

Latino Community Services – St. Thomas (Elizabethton)	6,816
Family Promise – Good Samaritan (Knoxville)	3,834
Total Social Ministry	10,650

Innovative Community Ministry Fund

The mission of the Innovative Community Ministry Fund (ICMF) is to stimulate, encourage and promote innovative community ministries of Episcopal parishes in the southeast region of the Diocese of East Tennessee.

Grants awarded in 2020 were:

Due to the COVID Pandemic no ICMF Grant was awarded in 2020	
Total ICMF	0

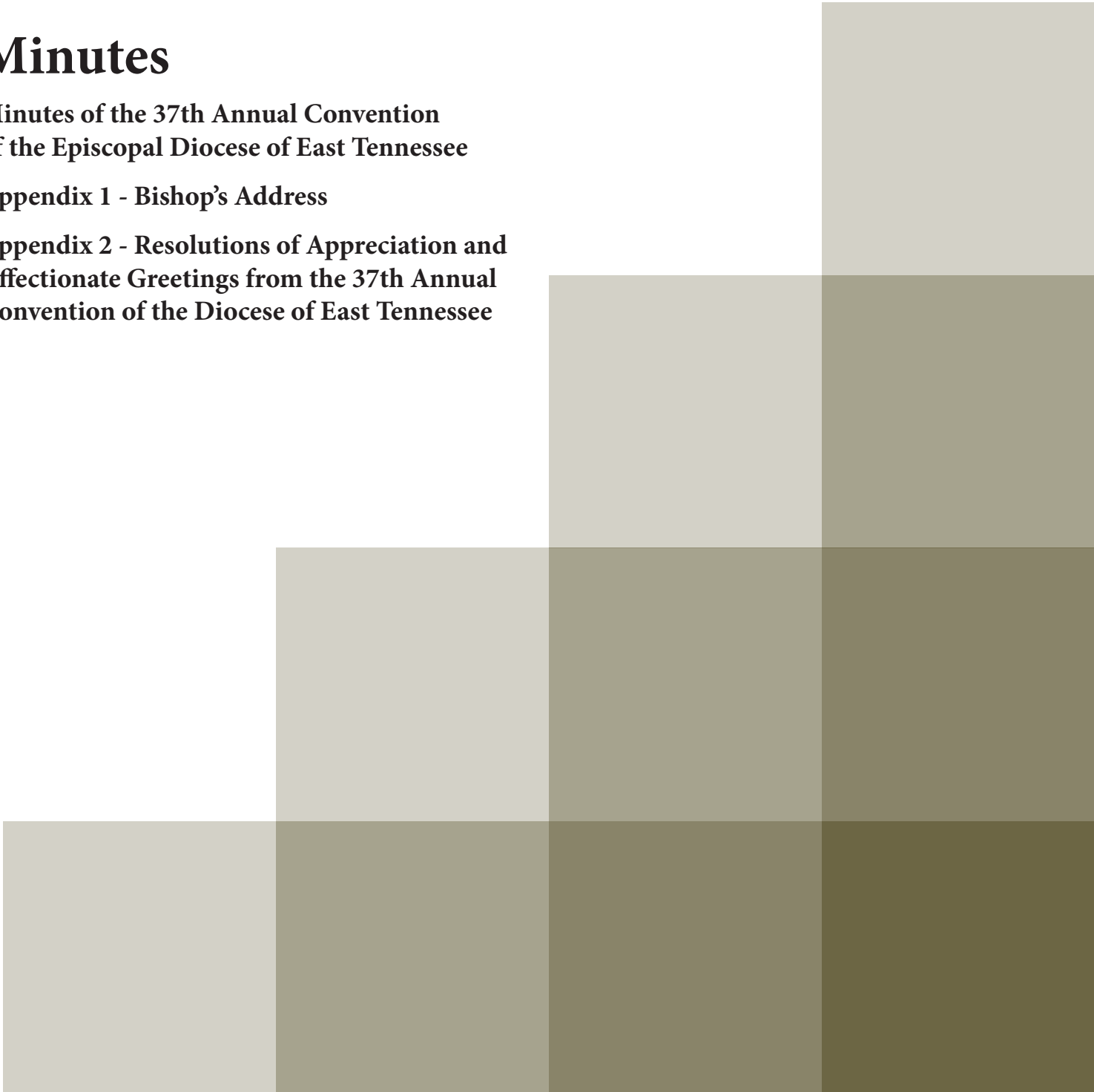


Minutes

**Minutes of the 37th Annual Convention
of the Episcopal Diocese of East Tennessee**

Appendix 1 - Bishop's Address

**Appendix 2 - Resolutions of Appreciation and
Affectionate Greetings from the 37th Annual
Convention of the Diocese of East Tennessee**





Minutes

At 9:00 am on Saturday, February 6, 2021, The Rt. Rev. Brian Cole called the 37th Annual Convention of the Episcopal Diocese of East Tennessee to order. Bishop Cole welcomed convention participants joining on Zoom from their physical locations across the diocese to their virtual cathedral, St. John's Cathedral in Knoxville, Tennessee, where he and a number of diocesan staff were located. He then offered the Opening Collect.

Bishop Cole welcomed New Cures, with gratitude that the diocese has continued to issue calls in this time of pandemic:

- The Rev. Amy Bradley, rector of St. Andrew's, Maryville;
- The Rev. Laura Bryant, rector of St. John's, Johnson City;
- The Rev. Bailey Norman, rector of St. Stephen's, Oak Ridge;
- The Rev. Michele Simmons, ordained to the priesthood, curate at Good Shepherd, Lookout Mountain;
- The Rev. Will Levanway, serving at Christ Church, Chattanooga and Project Canterbury;
- The Rev. Claire Brown, called as rector of St. Paul's, Athens.

Bishop Cole read a list of postulants (also see page 43 of the convention booklet):

- Mr. Brian Austin – Priesthood – St. James, Knoxville;
- Ms. Deborah Austin – Priesthood – St. Raphael's, Crossville;
- Ms. Katherine "Kat" Chappell – Priesthood – St. Paul's, Chattanooga;
- Mr. James "Bo" Davis – Diaconate – Good Shepherd, Knoxville;
- Ms. Heather Holland – Priesthood – St. Christopher's Kingsport;
- Mr. Sean McEwen – Priesthood – Grace Church, Chattanooga;
- Ms. Maribeth Manoff – Priesthood – Ascension, Knoxville and Christ Church, South Pittsburg;
- Mr. Matthew Melton – Diaconate – St. Luke's, Cleveland;
- Mr. William Simerly – Priesthood – Tyson House and St. Elizabeth's, Farragut;
- Mr. Ashton Sims – Priesthood – St. James, Knoxville.

At 9:06 am, Bishop Cole called on Mr. George Arrants, Chancellor of the Diocese, for the Report from the Committee on Credentials:

- In the Clergy Order, there are 69 in attendance, and in the Lay Order, there are 127 in attendance, for a Total of 196. There are 21 Others.
- Based on this attendance, there are sufficient participants to transact business at this convention.

At 9:07 am, Bishop Cole called on the Parliamentarian, Ms. McKenna Cox:

- Ms. Cox called to adopt the Order of Business for the day.
- The Order of Business was approved by acclamation with 7 opposed.

At 9:12 am, Bishop Cole called on the Secretary to Convention, the Rev. Canon Michelle Bolt:

- A video introduction to the Consent Agenda was offered, pointing to pages 6-21 in the convention booklet for the package of routine items to be approved together. Items in the Consent Agenda can be removed for discussion only and not clarification. Clarifications were offered between the delegate orientation session on Sunday, January 31st and the start of convention.
- The Rev. Canon Michelle Bolt made the motion to adopt the consent agenda. The Rev. Jerry Askew, St. John's Cathedral, Knoxville, seconded the motion. There were no requests for discussion. The Consent Agenda was passed by acclamation.

At 9:16 am, Bishop Cole called on the Secretary to Convention for the Last Call for Resolutions:

- The deadline for resolutions to be considered at pre-convention hearing and meetings was January 3rd. The Rev. Canon Michelle Bolt made a last call for resolutions to be offered for two-thirds vote for discussion.
- No resolutions from the floor were offered.

At 9:19 am, Bishop Cole called on the Rev. Matthew Farr and the Rev. Christopher Hogin, co-chairs of the Committee on General Resolutions, for that committee's report:

- There were no resolutions to be offered for consideration.

At 9:21 am, Bishop Cole called on the Hon. L. Marie Williams, Chair of the Committee on Constitutions and Canons, for that committee's report:

- The committee's work was focused on reviewing procedures the bishop and diocesan staff put in place to navigate this year, and marveling at and appreciating their work.
- The committee had no resolutions to bring.
- The committee hopes to bring more boring resolutions to convention next year.

At the request of the Bishop, the word boring was struck from the minutes.

At 9:22 am, Bishop Cole called on the Rev. Canon Michelle Bolt for the Introduction to the Leadership Slate and the Leadership Ballot:

- The nominations for all leadership positions were introduced by video report. (See pages 22-28 of the convention booklet.)

At 9:25 am, Bishop Cole announced that delegates would receive the Leadership Ballot via email at 9:30. He also announced the Break, asking participants to gather again on Zoom at 9:45 am.

At 9:45 am, Bishop Cole welcomed delegates back.

At 9:46 am, the prerecorded video of the Bishop's Address was played. That video can be found here – <https://vimeo.com/506320913>, and the text of the address is located in Appendix I of these minutes.

At the conclusion of the address at 10:04 am, Bishop Cole announced announced procedures and prompt questions for the convention breakout time, Zoom breakout rooms for Reflection and Connection.

At 10:28 am, Bishop Cole welcomed participants back from breakout rooms. Bishop Cole then turned to the Rev. Canon Michelle Bolt for the Leadership Ballot Report.

The results of the Leadership Elections are:

- Bishop and Council, Lay Middle East Area – Betsy Ellis
- Bishop and Council, Clergy South East Area – Lou Parsons
- Bishop and Council, Clergy Upper East Area – Cathy Johnston
- Standing Committee, Lay – Melissa Everett
- Standing Committee, Clergy – Joe Woodfin
- Disciplinary Board, Lay – Forest E. "Skeet" Jernigan
- Disciplinary Board, Clergy – Bailey Norman
- Trustee, University of the South, Lay – David Sanders

At 10:31 am, Bishop Cole announced a 10 minute Break.

At 10:41, Bishop Cole welcomed participants back from break. He then called on Mr. John Hicks, Chair of the Finance Committee, for the Report from the Finance Committee & Treasurer:

- The 2021 Proposed Diocesan Budget was reviewed and recommended by the Finance and Budget Committee, and approved by Bishop and Council. It was presented to delegates on Sunday, January 31, and reviewed at the Budget Hearing on Wednesday, February 3.
- Mr. John Hicks requested and received a motion to accept the budget as presented. The motion was seconded by The Rev. Jerry Askew.
- Bishop Cole announced that the email with the budget ballot was forthcoming. A point of order was requested by the Parliamentarian, Ms. McKenna Cox whether the vote was on the budget or the treasurer's report. Bishop Cole clarified that the vote was on the 2021 Budget and that the ballot would be open until 10:55 am.

At 10:46 am, Bishop Cole called on Mr. Jody Davis, Diocesan Youth Coordinator, for the Report from ETNyouth & Young Adults (YAS).

- Mr. Davis presented a prerecorded video of his report, which can be found at <https://vimeo.com/507605674>.
- The Diocesan Youth and Young Adult Ministry Report is on pages 52-53 of the convention booklet.

At 10:46 am, Bishop Cole called on the Rev. Brad Jones, Executive Director, for the Report from Grace Point Camp & Retreat Center:

- Rev. Jones presented a prerecorded video of his report, which can be found at <https://vimeo.com/506240753>.
- The Grace Point Camp & Retreat Center Report is on page 54 of the convention booklet.

At 10:54 am, Bishop Cole called on the Rev. Leigh Preston and the Rev. Derrick Hill, Co-Chairs of the Commission on Ministry, for the report from the commission:

- Revs. Preston and Hill presented a prerecorded video of their report, which can be found at <https://vimeo.com/507601752>.
- The Report of the Commission on Ministry is on page 47 of the convention booklet.

At 10:59 am, Bishop Cole recognized the Rev. Canon Michelle Bolt who announced that the budget passed.

At 11:00 am, Bishop Cole called for the report from the new Vice Chancellor of the University of the South, Sewanee, Ambassador Reuben E. Brigety III.

- Vice Chancellor Brigety's video report can be found at <https://vimeo.com/507615248>.
- The Report of Sewanee Trustees to the Thirty-Seventh Convention of the Diocese of East Tennessee is on page 65 of the convention booklet.

At 10:46 am, Bishop Cole called on the Rev. Joe Woodfin, President of Standing Committee, for his report.

- Rev. Woodfin presented a prerecorded video of the Standing Committee Report, which can be found at <https://vimeo.com/507623713>.
- The Standing Committee Report is on page 46 of the convention booklet.

Bishop Cole displayed a crucifix from St. Thomas Episcopal Church, Knoxville and recognized the closing of that parish on All Saints Sunday, 2020 as "one of the holiest days since I have been your Bishop." The cross will now hang in diocesan house "as a reminder of who we are, who we have been, and who we will be." At 11:14 am, Bishop Cole closed the Recognition of St. Thomas with Prayer.

At 11:16 Bishop Cole called on the Rev. Canon Michelle Bolt to offer Resolutions of Greetings & Affection. Those resolutions are found in Appendix II of these minutes. Bishop Cole then acknowledged Mr. Jody Davis who has taken a call to serve at a camp in Colorado, and Rev. Lee Ragsdale, celebrating his retirement as a deacon from Resurrection, Loudon on February 7, 2021. Zoom standing ovations were offered (with humorous instructions for Zoom participants – raise your hands next to your ears and "jazz hands" for five minutes).

Bishop Cole began the time of looking ahead to February of 2022 by expressing his hopes that the next convention would be in person, rather than on Zoom. He thanked “all the folks that made this day possible and kept us connected.”

At 11:23 am, Bishop Cole recognized the Rev. Laura Bryant, Rector of St. John’s, Johnson City, for the Invitation to 38th Diocesan Convention 2022.

- Rev. Bryant, on behalf of the vestry and people of St. John’s, looked forward to greeting folks and expressed their excitement to be of service and to offer their hospitality on February 4-5, 2022, for the 38th Diocesan Convention.
- The invitation resolution can be found at the end of Appendix II of these minutes.

At 11:25 am, Bishop Cole announced that Convention Eucharist, a prerecorded service with the Rev. April Berends preaching, would drop on YouTube, Facebook, and diocesanconvention.org at 10:30 am the next day (Sunday, February 7), and encouraged delegates and parishes to share in that service as their online worship for that day.

At 11:27 am, Bishop Cole called the Convention to Adjourn

Minutes Submitted by Secretary of Convention

The Rev. Canon Michelle W. Bolt,

with the assistance of Ms. Maribeth Manoff

who ably and admirably served this year as the Assistant to the Secretary.



Appendix 1: Bishop's Address

Address at the 37th Diocesan Convention, February 6, 2021
St. John's Johnson City (Centering Prayer Room)

I am speaking to you from St. John's Episcopal Church in Johnson City.

To be more specific, I am in the room where the Centering Prayer group gathers.

The first time I entered this space, I was here to lead a weekend retreat on Centering Prayer and Contemplation. It is one of those spaces, as soon as you enter, where you realize people have prayed here for some time. I speak of it as a holy hum.

At the conclusion of last year's Diocesan Convention at St. Paul's Church in Chattanooga, we announced that this year's Convention in February 2021 would take place in Johnson City. While we were eager to travel to the Upper East, we wondered if St. John's Church Johnson City would have adequate space to host our gathering.

It turns out when you hold a virtual Convention that St. John's Johnson City has more than enough space. While you are listening to my address from numerous places across East Tennessee, I knew I still wanted to be here, in this sacred space, in order to speak with now.

At the conclusion of my address to Convention last year, I invited you to go with me on a pilgrimage. It was to be an interior pilgrimage, a pilgrimage of prayer, of paying attention to the interior landscape of our lives. I suggested it was the interior pilgrimage which often requires the most planning and can be the most daunting.

As it turns out, I am glad I did not announce in February 2020 that the Diocese of East Tennessee would take an actual physical pilgrimage, traveling from here to there, staying in one lodging and then another, traveling by bus and plane and ferry and foot. For if I had, that plan would have soon been scuttled.

I am repeating what you already know, but in mid-March 2020, all the plans we thought we had for the year and years to come, began to disappear. Calendars, once full, were empty. We stayed put. Many of us never left the house. We placed the pilgrimage shoes back in the closet.

Since last year's Convention, while we have stayed put, many things have approached and touched us. We have been touched by illness and death from a modern-day plague. For some of us, our eyes were touched and were able to see again that systemic racism and the ideology of white supremacy still has a strong hold on our culture. We were shown that we should never take our form of democratic self-government for granted. We must renew it again and again. And too many people now associate the Christian faith in our country with the heresy of Christian nationalism.

In our own Diocese, all of us were touched by the prayerful decision to close St. Thomas Episcopal Knoxville. On All Saints Day, we offered prayers and shared the Eucharist there for the last time. Like this room, the nave at St. Thomas is a place deeply shaped by prayer. On All Saints, prayers of grief and gladness, of memory and hope, all were woven together, both through the people present and the Spirit that hovered over us.

So, how did we survive 2020? How did we not only survive, but in many parishes, did we actually see more than just enduring, but flourishing? I believe it happened because you all did become pilgrims of the interior.

I am aware that through Zoom and other forms of online tech support, parish members across East Tennessee gathered early and often to pray the Daily Office, many for the first time. This great gift of Anglicanism, the steady cycle of Benedictine prayer and work and study, anchored all of us in a time when Eucharistic feasts were not possible. As someone whose prayer practice is deeply shaped by Centering Prayer and contemplative silence, I have also recently joined a weekly zoom Centering Prayer circle. While we were physically separated from each other, bonds of affection were kept strong through prayer, both personal and communal.

I will admit to you that this plague year for me included a crisis point. In April and May, on more than one long walk through our neighborhood, I really struggled with how to be your bishop while we are apart from each other. If you and I are not in the room together, if I am not traveling to you, then how do we do this work together?

It was on one of those walks where I realized we were all now living in a world we already said we believed in. We were living in a world where we were not in control. We confess that we are not in control. We say we believe that God is in control, guiding us and supporting us. Yet, when we were all so clearly out of control, it felt more like grief than grace. It felt more like disembodied fear than loving trust in the Divine Sovereign.

So, like any preacher who preaches a sermon to others because they need to hear it for themselves, I can say to you that what got me through this year was the renewing of my prayer life. As someone who often speaks of the interior life and its primacy in the Christian life, I had recently spoken of it more than I traveled through it myself. I would have preferred 2020 without a global pandemic. But the pandemic forced me to re-examine what it is I say I believe and choose again to embody those beliefs in my daily life.

My primary prayer language is that of Centering Prayer, a daily practice of sitting in silence for 20 to 25 minutes, reflecting on the name of Christ Jesus. I have come to believe that it is in silent prayer that I truly understand God's grace. In silence, with eyes closed, there is no external work necessary to earn God's favor. There is no external striving that can be measured in order to win the favor of others. In silence, in the deep presence of God, there is only the eternal invitation from God to be one with God, to surrender to being one with God. I do not think myself into that relationship, I do not talk myself to that place. I sit, without words, and the One who is the Word is in me and I am hidden in Christ.

The Roman Catholic priest and writer, Martin Laird, has said we are built for contemplation. In eternity, we are a people in complete and perfect communion with God. While in this earthly life, the practice of contemplation and holy silence is a means for preparing, imperfectly, for what will be perfect when we die. We will be fully with God. So, in our distracted and chaotic time, why not practice being present to the God who is always present with us now?

It is important to say that this is not an either/or proposition. It is not a choice between prayer and action, between contemplation and the doing of justice. All that we are called to do and be in the world must be anchored somewhere. For Jesus, his public ministry, his life given for others, always began first by going off by himself to pray, to be re-centered in the Divine Triune Communion.

Centuries ago, St. John of the Cross wrote, "Our greatest need is to be silent before this great God, for the only language [God] hears is the silent language of love." Again, from Martin Laird, "Silence is an urgent necessity for us; silence is necessary if we are to hear God speaking in eternal silence; our own silence is necessary if God is to hear us," As Maggie Ross, Anglican solitary and writer has said, "Salvation is about silence."

Whatever your ministry is in the life of your parish, layperson, deacon, or priest, young seminarian or among the wise council of the elders, begin by attending to your prayers. Within your prayers, allow for a gracious and growing silence. In an age when we drown in information, with more and more words coming towards us in news and opinion, from pundits and politicians, remember how few places we have where silence can truly be heard. Finding those places and going there regularly is a soul-repairing work for all of us.

At the beginning of this address, we heard the story of Elijah as he is on the run from Ahab and Jezebel. Elijah is afraid, so he runs, he runs all the way into the wilderness. There, alone, he hopes to die. Instead, an angel tends to him and feeds him. He ate and drank and took a journey of 40 days deeper into wilderness and stopped at a cave. There, at the cave the Word of the Lord was known to him.

The Word of the Lord urged him up a mountain because the Lord was passing by. There was a great wind. There was an earthquake. There was a fire. But the Lord was not in the wind or the earthquake or the fire.

Now, granted, wind and earthquake and fire are all dramatic actions that grab our attention. According to your understanding of the nature of God, you might have thought that God would surely be in the wind or the quake or the fire. Isn't God always outside of us, large and dramatic and imposing?

However, when Elijah stood on the mountain, the wind and the quake and the fire came and went, but the Lord had

still not passed by. God passed by in the sheer silence. Where there seemed to be nothing, everything was found. Where there was no sound, Elijah heard his true name.

In this past year of the Plague, you and I probably had moments where we ran, afraid for our lives, into the wilderness, to the cave, either fearing for or hoping for the end. Instead of the end, the Word of the Lord came to us and because there were so few distractions, because you were mostly in your home, holding a calendar that held nothing, you were able to hear the sheer silence. In that silence, you heard the Holy One. In that silence, upon hearing the Holy One, my prayer is that fear lost its power because God's gracious love drew so close to crowd it out.

Where do we go from here? My prayer is that we will soon be able to speak of a post-pandemic time. My prayer is that time will include more and more opportunities to stand in front of each other, face to face, not having to ask each other to mute or unmute. My prayer is that we will join in song and sing all the verses, even if we hum the parts we do not know. My prayer is that we will keep on doing the work of becoming the Beloved Community, where we as the Church consistently live out all the values and beliefs we confess in our baptismal promises. From now on, I pray we never take for granted our obligation to "continue in the apostles' teaching and fellowship, in the breaking of bread, and in the prayers."

Finally, my prayer is that we will keep saying our prayers, keep protecting the time for prayer, for silence, for contemplation. If we are going to face all the challenges in a post-pandemic age, then we will need to be anchored, to be grounded somewhere. That somewhere is prayer. Not simply to keep saying our prayers, to keep seeking holy silence. My dream for us is we will become a people known by the maturity of our prayers and the anchor of silence that grounds us, from which we will speak "words that do not touch the ground."

Canon Matt Stockard, recently retired as the Canon to the Ordinary in the Diocese of East Carolina, has shared with me a diagram he has crafted which offers a glimpse of what the Episcopal Church in the 21st century might become. I look forward to sharing this visual image and Canon Stockard's written reflections on his work with our diocesan clergy. Let me simply say now that Canon Stockard has placed two words at the center of his design for the Episcopal Church. Those two words are Creativity and Innovation.

Creativity and Innovation. Those are not the first two words many people think of when they think of Episcopalians. Yet, Canon Stockard suggests those are the two words we need to claim now.

I believe he is right. We are a Christian tradition that speaks of Catholic roots and a Reforming spirit. We speak of the Ancient Church and we speak of the Holy Spirit moving now and doing a new thing.

Therefore, creativity and innovation are not simply business speak. They are theological terms for us. They acknowledge that, with God's help, we pledge to live out the Christian life now. Anchored deep in prayer, with words and with space for holy silence, with an abiding belief that the Holy Spirit still works in our midst, we need to nurture creativity and innovation if we hope to offer the Good News of Jesus Christ beyond our red doors and our parish halls.

If we are going to embody the kind of Episcopal witness that Canon Stockard envisions in this century, then we are going to have to make space for creativity and innovation. We are going to have to keep listening and learning from each other, sharing with each other, clergy colleagues and lay leaders, in neighboring parish churches, as we practice, through trial and error, what we believe God is calling us to do next in our time.

All of that begins, however, where the Christian life always begins and ends. With prayer, personal, communal, with words and wordlessness, with sheer silence that speaks to us and tells us again we have been made one with God through Christ Jesus.

No matter how small the room is that holds you when you pray, when you cease praying with words and allow the Word to pray through you, you will find more space. More space, both in you, and in the room that holds you and in the world you and I have been called to love because God loved it first.

In this room here at St. John's dedicated to Centering Prayer, there is room for all of us.



Appendix 2 - Resolutions of Appreciation and Affectionate Greetings from the 37th Annual Convention of the Diocese of East Tennessee

The Rev Canon Michelle W. Bolt

Resolutions of Appreciation

Be it here resolved that the 37th Convention of the Diocese of East Tennessee expresses its appreciation to all those who helped to design and implement a successful 1st ever digital convention, including all the members of the digital planning committee listed on page 39 of the convention booklet and the clergy, congregation, and staff of St. John's Cathedral for their hospitality and support.

Affectionate Greetings

Be it resolved that greetings of deep affection and prayers of blessing be sent to the Most Reverend Michael Curry, Presiding Bishop and Primate of the Episcopal Church.

Be it resolved that warmhearted greetings and our unceasing prayers for their next frontier go out to all those who have departed leadership positions in the Diocese of East Tennessee this year, including the Rev. Paige Bucholtz, the Rev. Park Bodie, the Rev. Canon SuzeAnne Silla, the Rev. Henry Swann, the Rev. Maggie Zeller, The Rev Lee Ragsdale, and Mr. Jody Davis.

Be it resolved that warmhearted greetings and our prayers for agreeable health be given to the our former bishops and their families:

Rt. Rev. William Sanders and Marlin Sanders,

Mrs. Ann Tharp,

Rt Rev Charles vonRosenberg and Annie vonRosenberg,

And

Rt. Rev. George D. Young III and the Rev. Kammy Young.

And finally, be it resolved that our deepest gratitude be extended to Mrs. Susan Weatherford, who tirelessly and lovingly supports our own Bishop,

and for all the families of those here present, who are tending to matters in the other rooms of our homes so that we may be quietly attentive to our zoom screens for the 37th annual Convention of the Diocese of East Tennessee.

Invitation

And be it RESOLVED that by the decision of Bishop and Council, the 38th annual convention of the Diocese of East Tennessee shall be hosted in the Upper East Region of the diocese February 4-5, 2022. All parishes, worshipping communities, and campus ministries are hereby invited to send delegates in accords with diocesan canon and all clergy are invited to attend.

Respectfully submitted,

The Rev. Canon Michelle Warriner Bolt

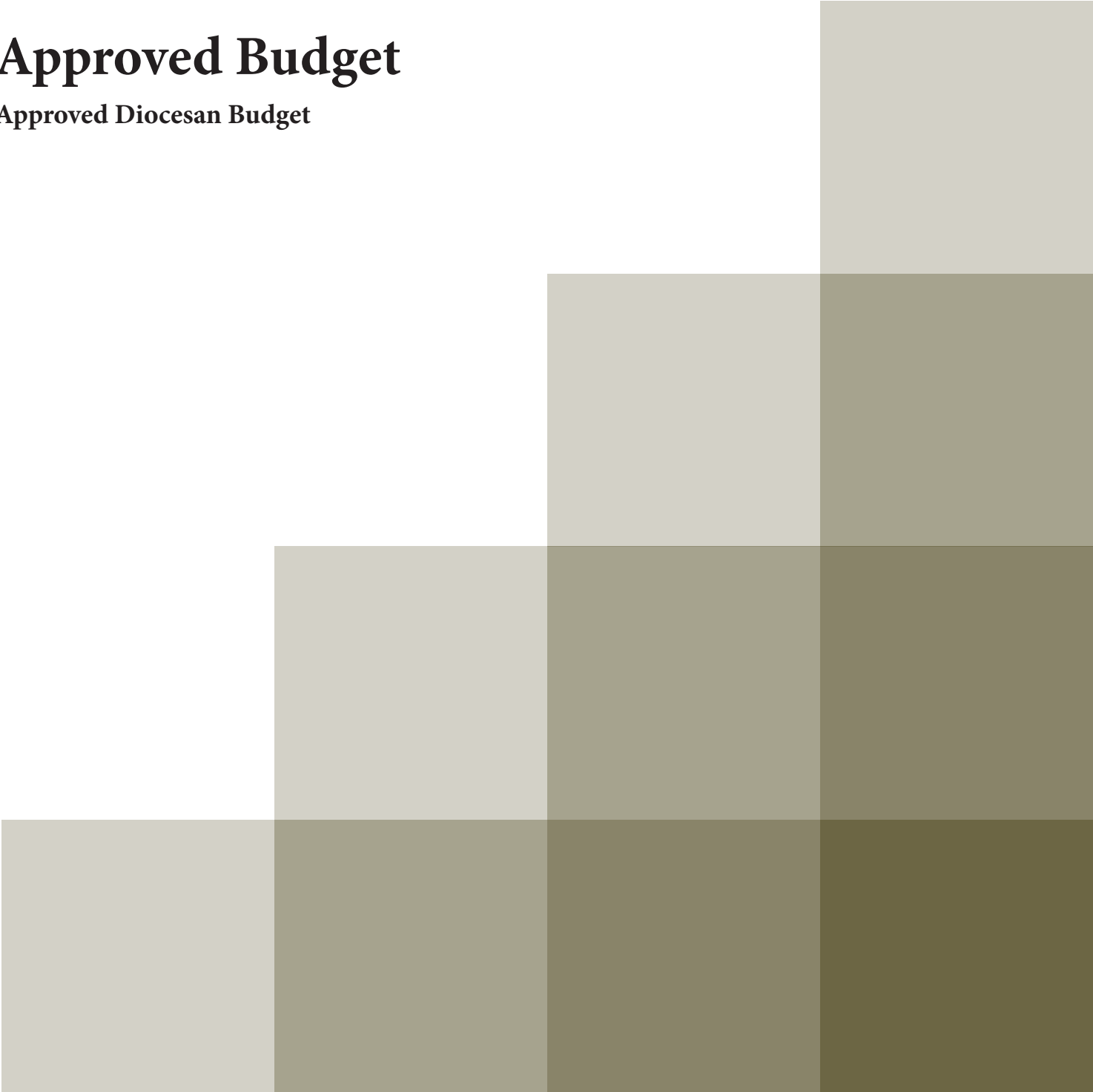
On behalf of

The Rt. Rev. Brian Cole, fifth Bishop of East Tennessee



Approved Budget

Approved Diocesan Budget





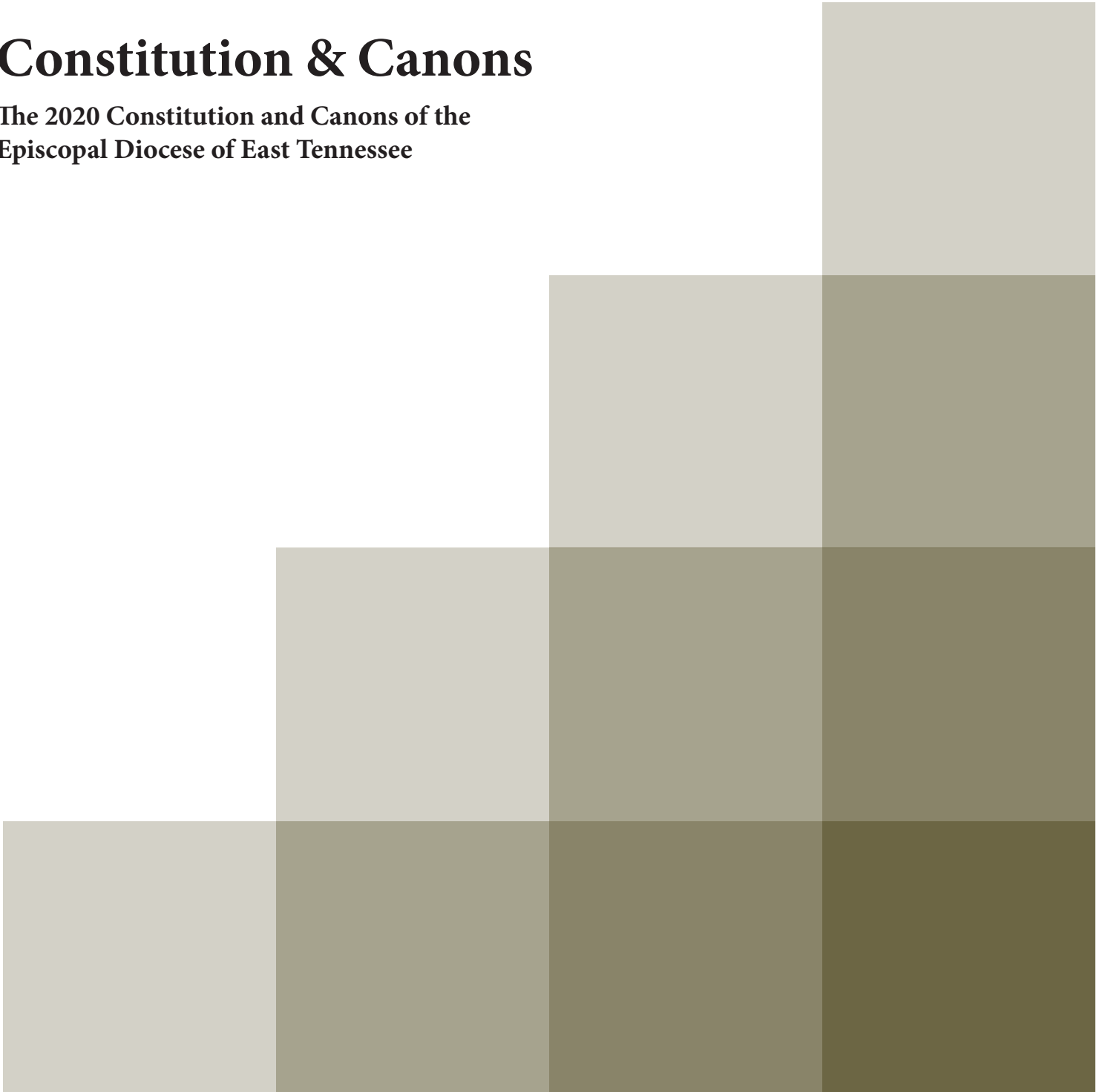
2021 Approved Diocesan Budget

		2021
		Approved Budget
1	Voluntary Commitments	1,823,176
2	E.E.C. Support (Episcopate)	116,460
3	Miscellaneous	10,809
4	Trust Fund Income (Seminarians)	10,791
5	Prior Year Voluntary Commitments	21,293
6	Revenue	1,982,529
7	Prior Year Retained Income	0
10	B&C Resource Fund	0
11	Fund Transfers	0
12	Total Funds Available	1,982,529
14	DIOCESAN MINISTRY	
15	Bishop & Council	1,800
16	Community Partnerships	34,880
17	Stewardship	3,500
18	Christian Spiritual Formation	9,775
19	Grace Point Camp & Retreat Center	136,193
20	Episcopal Institutions	1,500
21	Liturgical Commission	450
22	Office of Communications	102,122
23	Standing Committee	4,500
24	Total DIOCESAN MINISTRY	294,720
25	MISSION WITHIN THE DIOCESE	
26	Support for Mission and Lay Ministry	93,975
27	Becoming Beloved Community	15,000
28	Support for Camp Scholarships	4,000
29	Support for Congregations	51,610
30	Support for Campus	133,699
31	Support for Youth	96,506
32	Support for Young Adults	4,500
33	Total MISSION WITHIN THE DIOCESE	399,290
34	MISSION BEYOND THE DIOCESE	
35	Sustainable Development Goals	13,774
36	TEC Pledge	233,240
37	General Convention Deputies	10,000
38	ECW	1,000
39	General Convention Bishop	3,000
40	Lambeth Conference	1,000
41	Province IV Synod Pledge	
42	Synod Deputies	3,000
43	Total MISSION BEYOND THE DIOCESE	265,014
44	CLERGY SUPPORT	
45	Clergy Transition	132,117
46	Clergy Professional Development	5,500
47	Commission on Ministry	198,754
48	Medical Insurance - Retired	19,200
49	Sabbatical Scholarship	1,000
50	Support of Clergy & Family	2,500
51	Support for Retired Clergy	500
52	Total CLERGY SUPPORT	359,571
53	SUPPORT FOR THE EPISCOPATE	
54	Bishop's Ministry	161,102
55	Support for the Bishop's Ministry	76,644
56	Bishop Search & Transition Reserve	10,000
57	Office Salaries	230,556
58	Staff Continuing Education	4,000
59	Total SUPPORT FOR THE EPISCOPATE	482,302
60	FIXED COSTS FOR MINISTRY	
61	Accounting & Audit	7,000
62	Convention & Journal	3,425
63	Diocesan House Expenses	65,000
64	General Insurance	20,000
65	Maintenance Reserve	10,000
66	Property & Taxes	554
67	Total FIXED COSTS FOR MINISTRY	105,979
68	CONTINGENCIES / RESERVES	75,653
69	Total Expenses	1,982,529
70		FUNDS REMAINING
		0



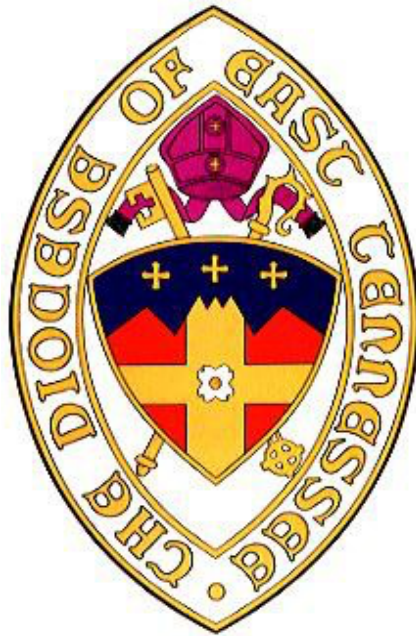
Constitution & Canons

The 2020 Constitution and Canons of the
Episcopal Diocese of East Tennessee



CONSTITUTION & CANONS

OF THE DIOCESE OF EAST TENNESSEE



ADOPTED BY THE 2020 ANNUAL CONVENTION

The following is hereby certified to be the corrected text of the Constitution and Canons of the Diocese of East Tennessee as in effect at the conclusion of the Thirty-fourth Annual Convention, Feb. 7-8, 2020, and is published in accordance with the authorization of the said Convention.

A handwritten signature in cursive script, appearing to read "L. Marie Williams".

L. Marie Williams,
Chair Constitution and Canons Committee

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CONSTITUTION

The Clergy and Laity of The Episcopal Church in the Counties of Anderson, Bledsoe, Blount, Bradley, Campbell, Claiborne, Carter, Cocke, Cumberland, Grainger, Greene, Hancock, Hamilton, Hamblen, Hawkins, Jefferson, Johnson, Knox, Loudon, Marion, McMinn, Meigs, Monroe, Morgan, Polk, Rhea, Roane, Scott, Sequatchie, Sevier, Sullivan, Unicoi, Union and Washington in the State of Tennessee, and all that territory within the State of Georgia encompassed within the boundary lines of the Counties of Dade and Catoosa, and the northern portion of the County of Walker shown as Census Tracts Nos. 201, 202, 203, 204 and 205 upon the Walker County Census Tract Map dated August, 1967, for the purpose of promoting the cause of religion and piety, establishing order and securing to themselves and posterity the advantages of the ministry and ordinances of the Church, do ordain and establish this Constitution for the Diocese:

ARTICLE I. Name of Diocese

The Diocese shall be known and distinguished by the name of THE DIOCESE OF EAST TENNESSEE.

ARTICLE II. Recognition of the Authority of The Episcopal Church

The Constitution of The Episcopal Church is hereby acceded to and adopted, and its authority fully recognized and acknowledged.

ARTICLE III. Meetings of the Convention

Sec. 1. The Convention is hereby established as the legislative body of the Diocese, and it shall exercise such powers at its annual or special meetings as are not held by the Bishop or other entity of the Diocese.

Sec. 2. Membership in the Convention shall be determined in accordance with Article IV of this Constitution and the Canons of the Diocese.

Sec. 3. The Annual Meeting of the Convention shall be held at such time and place as shall have been appointed by action of a preceding meeting of the Convention. The Bishop, or if there be no Bishop, the Standing Committee, for any good or urgent cause moving thereto, may change the time and place appointed.

Sec. 4. Special meetings of the Convention may be called by the Ecclesiastical Authority. At least thirty days' notice shall be given of the time and place of, and the business to be transacted at, such meeting to all the Clergy entitled to seats and to all Parishes entitled to representation. No other business shall be transacted than that stated in the notice of such meeting.

ARTICLE IV. The Membership of the Convention

The membership of the Convention shall be composed of members of the Clergy canonically resident in the Diocese and Delegates elected as members, constituting one deliberative body, and each shall be entitled to a seat and vote in the Convention. Each Parish and College Chapel in union with the Diocese shall be entitled to representation in the Convention by Delegates in such numbers as shall be prescribed by Canon; provided, no member of the Clergy shall be entitled to a vote in the Convention if otherwise prohibited by this Constitution or Canon; and provided, that any Parish ceasing, in the judgment of the Convention or as provided by Canon, to function as such shall be suspended from representation therein. Provision shall be made by Canon for the adjudication of any cases arising hereunder.

ARTICLE V. Quorum

One third of all Clergy canonically resident in the Diocese and one third of all the Delegates entitled to seats and votes shall constitute a quorum for the transaction of business at meetings of the Convention, and a majority of those present at a meeting of the Convention may adjourn.

ARTICLE VI. Clergy and Delegates to Deliberate in One Body

In all matters that shall come before the Convention, the Clergy and Delegates shall deliberate in one body, and decisions shall be by a majority vote of those present, provided that upon the request of twenty-five percent of those registered of either the Clergy or Delegates the Convention shall vote separately by the Clergy and Delegates, and a majority vote of each shall be necessary for approval.

ARTICLE VII. The President

Sec. 1. The Bishop shall be ex-officio President of the Convention, and may make any motion, but shall not enter into debate; the Bishop may deliver sentiments on any subject after it has been discussed, and before any vote thereon.

Sec. 2. The Bishop Coadjutor, if there be one, shall be ex-officio Vice-President of the Convention, and, in case of the absence of the Bishop or inability to act by reason of any cause, the Vice-President shall exercise all the powers and be subject to all the limitations provided in Section 1.

Sec. 3. The Bishop Suffragan, if there be one, shall be ex-officio Vice-President of the Convention (2nd Vice-President if there be a Bishop Coadjutor), and, if for any reason the Bishop and the Bishop Coadjutor be unable to act, the Bishop Suffragan shall exercise all the powers subject to all the limitations set forth in Sections 1 and 2.

Sec. 4. In case the Episcopate be vacant or no member thereof be able to act for any cause whatsoever, the Convention shall be called to order by the President of the Standing Committee, who shall appoint from the order of the Clergy an acting President, and the Convention shall be organized as provided by Canon.

ARTICLE VIII. The Secretary and Treasurer

Sec. 1. The Secretary shall be elected annually, and it shall be the duty of the Secretary to record the proceedings of the Convention, to notify the Parishes generally of the time and place of meeting of the Convention, to preserve its Journals and records, to attest the public proceedings of the body, and faithfully deliver into the hands of the successor Secretary all books and papers relative to the concerns of the Convention which may be in the possession of such person.

Sec. 2. The Treasurer shall be elected annually, and it shall be the duty of the Treasurer to receive and disburse the funds of the Convention, by the order thereof, and to render an account of transactions to each annual meeting of the Convention.

ARTICLE IX. The Standing Committee

Sec 1. There shall be a Standing Committee of the Diocese of six persons, consisting of three Clergy and three Lay Members who shall be Confirmed Communicants in Good Standing. The term of each member of the Standing Committee shall be three years, and at each annual meeting of the Convention, one Clergy and one Lay Member shall be elected to replace those members whose terms have expired. The commencement and expiration dates of the terms of office of such persons shall be as provided by the Canons. The Standing Committee shall have the power to fill any vacancy in its body until the next annual meeting of the Convention, with the approval of the Bishop and Council, at which time a person will be elected to fill the unexpired term if there be one. In each case the new member shall be of the same order, Lay or Clergy, as the member leaving the Committee. The Committee shall be empowered to perform all other acts which may be required of it by the Constitution and Canons of the Episcopal Church or the Convention of this Diocese. A member shall be ineligible for re-election for one year after the completion of two successive full three-year terms. At the conclusion of the annual meeting of the Convention the Standing Committee shall meet to elect a President from its members and to conduct such other business as may be appropriate.

ARTICLE X. Wardens and Vestry

Sec. 1. Each Parish of the Diocese shall elect or select a Vestry, consisting of adult Confirmed Communicants in Good Standing, who shall be registered communicants of the Parish at the time of election or selection. The time and manner of such election, and the number of Vestry members, shall be prescribed by Canon.

Sec. 2. The Vestry shall elect a Senior Warden and a Junior Warden out of its own body. At its option, however, a Parish, by by-law, may permit the selection of the Senior Warden by other procedures. The Vestry shall also elect a Secretary and Treasurer, and delegates to the Convention, all of whom shall be Confirmed Communicants in Good Standing; and shall exercise all other powers vested in a Vestry by the usages of the Church. Members of the Vestry shall continue in office until a new Vestry is chosen. In all meetings of the Vestry the Rector shall preside, or, in the absence of the Rector, the Senior Warden, or, in the absence of the Rector and Senior Warden, one designated by the body.

ARTICLE XI. Election of a Bishop

The election of a Bishop of this Diocese shall be by a vote of the Clergy and Delegates taken concurrently in a meeting of the Convention called pursuant to Article III. The vote shall be taken separately by Clergy and Delegates, and a two-thirds concurrent vote in each order shall be necessary for the election of a Bishop. Immediately after an election, the Convention shall proceed to sign the testimonials.

ARTICLE XII. Constitution, How Amended

Any proposition for the alteration or amendment of this Constitution must be made in writing, and assented to by a majority of the members in Convention. The alteration or amendment shall be effective at the close of the succeeding annual meeting, unless the adopting amendment provides otherwise, upon approval by two-thirds of those members present at that meeting.

TITLE I ORGANIZATION

CANON 1: Definitions

Unless otherwise defined in these Canons, the terms used herein shall have the same definition as they have in the Constitution and Canons of The Church.

As used in this and other Titles, the following words and phrases have the following definitions:

“Annual report” means the report of each Parish and other Congregation required by Title I Canon 6, Section 1 of the Canons of The Episcopal Church, and by Title VII, Canon 1 herein.

“Areas” means the counties or sections of counties constituting the Diocese of East Tennessee as provided in the Constitution.

“Assistant Minister” and “Associate Minister” mean all ordained clergy of a Parish other than the Rector.

“The Bishop” means the Bishop of the Diocese.

“Chair” means the person who presides at the Convention as provided in Article VII of the Constitution.

“Chancellor” means that person, learned in the law, who is the legal advisor to the Bishop, the Convention, the Standing Committee, and the Bishop and Council upon all legal matters of the Diocese.

“Church” means the church as defined in the Canons of The Episcopal Church, otherwise known as The Protestant Episcopal Church in the United States of America.

“Clergy” means Bishops, Priests, and Deacons canonically resident in this Diocese. “Clerk” is another name for the office of the Secretary of a Vestry or a College Chapel.

“Communicant” and “Communicant in Good Standing” refer to such persons as defined in Title I, Canon 17 of the Canons of The Episcopal Church.

“Council” or “the Bishop and Council” means the Council provided for in Title II, Canon 7.

“Cure” means a place of ordained ministry.

“Diocese” means The Diocese of East Tennessee, a corporation chartered by the State of Tennessee.

“Ecclesiastical Authority” means the Bishop, or if there is no Bishop, then the Bishop Coadjutor, or if there is neither, then the Standing Committee.

“Journal” means the Journal of the Annual Convention.

“Rector” means the priest called as the Chief Minister of a Parish and elected as such pursuant to these Canons and the Canons of the Church.

“Registrar” means that person whose duty is to collect and preserve such papers, reports, journals, records, and other documents relating to the history and property of the Diocese as are now, or may hereafter become, the property of the Diocese and to keep them in a safe and convenient place, subject to the inspection of the Bishop or the Convention at any time.

“Secretary” means the Secretary of the Diocese.

“Standing Committee” means the Standing Committee as defined in the Canons of the Church. “Treasurer” means the Treasurer of the Diocese.

“Vicar” means a priest appointed by the Bishop as the Bishop’s representative and clergy in charge of a parish or cure for a finite period of time, as further provided in Title V, Canon 1.

“Written Notice” includes electronic communications, such as notice by fax and email.

Words used in these Canons to refer to persons are to be interpreted in a generic sense to include both females and males.

CANON 2: The Corporation

Sec. 1. The Diocese is a civil, not-for-profit corporation, chartered by the State of Tennessee.

Sec. 2. The Constitution and Canons shall constitute the Bylaws of the Corporation.

Sec. 3. The Board of Directors of the Corporation shall be the Bishop and Council.

Sec. 4. The Bishop shall be the President of the Corporation, and the Bishop Coadjutor and Bishop Suffragan, if there are any, shall be Vice-Presidents of the Corporation.

Sec. 5. In all secular matters, the Corporation shall act by and through its officers. All contracts and legal instruments to be binding on the Corporation shall be signed by the President, or a Vice-President, or by some agent vested with authority by a resolution of the Convention or the Bishop and Council.

Sec. 6. All moneys and properties of the Corporation shall be devoted to its corporate purposes, and shall not be used for the private profit or benefit of any individual; provided that nothing herein shall prevent the payment of compensation for services to officers, agents, and employees of the Corporation as fixed and determined at the Convention or by the Bishop and Council.

CANON 3: Meetings of the Convention

Sec. 1. The Convention is the legislative body of the Diocese and shall exercise all powers of the Diocese not reserved by the Constitution, Canon, or tradition to the Bishop, the Bishop and Council, or any other entity.

Sec. 2. The schedule for every Convention of the Diocese shall include a Celebration of the Holy Eucharist, such other services as the Bishop may direct, and an address by the Bishop.

Sec. 3. At least five days prior to a meeting of the Convention, the Bishop, or if there is no Bishop, the President of the Standing Committee, shall furnish the Secretary with a complete list of the Clergy canonically resident in the Diocese, setting forth those who are entitled to seats in the Convention; and giving their respective Cures or places of residence.

Sec. 4. The Convention shall be called to order by the Chair, and the Secretary shall report the number of the Clergy and Lay Delegates present as shown by their personal registration. A roll call of each group may be required upon the affirmative vote of a majority of each group.

Sec. 5. If there is a quorum in each order, the Convention shall proceed to elect a Secretary for the ensuing Convention year, after which the Chair shall declare the Convention to be duly organized.

Sec. 6. (a) Rules of Order and an Order of Business shall be adopted for the government of the Convention. The Rules of Order and Order of Business adopted at the previous Convention, if no action is taken to the contrary, shall

be in force for the succeeding Convention, with any amendments as may be made thereto by the Convention.

(b) If at any time after the organization of the Convention, the right of any Lay Delegate to sit in the Convention is called in question, the issue shall be determined by a majority vote of the Convention, whether the person has already been admitted to a seat or not.

(c) Voting by proxy is prohibited.

Sec. 7. The Secretary, Treasurer, Chancellor, the Vice Chancellors, the Chair of the Committee on Constitution and Canons, the Registrar, the Lay Members of the Bishop and Council and the Standing Committee, three youth representatives of the Youth Action Council, the President of the Episcopal Endowment Corporation, the Vice Chancellor, the Dean of the School of Theology, and the Chaplain of the University of the South, and the Headmaster of St. Andrew's-Sewanee School, if not members of the Convention by virtue of being either a member of the Clergy canonically resident or a Lay Delegate representing a Parish of the Diocese, shall be ex-officio, admitted to seats upon the floor of the Convention, with all privileges except the right to vote.

Sec. 8. (a) Each Congregation in union with the Diocese may be represented by the following number of Lay Delegates according to the then existing average Sunday attendance of the Congregation as reported on the most recent parochial report:

(1) Congregations with fewer than two hundred average Sunday attendees will have three Lay Delegates; congregations with two hundred average Sunday attendees but fewer than three hundred will have four Lay Delegates; and Congregations with three hundred or more average Sunday attendees will have five Lay Delegates.

(2) If a University or College Chapel has complied with all of the sections of Title IV, Canon 3, that chapel may hold two seats with voice and vote, one of which shall be the Chaplain (if canonically resident in the diocese), and the other of which shall be elected by the Chapel Board.

(3) A Worshipping Community, upon application to the Bishop, may be permitted to select one lay delegate with seat, voice and vote. The application shall be made to the Bishop by ninety days prior to the Convention. The Bishop may grant or deny the application in his or her discretion. The application process shall be delineated by Diocesan policy and procedure.

(b) It shall be the duty of each Chapel Board and of the Vestry of each Congregation to elect its Lay Delegates and an equal number of Alternates, each of whom shall be a Confirmed Communicant in Good Standing of the Congregation and at least sixteen years of age.

(c) If any or all of the Lay Delegates shall fail to attend the Convention, Alternates shall be entitled to serve in their stead, in the order of their election.

(d) The evidence of election or appointment of Lay Delegates and Alternates shall be a written submission from the Clerk, which shall set forth, in the order of their election, the names of all Lay Delegates and Alternates and the fact of their qualification to serve. The submission, which may be sent by mail, hand delivery or electronically, shall be sent to the Secretary of the Convention not less than four weeks prior to the date set for the annual meeting of the Convention, and shall be prima facie evidence of the right of the persons named therein to seats in the Convention. If the submission is sent electronically, the Rector of such parish, or in the event of the unavailability of the Rector, the Senior Warden, shall confirm electronically that the submission is accurate.

(e) The Lay Delegates duly elected or appointed to serve at the annual meeting of the Convention shall be the Delegates to any other meeting of the Convention prior to the succeeding annual meeting of the Convention. Vacancies occasioned by death, removal, resignation, or incapacity to serve shall be filled in the same manner as the original election or appointment.

Sec. 9. In case any Vestry shall fail to elect Lay Delegates, or in case all the Delegates and Alternates elected from any Parish shall fail to attend the Convention, the Rector of such Parish shall have the authority to appoint one Lay

Person, who shall be a Confirmed Communicant of the Parish in Good Standing, to represent the Parish in the said Convention as a Lay Delegate.

Sec. 10. Any Delegate, Vestry, the Bishop and Council, the Chancellor, the Chair of the Committee on Constitution and Canons, and the Registrar of the Diocese may submit resolutions for consideration by the Convention by delivering them to the Secretary of the Convention at least thirty days prior to the date set for the Convention. They may also introduce resolutions at the Convention in accordance with the Rules of Order.

CANON 4: The Cathedral Church

Saint John's Episcopal Church, Knoxville, shall be the Cathedral Church of the Diocese. Its status as such shall be in accordance with the Articles of Agreement between St. John's Episcopal Church of Knoxville, Tennessee, and the Diocese, dated December 4, 1986, which is Appendix A to these Canons. The Cathedral Church, to be known as Saint John's Cathedral, shall be the official Seat of the Bishop of the Diocese; a House of Prayer for all people; and a sign and servant of the unity and mission of The Episcopal Church in East Tennessee. It shall be a Church and center for diocesan services, programs and administrations and shall assist the Bishop and the Diocese in proclaiming the Gospel of Jesus Christ and in extending the ministry of the Church to the people of the Diocese of East Tennessee.

TITLE II
EXECUTIVE — Officers and Commissions

CANON 1: General Power

Sec. 1. Any person elected or appointed to an office or position pursuant to the provisions of the Constitution or the Canons of this Diocese shall take office upon election or appointment unless the Bishop or Convention specifies, upon such election or appointment, another date and shall hold office until such person's successor is elected or appointed, unless the Bishop or Convention specifies another date.

Sec. 2. The Bishop shall have authority to appoint all officers, whose method of selection is not otherwise specified in the Constitution or Canons, and to fill vacancies which may occur by death, resignation or other cause between annual meetings of the Convention, and all officers so appointed shall continue in office until their successors are elected or appointed at the next annual meeting of the Convention.

Sec. 3. Offices not provided for in these Canons may be created and filled at the Convention, and filled by it upon nomination by the Bishop. In like manner, the Bishop and Council may create offices which shall be filled by the Bishop and Council upon nomination by the Bishop.

CANON 2: Secretary and Treasurer

Sec. 1. The Secretary of the Convention may also serve as Secretary of the Bishop and Council, and, in addition to the duties prescribed in the Constitution, shall perform such other duties as the Convention or Bishop and Council may require.

Sec. 2. (a) The Treasurer shall perform those duties which are usually performed by the Treasurer of similar organizations, shall receive from Parishes and other organizations within the Diocese funds designated for the work authorized at the Convention and all other funds payable to the Diocese, shall disburse the same in accordance with the budget adopted at said convention or as directed by the Council, and shall also receive funds raised or appropriated for the work of the Church outside of the Diocese and shall forward such funds to the Treasurer of the Executive Council or to such other persons as shall be duly authorized to receive the same.

(b) The Treasurer shall render to the Bishop and Council a periodic accounting of all receipts and disbursements, such accounting to be incorporated in the report of the Bishop and Council at the Convention.

(c) The Treasurer shall invest and manage all funds committed to the care of such office under policies established by the Bishop and Council.

Sec. 3. The Secretary and Treasurer shall be Confirmed Communicants in Good Standing.

CANON 3: Registrar

Sec. 1. The Bishop shall nominate and the members of the Convention shall elect a Registrar. The Registrar shall make a report of official acts at each annual meeting of the Convention.

Sec. 2. The Registrar shall have the authority to make such exchange of journals and other documents with the officers of other Dioceses as may be necessary or expedient to render the archives of this Diocese as complete as possible, the expenses of which shall be paid by the Treasurer of the Diocese.

Sec. 3. The Registrar shall be a Confirmed Communicant in Good Standing.

CANON 4: Chancellor

The Bishop shall nominate and the Convention shall elect a Chancellor. One or more Vice-Chancellors, who shall be learned in the law, may be elected, in like manner, to assist the Chancellor. The Chancellor and Vice-Chancellors shall be Confirmed Communicants in Good Standing.

CANON 5: Deputies

Sec. 1. At the annual meeting of the Convention in the calendar year next preceding the calendar year in which the General Convention meets, or at such time as directed by The Episcopal Church, the Convention shall elect four Clerical and four Lay Deputies to represent this Diocese in the following General Convention, and also a like number of Alternate Deputies in each order. The Bishop shall appoint with the Standing Committee's approval sufficient Deputies to fill the slate for the General Convention in case a sufficient number of Deputies and Alternates is not available to serve.

Sec. 2. The Bishop shall appoint Deputies and Alternates to represent the Diocese in the Provincial Synod.

Sec. 3. The Deputies to the General Convention and to the Provincial Synod shall hold office until their successors are elected or appointed.

Sec. 4. It shall be the duty of the Deputies to the General Convention or to the Provincial Synod to inform the Bishop, thirty days before the meeting of the body to which they are elected or appointed, of their purpose to be present and perform the duty assigned to them. If they, or any of them, shall decline or fail to attend the sessions, the Bishop shall call upon the Alternate Deputies. Alternate Deputies to the General Convention shall be designated in order of their election.

Sec. 5. All Deputies and Alternate Deputies shall be adult Confirmed Communicants in Good Standing.

CANON 6: Commission on Ministry

Sec. 1. Duties. The Commission on Ministry is responsible for those matters set forth in Title III, Canon 2 of the Canons of The Episcopal Church.

Sec. 2. (a) Membership. The Bishop, Bishop Coadjutor and Bishop Suffragan shall be ex-officio members of the Commission on Ministry.

(b) The Commission on Ministry shall be comprised of not less than six persons, who shall be elected annually by the members of the Convention upon nomination by the Bishop. The total number of Lay members shall not exceed the number of Clergy members. All Lay members shall be Confirmed Communicants in Good Standing.

(c) Subject to the approval of the Bishop, the Commission on Ministry may adopt rules for its work. The rules may establish committees of the Commission whose members shall be appointed by the Bishop, and those appointments shall be reported annually to the Convention.

Sec. 3. The Commission on Ministry shall report annually to the Convention.

Sec. 4. No member of the Commission on Ministry may also simultaneously serve on the Standing Committee.

CANON 7: Bishop and Council

Sec. 1. (a) The Bishop is the executive head of the Diocese and is responsible for its operation in respect to its executive and administrative functions provided, however, that nothing herein shall be deemed to affect in any way the Ecclesiastical Prerogatives or Authority of the office of Bishop.

(b) If there is a vacancy in the office of Bishop, the Council shall convene at the call of the President of the Standing Committee or any two members of the Bishop and Council and shall make provision for the discharge of the executive and administrative functions during the continuance of the vacancy.

Sec. 2. The Council shall have and exercise all powers of the Diocese not reserved to another entity between meetings of the Convention, provided it may not (a) elect a Bishop, (b) amend the Constitution or Canons, (c) take any action contrary to the actions taken by the Convention, or (d) elect any canonical officers of the Diocese.

Section 3. The Council shall consist of the Bishop, Coadjutor Bishop, Suffragan Bishop, Dean of St. John's Cathedral, and ten members elected pursuant to this Canon. The Dean, with the concurrence of the Bishop, may designate a member of the clergy of the Cathedral to serve on the Council for the Dean. The Chancellor and the Treasurer shall be ex officio members and shall be entitled to all privileges except the right to vote. The ten members shall be elected as follows:

(a) Five Clergy and five Lay persons (who shall be Confirmed Communicants in Good Standing) shall be elected to serve for a term of three years. A member shall be ineligible for reelection for one year after completion of a three-year term.

(b) Two Clergy and two Lay persons of the ten shall be elected from each of the Southeast and Middle East Tennessee Areas, and one Clergy and one Lay person of the ten shall be elected from the Upper East Tennessee Area.

Sec. 4. The Bishop, or if the Bishop is absent, the Bishop Coadjutor, or if the Bishop Coadjutor is absent, the Bishop Suffragan, shall preside at meetings of the Council. If no Bishop is present, the Council shall select one of its members to preside.

Sec. 5. (a) The Bishop and Council shall have the power to fill any vacancy in its body until the next annual meeting of the Convention by a majority vote of the members present at the Bishop and Council meeting at which the vote takes place. A quorum of the members of Bishop and Council must be present for such an election to take place. In each case, the new member shall be from the same area and the same order, Lay or Clergy, as the member whose seat is vacant. Nominees for each such position shall be included in the written notice of meeting referred to in Section 9 of this Canon.

(b) If a member has two unexcused absences from meetings of Bishop and Council in a 12-month period, the member's seat on Bishop and Council shall be deemed vacant; provided, however, after pastoral consultation with the member, the Bishop, within his or her discretion, may allow the member to retain the seat in question.

Sec. 6. (a) Lay persons eligible to serve on the Council include all Confirmed Communicants in Good Standing eighteen years of age or more, except that no person whose compensation in whole or in part is paid by the Diocese, or by an Organization or Institution of the Diocese, shall be eligible to serve.

(b) All Clergy canonically resident in the Diocese, except members of diocesan staff, are eligible to serve on the Council.

(c) A person may not serve simultaneously on the Council and the Standing Committee.

Sec. 7. Not more than one person from the same Parish, either Clergy or Lay, shall be eligible to serve with a vote on the Council at the same time, except in the case of St. John's Cathedral, from which a Lay person may be elected.

If a Clergy or Lay member of the Council transfers to another Parish, or other institution in an Area of the Diocese different from the Area in which he or she was elected, or if a Clergy or Lay member of the Council transfers within the same Area of the Diocese to another Parish which already has a Clergy or Lay member on the Council, the member of the Council so transferring shall vacate his or her office at the next Convention of the Diocese. The foregoing limitation applies only to voting members.

Sec. 8. The Council shall elect a Secretary who shall perform such duties as may be required by the Council. With the permission of the Bishop, any person employed by the Diocese, not a member of the Council, may act as Secretary.

Sec. 9. The Council shall meet with the Bishop not less frequently than four times per year, one of which may be immediately prior to or immediately following the meeting of the Convention. The dates, times and places of all regular meetings shall be set by the Council. Special meetings of the Council may be called by the Bishop, or by the Secretary on request of any four elected members of the Council. Written Notice of all meetings shall be given each member by the Secretary at least ten days prior to the meetings, except the meeting immediately after adjournment of the Convention. Said Written Notice may be given by electronic means. A majority of the elected members shall constitute a quorum.

In addition to scheduled, in-person meetings, action may be taken in the following ways:

(a) Any member of the Council may participate in a regular or special meeting by, or conduct the meeting through the use of, any means of communication by which all members participating may simultaneously hear each other during the meeting. Examples include teleconference by speakerphone and various types of online audio communication, which may, but need not, include video communication. A Council member participating in a meeting by this means is deemed to be present in person at the meeting.

(b) Action may be taken without a meeting. If all Council members consent to taking such action without a meeting, the affirmative vote of the number of Council members that would be necessary to authorize or take such action at a meeting is the action of the board. The action must be evidenced by one (1) or more written consents describing the action taken, signed by each Council member, and included in the minutes filed with the corporate records reflecting the action taken. Action taken under this section is effective when the last Council member signs the consent, unless the consent specifies a different effective date. A consent signed under this section has the effect of a meeting vote and may be described as such in any document.

(c) A Council member may waive any notice required in this section. Except as provided hereafter, the waiver must be in the form of a document, signed by the Council member entitled to the notice, and filed with the minutes or the corporate records. A Council member's attendance at or participation in a meeting waives any required notice of the meeting unless the Council member at the beginning of the meeting (or promptly upon his/her arrival) objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to action taken at the meeting.

Sec. 10. (a) The policies of the Diocese as determined by the Bishop and Council shall be implemented by the Bishop. The Council shall provide for the organization of the program and the work of the Diocese.

(b) The Council shall be responsible for the receipt, administration, and disbursement of funds of the Diocese as it deems advisable, consistent with the budget adopted at the Convention. The Council shall prepare and submit to the Convention an annual budget to carry out the program and work of the Diocese, for the support of the Episcopate, for Diocesan Administration, and for support of The Episcopal Church. It shall fix the compensation and allowances of all persons paid from diocesan funds, subject only to change at the Convention. The annual budget prepared by the Council shall be based upon the reasonably expected income of the Diocese, including anticipated receipts from the voluntary giving of the Parishes and other donors. In adopting a final budget, the members of the Convention may refer all or portions thereof to the Council for readjustment.

Sec. 11. The Council shall submit to each annual meeting of the Convention a report of the work done under its supervision for the preceding year. It shall make and preserve a full record of all its acts.

Sec. 12. The Council may request reports and statements from any Parish, Worshiping Community, Organization or Institution of the Diocese, or from Organizations and Institutions of any Parish, as it may deem necessary or desirable, and such reports and statements shall be given when requested by the Council.

Sec. 13. If the receipts of the Diocese during the calendar year exceed the amounts required to meet the budget as adopted at the annual meeting of the Convention, the Council may authorize the expenditure of the excess receipts. In like manner, the Council may reduce or eliminate items of the budget if receipts are less than those previously anticipated.

Sec. 14. The Bishop may appoint and remove all persons to be employed by the Diocese, but their salaries shall be fixed by the Council. At each meeting of the Council, the Bishop shall report to the Council all appointments or removals made pursuant to this section which have occurred since the last meeting of the Council.

Sec. 15. No person may incur any pecuniary liability against the Diocese or the Council in carrying on his or her work, which shall be a charge against the Diocese or the Council, or the property of the Diocese or of any Parish, Worshiping Community, School, Organization or Institution, unless such charge be included in an approved budget, or upon the written authority of the Council.

Sec. 16. The Bishop and Council shall provide for the organization of the program and the work of the Diocese through the creation of such commissions, task forces, and committees that it deems necessary for the administration of the program and work of the Diocese and shall designate the title, define the structure, establish the duties and responsibilities, and provide for the finances of each commission, task force, and committee.

Sec. 17. The administration of the program and work of the Diocese shall be the responsibility of the Bishop, and the work of all commissions, task forces, and committees shall be subject to the Bishop's executive and administrative authority. The Bishop and Council shall make provision for such administrative assistants, canons, deputies, and archdeacons, including their compensation and expenses, as shall be required to enable the Bishop to carry on the administration of the Diocese.

Sec. 18. Each commission, task force, and committee shall include both Clergy and Lay Members, and the members thereof shall be appointed by the Bishop, who shall designate a Chairman. All Lay members shall be Communicants in Good Standing. Each commission, task force, and committee shall keep minutes of its meetings, file copies of them with the Secretary of the Bishop and Council, make such reports to the Bishop and Council as it may require, and upon request of the Bishop, file an annual report of its activities with the Secretary for inclusion in the Journal.

Sec. 19. Nothing contained herein shall restrict the right of the Bishop to appoint such committees as the Bishop deems advisable. The Bishop shall make a report of the appointment of any such committee at the next meeting of the Bishop and Council following its creation.

CANON 8: Committee on Constitution and Canons

Sec. 1. There is hereby created a Committee on Constitution and Canons, composed of four Clergy and three Lay Persons, at least one of whom shall be an attorney at law. The Chancellor shall be an ex-officio member. Committee members shall be appointed by the Bishop for terms of three years. All Lay Members shall be Confirmed Communicants in Good Standing.

Sec. 2. The Committee shall, as soon as possible after adjournment of each session of the General Convention, ascertain whether changes have been made in the Canons of The Episcopal Church and report to the next Convention of the Diocese whether any changes are required in the Constitution or Canons of the Diocese in order to conform to the Canons of The Episcopal Church. The Committee may also make recommendations at the Convention for amendments to the Constitution or these Canons for the operation of the Diocese.

Sec. 3. All proposed amendments to the Constitution or Canons of the Diocese shall be submitted to the Committee on Constitution and Canons for its consideration and recommendation(s) before they are considered at the Convention.

CANON 9: Agreements with Other Dioceses

Sec. 1. The Bishop and Council may enter into agreements with other Dioceses respecting matters of common interest and concern.

Sec. 2. If an agreement is entered into pursuant to Section 1, the Bishop and Council shall elect representatives of the Diocese to any joint board or committee which may be created by the agreement.

Sec. 3. (a) Any funds required from this Diocese for funding agreements under this Canon shall be included in the Annual Budget and approved by the Bishop and Council.

(b) No assets of this Diocese may be used for the performance of any agreement entered into under this Canon except with the express approval of the Convention or the Bishop and Council.

Sec. 4. Every agreement entered into pursuant to this Canon shall contain a provision permitting the termination of participation by this Diocese upon reasonable Written Notice.

CANON 10: Election of Trustees to the Board of Trustees of the University of the South

Sec. 1. The Diocese is one of the owning Episcopal Dioceses of the University of the South at Sewanee, Tennessee and, as such, is entitled to four representatives on the University's Board of Trustees, including the Bishop by office and, by election, a member of the clergy, and two lay persons from the Diocese.

Sec. 2. One clerical and two lay person Trustees from this Diocese shall be elected to serve on the Board on a rotating basis by a plurality vote to serve for a three-year term. One such Trustee shall be elected at each Annual Convention and the order of the Trustee to be elected shall be the same as the order of the retiring Trustee. A Trustee who is serving one full or partial term will be eligible for re-election for one additional full term. A vacancy created by death, resignation, non-residency or removal of a Trustee from this Diocese will be filled for the remainder of the term by a plurality vote of the next Annual Convention. A Trustee who is elected to fill an unexpired term shall be eligible for re-election for one full term. A Trustee who has served two successive terms, either full or partial, shall not be eligible for re-election until the passage of at least one year. Nominations for a Trustee should be made in accordance with and subject to the Rules of Order. A lay person so nominated shall be a confirmed communicant in good standing and preferably a graduate of the University of the South.

**TITLE III
ASSETS OF THE DIOCESE AND PARISHES**

CANON 1: Real and Personal Property

Sec. 1. All property, whether held by the Diocese, a Parish, or an Organization or Institution of the Diocese, and regardless of the manner in which title is held, is to be held in trust for and used for the benefit of the Diocese of East Tennessee of The Episcopal Church, according to the Constitution and Canons and Doctrine, Discipline and Worship of The Episcopal Church and of the Diocese of East Tennessee, and for the purposes and programs of said Episcopal Church and Episcopal Diocese.

Sec. 2. Title to real property shall be held as follows:

(a) If title is to be held by the Diocese, it shall be conveyed, and title shall be in the name of The Diocese of East Tennessee, a not for profit corporation.

(b) If title is to be held by any Parish, Organization, or Institution which is incorporated, title shall be conveyed by full warranty deed to it in its corporate capacity with the following language: “to be held in trust for and used for the benefit of the Diocese of East Tennessee of The Episcopal Church, according to the Constitution and Canons and Doctrine, Discipline and Worship of The Episcopal Church and of the Diocese of East Tennessee, and for the purposes and programs of said Episcopal Church and Episcopal Diocese, and shall not be sold, transferred, alienated, conveyed, mortgaged, or encumbered, in whole or in part, except in conformity with the Constitution and Canons of The Episcopal Church and The Diocese of East Tennessee.”

(c) If title is to be held by any Parish, Organization, or Institution which is not incorporated, title shall be conveyed by full warranty deed to “The Rector, Wardens and Vestry of [name of parish] to be held in trust for and used for the benefit of the Diocese of East Tennessee of The Episcopal Church, according to the Constitution and Canons and Doctrine, Discipline and Worship of The Episcopal Church and of the Diocese of East Tennessee, and for the purposes and programs of said Episcopal Church and Episcopal Diocese, and shall not be sold, transferred, alienated, conveyed, mortgaged, or encumbered, in whole or in part, except in conformity with the Constitution and Canons of The Episcopal Church and The Diocese of East Tennessee.”

Sec. 3. Real property may be transferred, encumbered, or assigned only as follows:

(a) If title to real estate is held by the Diocese, the written consent of the Bishop and of the Standing Committee is required.

(b) If title to real estate is held by any Parish, or by any Organization or Institution of the Diocese, approval of the Vestry, or Board of the Parish, Organization, or Institution and the written consent of the Bishop and of the Standing Committee, is required.

(c) If the property has been dedicated, consecrated, or used for services of Divine Worship, the consent of the Bishop and of the Standing Committee is required.

(d) If for sufficient cause the Bishop determines that consent cannot await the next meeting of the Standing Committee, the Bishop may, with the advice of the Chancellor, give written notice to the Standing Committee of the proposed real estate transaction and seek consent to the proposed action. Upon receipt of the consent of at least 50% of the Standing Committee, the Bishop may give written consent to the proposed action but shall make report thereof to the next meeting of the Standing Committee.

(e) No consecrated or dedicated Church or Chapel may be removed, taken down or otherwise disposed of for any worldly or common use without the previous consent of the Bishop, acting with the advice and consent of the Standing Committee.

Sec. 4. No consecrated or dedicated Church or Chapel may be used for purposes other than public worship of the Church if the Bishop expresses disapproval.

Sec. 5. All deeds, deeds of trust, mortgages, options, leases, assignments, and conveyances of every description of any real property title to which is held by the Diocese, shall be executed and acknowledged by the President or a Vice-President of the Diocese, provided that with consent of the Bishop, the Bishop and Council may by resolution confer authority upon a named agent or agents to execute and acknowledge such instruments on behalf of the corporation.

Sec. 6. The Standing Committee or the Bishop and Council shall have the authority to approve agreements with other Dioceses, or with other churches, for joint ownership, management, use or disposition of real or personal property, provided (a) that no encumbrance may be placed upon such jointly owned property except with consent of all joint owners, nor (b) may expenditures be undertaken therefore except as may be provided in the annual budget.

Sec. 7. If any property, real or personal, such as is referred to in Section 1 of this Canon, be abandoned, or if it be devoted to uses not sanctioned by the Bishop as being in conformity with the Constitution and Canons and the Doctrine, Discipline, and Worship of The Episcopal Church or of this Diocese, and their purposes and programs, it shall be the duty of the Bishop, and of Standing Committee and the Bishop and Council, to take possession of title to said property, to be held in trust by the Diocese for such proper use.

Sec. 8. Insurance. All property of the Diocese or Parishes shall be insured by a reliable insurance company for an amount to insure its replacement. All Parishes, Organizations, and Institutions of the Diocese shall obtain from a reputable insurance company and maintain in force and effect comprehensive general liability insurance, including sexual misconduct insurance with limits of not less than One Million Dollars.

Sec. 9. All Parishes, Organizations, and Institutions of the Diocese shall conform in the conduct of their business affairs to the requirements of Title I, Canon 7 of The Episcopal Church, to the requirements of these Canons, and to such additional requirements as from time to time may be prescribed by the Diocese or the Bishop and Council.

CANON 2: Episcopal Endowment Corporation

Sec. 1. The Episcopal Endowment Corporation, a corporation duly chartered and organized (the “Corporation”) and governed by the laws of the State of Tennessee, shall have custody and control of, and be charged with the investment of, all funds heretofore placed with the Corporation by the Diocese. The Diocese shall have the authority, with the approval of the Bishop and Council, to place any or all donations bequests, devises, or legacies with the Corporation, which shall hold and administer the same in accordance with the direction of the donor, conveyor, or testator. In all cases where the donor, conveyor, or testator has not directed the use of the funds, then the same shall be held, managed, administered, and dealt with, together with the income arising therefrom, under the recommendation of the Bishop and Council.

Sec. 2. The Convention shall elect those directors of the Corporation to which this Diocese is entitled from nominees submitted by remaining members of the Corporation’s board representing this Diocese and approved by the Bishop of this Diocese. In the event there are no such remaining members, nominations shall be made by Bishop and Council. Each director shall be elected to a three-year term. Vacancies occasioned by death or otherwise shall be filled by the Bishop and Council for the remainder of the unexpired term. The term of office shall commence in February of the year of election. The Secretary of the Diocese shall certify the name(s) of those elected to the President of the Corporation.

Sec 3. A trust shall be construed to be authorized with the Corporation, to be authorized by this Canon, as being for the use and benefit of this Diocese, if the Diocese, any Institution, or Parish in union therewith has any present, future, or contingent interest in the corpus or income of such trust.

Sec. 4. The Corporation shall submit an annual audit performed by an independent Certified Public Accountant

showing the status of the investments in the fund. This report shall be submitted to the Convention and those institutions within the Diocese that have funds entrusted to the Episcopal Endowment Corporation for investment.

CANON 3: Church Funds and Audit

Sec. 1. All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes or other diocesan Institutions or Organizations shall be audited annually by an independent Certified Public Accountant or independent Licensed Public Accountant or such audit committee as shall be authorized by the Bishop and Council or other appropriate diocesan authority. The Bishop and Council may adopt such regulations as it deems necessary or proper to insure compliance with this section, to provide for uniform audit procedures, and to provide for annual reviews of audit reports. It shall report annually at the Convention any failure to comply with the requirements of this section for such action as the Convention may deem proper. Each such audit shall include, but not be limited to, all trust funds, permanent funds, discretionary funds and all securities of whatever kind.

Sec. 2. All treasurers and other persons receiving, disbursing, or accounting for funds and all Parishes and diocesan Institutions or Organizations shall be adequately bonded, except treasurers of funds that do not exceed \$500.00 at any one time during the fiscal year.

Sec. 3. (a) It is the duty of every congregation established within the Diocese to contribute its share of the Annual Budget of the Diocese, including its share of the objective apportioned to the Diocese by the Executive Council of The Church.

(b) The Treasurer shall report at the Annual Convention the contributions made by each congregation during the preceding year.

Sec. 4. The Bishop and Council shall be charged with the enforcement of this Canon, and shall have authority to adopt and maintain such reasonable rules and regulations as may be proper and necessary thereto.

Sec. 5. The Bishop shall serve as interim Trustee for the Church, and for this Diocese, should any trust arise under provision of Title I, Canon 7, Sections 4 and 5, or Title II, Canon 6, Section 4 of the Canons of The Episcopal Church. In event such trust arises or is created, the Bishop shall promptly report same to the Bishop and Council, which is empowered and directed to select persons permanently to administer and enforce the trust, and to take any such other actions as it deems proper for the best interest of this Diocese and the Church consistent with existing canonical provisions.

Sec. 6. All cash receipts of the Diocese or of any Parish, Organization, or Institution of the Diocese shall be deposited promptly in a bank or savings institution in an account fully insured by FDIC or FSLIC. The entity responsible for said funds may adopt procedures regarding the withdrawal, disbursement, or investment of such funds after the deposit thereof.

Sec. 7. In every Parish, Organization, or Institution within this Diocese, the following standard business methods shall be observed:

(a) In addition to the foregoing standard business methods, every Parish, Organization, or Institution in this Diocese shall have and adhere to the Manual of Business Methods in Church Affairs as published by the Church in 1999 and as thereafter amended.

(b) Trust and permanent funds and all securities of whatsoever kind shall be deposited with a Bank having trust powers or with the Episcopal Endowment Corporation or with some other independent entity having trust powers which has been approved for the purpose by the Bishop and Council either under a written trust indenture or an agency agreement, which indenture or agreement shall provide for at least two signatures on any order of withdrawal of such funds or securities and for a statement of the purpose or purposes for which such funds are held.

(c) The foregoing subparagraph (a) shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

(d) Records shall be made and kept by each Parish, Organization, or Institution of all trust and permanent funds showing at least the following:

- (1) Source of the funds and date of receipt.
- (2) Terms governing the use of principal and income.
- (3) To whom and how often reports of condition are to be made.
- (4) How the funds are invested.

(e) Trust and permanent funds and securities to which this Canon applies are those received by gift or legacy or in any other manner whereby it is provided or intended that the principal sum be retained by the beneficiary organization, either with the income to be applied to purposes specified by the donor or the beneficiary organization or for uses extending more than five (5) years after the funds are received.

Sec. 8. The Bishop and Council is hereby constituted as the Finance Committee of the Diocese as required by Title I, Canon 7, Sec. 2 of the Canons of The Episcopal Church, and said Finance Committee shall have the power and authority, from time to time, to act through subcommittees of its members which it may create by resolution.

CANON 4: The Pension Fund

Sec. 1. The Diocese hereby accepts and acknowledges the system of The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the Clergy of the Church and for their dependents, and declares its intention of participating in the Fund in accordance with its rules as subsequently amended.

Sec. 2. The Bishop shall appoint annually a Committee on the Church Pension Fund (the “Committee”), to consist of two members of the Clergy and three Lay Persons.

Sec. 3. The duties of the Committee shall be as follows:

(a) To furnish annually to the Fund a list of the Clergy together, with a statement of the stipend received by any Clergy from each of the said Parishes or other Organizations in this Diocese which employ Clergy and elect to come into the Fund (the “Employing Agencies”).

(b) To receive from the Fund from time to time a statement of the contributions necessary to be paid to the Fund by each of the Employing Agencies, and of the time and manner of payment of these, in order that the Clergy in receipt of stipends from them may be entitled respectively to pensions under the Fund.

(c) To inform the Treasurer or other appropriate authority of each of the Employing Agencies of the contributions payable by them and of the time and manner of payment thereof.

To elect a Treasurer who may or may not be a member of the said Committee, who shall be required to give bond, satisfactory to the Committee, and whose duty it shall be to receive from all of the said Employing Agencies, the aforesaid contributions and to transmit the same to the Treasurer of the Fund. Alternatively, by mutual agreement between the Committee and the Fund, a method of payment of contributions by direct remittance from the Employing Agencies to the Fund may be substituted. All such approved, direct payments to the Fund shall be

documented to the Committee. The accounts of the Committee shall be audited annually.

(d) To inform the Fund from time to time of the Clergy and the surviving spouses and minor orphans of Clergy who may be entitled to receive pensions in respect of this Diocese from the Fund.

(e) To inform the Clergy and Laity of the Diocese of the pension system of the Fund, to do all things advisable to ensure that the necessary contributions are fully and systematically paid and to make an annual report to the Bishop and Council on the financial and operational actions of the Committee.

Sec. 3. (a) The Treasurer of the Diocese shall pay to the Committee the contributions payable on behalf of the Bishop of the Diocese and also of the Bishop Coadjutor and Bishop Suffragan and to pay the contributions payable on account of all stipends paid by the Diocese to other Clergy.

(b) The Clergy and all Employing Agencies in this Diocese shall provide, upon request, such information and cooperation to the Committee as may be necessary to enable the Committee to properly perform its functions.

Sec. 4. No Employing Agency in this Diocese which for two successive years shall fail to pay the full amount of its contributions due to the Fund shall be entitled to representation at any Annual or Special Convention of this Diocese until such arrearages shall have been paid in full.

CANON 5: Camp and Retreat Center

Sec. 1. The management of the affairs of the diocesan camp and retreat center shall be provided by a Camp and Retreat Center Board of Managers.

Sec. 2. The Camp and Retreat Center Board of Managers shall consist of no fewer than twelve persons appointed by the Bishop with the consent of the Convention. The Bishop shall be an ex officio member of the Board, and other ex officio members may be appointed as the Board deems necessary. Board members shall serve for a term of three years, with the initial Board to be appointed to staggered terms so that the terms of one third of the Board shall expire each year. Members of the Board may serve for successive terms but will be ineligible for reappointment for one year after serving two consecutive terms.

Sec. 3. The Board shall report to the Convention annually on the affairs of the camp and retreat center.

**TITLE IV
PLACES OF WORSHIP**

CANON 1: Parishes

Sec. 1. Except as otherwise provided, each congregation in union with the Diocese shall be known as a Parish.

Sec. 2. Each Parish shall be incorporated according to the laws of the state in which the Parish is located. A copy of the proposed corporate Charter and Bylaws shall be submitted to the Bishop, who will review, and may revise them, in consultation with the Chancellor. After the Bishop grants his or her approval, the Parish shall proceed to become incorporated. Within thirty days of incorporation, a copy of the corporate Charter and Bylaws shall be filed in the Bishop's office. Any amendments to the Charter and Bylaws shall follow the same procedure. Each Parish shall comply with all state requirements to maintain its corporate status.

Sec. 3. Each Parish in union with The Diocese shall, on the first convenient day in each calendar year, or within the quarter preceding that year, elect or select by a method set out in the Bylaws of the Parish a Vestry, consisting of not less than 6 nor more than 18 persons, having qualifications prescribed in Article X of the Constitution, to serve for that year and until their successors are elected or selected and have qualified; provided, however, that each Parish shall, by resolution adopted at any Parish meeting, upon prior notice, by a majority vote of the qualified voters present at the meeting, provide for a rotation in office of members of the Vestry by either of the following methods:

(a) retaining a one-year term, but prohibiting a person from serving more than three consecutive one-year terms, or

(b) making provision for a term in office of three years, one-third of the members of the vestry to be elected or selected each year to serve three-year terms. After expiration of three years consecutive service, a vestry member shall not be eligible for re-election or re-selection until at least one year shall have expired, nor shall a vestry member who has been elected or selected to serve a full term on the Vestry and who has subsequently resigned from that position be eligible for re-election or re-selection until at least one year shall have expired from the date of resignation. A Senior Warden and Junior Warden shall be elected or selected from the members of the Vestry, either by election by the Vestry or by some other selection procedure permitted by the Bylaws of the Parish.

Sec. 4. Each Parish shall hold an annual meeting within the times stated in Section 3 of this Canon. At such meeting the Rector and the Treasurer or principal financial officer shall report to the congregation. The agenda of the meeting shall also include such other matters as may be required by the corporation laws of the Parish's state of incorporation. Notice of the time and place for the Parish meeting and the election or selection of members of the Vestry shall be given at a public service of the congregation at least two weeks prior to the date of such meeting or meetings.

Sec. 5. Qualified voters in such election or selection shall be all Adult Confirmed Communicants in Good Standing of the Church registered in the Parish.

Sec. 6. Vacancies occurring in a Vestry during the term of office of its members shall be filled by the majority vote of the remaining members of the Vestry; provided, however, that no person may be elected to fill a vacancy if ineligible under the provisions of Section 2 above. Members so elected may, at the option of the Vestry, hold office either until the next annual election or until the remainder of the term of the person replaced.

Sec. 7. The Rector shall have the exclusive charge of all things affecting the spiritual interests of the Parish subject only to the Bishop. It shall be the duty of the Rector to take order concerning the worship of the Church, together with all that appertains thereunto. The Rector may appoint, from time to time, fit persons to assist in all duties which may lawfully be performed by Lay persons; shall be, at all times, entitled to access to the Church, to open the same for public worship, for catechetical or other religious instructions, marriages, baptisms, burials, and all other offices authorized by the Church; shall have spiritual direction and control of all Sunday Schools, Parish Schools, and other

educational and charitable associations connected with the Parish; and shall preside at all Parish and Vestry meetings.

Sec. 8. The Vestry shall administer the temporal affairs of the Parish; shall elect and call the Rector, unless otherwise set forth in these Canons, shall provide for the regular and well-ordered worship of Almighty God, and shall cooperate with the Rector in all efforts to develop the spiritual life of the Parish. The Vestry shall, at all times, keep the church in proper condition for its uses, and likewise give proper care to all buildings and grounds belonging to the Parish. A quorum shall consist of not less than a majority of all the members of the Vestry in office immediately before a meeting begins.

Sec. 9. The Rector or Senior Warden, or, in the absence of both, the Junior Warden, may call a meeting of the Vestry. In addition, a meeting shall be called on the request of three members of the Vestry.

Sec. 10. Other Parish meetings may be called by the Rector or Wardens at any time, and shall be called by them upon the written request of a number of Confirmed Communicants in Good Standing of the Parish but not less than twice the number of Vestry members of said Parish.

Sec. 11. Voting by proxy in Parish meetings shall not be allowed.

Sec. 12. A Parish may provide in its Charter, Bylaws, or rules for the election of Vestry members by absentee ballot, provided that the Parish adopts a written procedure for absentee voting, delineating the criteria for the use of an absentee ballot and provided reasonable notice of such procedure is given prior to each election.

Sec. 13. With the adoption of this Canon by the Convention, each and every congregation in union with the Diocese shall automatically come under the items set forth in Sec. 2 of Title III, Canon 1.

CANON 2: New Parishes

Sec. 1. A group of at least 50 Adult Confirmed Communicants canonically entitled to vote may submit to the Bishop an application to form a Parish. Upon receipt of such application, the Bishop shall forward copies thereof for written comment to any existing Parish within a 10-mile radius of the proposed location of the new Parish. Such written comments shall be sent to the Bishop within sixty (60) days of receipt of the application. After the expiration of such sixty (60) day period, the Bishop shall send the application, together with the Bishop's comments and any written comments received from the existing Parishes, to the Standing Committee for its consideration and consent. If the Standing Committee consents and the Bishop concurs, Articles of Association, as set forth in Section 2 below, shall be signed and forwarded to the Convention and, upon the affirmative vote of the Convention, the Parish shall be established. For good cause, so stated, the Bishop may shorten the sixty (60) day period to no less than twenty (20) days.

Sec. 2. The persons seeking to establish a new Parish shall sign the Articles of Association in the following form:

ARTICLES OF ASSOCIATION OF PARISH

Whereas, the following persons, Adult Confirmed Communicants of the Church, resident in _____ and vicinity, in Tennessee with others, have associated together for the purpose of organizing a Parish according to the doctrine, discipline, and worship of The Diocese of East Tennessee, they do hereby declare the following to be the articles and conditions of their association:

The name of this Parish shall be _____.

The Parish acknowledges, accedes to, and adopts, and shall at all times adhere to the Constitution and Canons and the Doctrine, Discipline, Worship, and usages of The Episcopal Church and of the Diocese of East Tennessee.

The affairs of this Parish shall be conducted by the Vestry and Rector according to the Constitution and Canons of The Episcopal Church and of the Diocese.

The Rector of the Parish shall be elected by the Vestry in a meeting, duly convened for that purpose.

The Wardens and Vestry of this Parish shall all be registered Adult Confirmed Communicants of the same. The title to all real estate now owned or hereafter acquired by the Parish shall be vested as required by Title III, Canon 1 of the Diocese of East Tennessee.

All real estate now owned or hereafter acquired by the Parish, title to which is vested in any manner as aforesaid, shall be held, sold, transferred, alienated, conveyed, mortgaged or encumbered, in whole or in part, only in conformity with the Constitution and Canons and the Doctrine, Discipline, and Worship of the Diocese of East Tennessee and The Episcopal Church.

In the case of the dissolution or extinction of this Parish, or disassociation or attempted disassociation of this Parish from the Diocese, or failure of this Parish to be or remain in union with the Diocese, for any cause or reason whatsoever, the lands, tenements, and other estates, real or personal, if such there shall be, shall vest in The Diocese of East Tennessee.

Sec 3. If, upon presentation of these articles, the Convention gives its consent, the Parish shall be deemed duly established. Said Parish shall immediately provide a corporate Charter and Bylaws to the Bishop for review and shall comply with the provisions of Title IV, Canon 1, Section 2 of the diocesan canons.

Sec. 4 (a) In any area within the Diocese, a number of Parishes may desire to associate under a written cooperative plan for the better promotion and support of the work of the Church in that area this may be done, with the approval of such plan by the Bishop and by the Bishop and Council.

(b) Any unit organized in accordance with the provisions of the preceding paragraph shall assume so much of the responsibility for the promotion and support of the work of the Church in its area as may be approved by the Bishop and by the Bishop and Council.

(c) Such association shall not relieve the parishes so associated from any constitutional or canonical responsibilities.

Sec. 5. Any place where there is a group of members of this Church not yet constituted into a Parish, and where stated services are held not less than four times in each year, with the approval of the Bishop, shall be known as a Worshiping Community and so listed in the Journal of the Convention and other records of the Diocese. The Worshiping Community shall keep a register, and the members resident in such Worshiping Community and the services and official acts performed therein shall be recorded in and reported from the register of the Worshiping Community.

CANON 3: University and College Chapels

Sec. 1. Any number of Confirmed Communicants canonically entitled to vote who are members of any academic community in the Diocese, but not less than ten, may apply to the Bishop for the establishment of a Chapel or Center of the Church. Those so applying shall sign the following application:

APPLICATION TO THE BISHOP

Right Reverend Father in God:

We, the undersigned, members of the Academic Community of _____, the Diocese of East Tennessee, being desirous of obtaining

the ministry of the Church, and ready according to our several ability, to sustain the same, do hereby request you to provide for us as you deem proper and expedient. We do hereby promise conformity to the Doctrine, Discipline, and Worship of the Church; and, further, we promise to obey the Constitution and Canons of The Episcopal Church and of The Diocese of East Tennessee. We therefore ask to be established as a Chapel or Center of the Church under the name of: _____.

(Signed) _____

Sec. 2. Chapels and Centers so established shall be enrolled at the Convention bearing the status of Diocesan Chapels.

Sec. 3. The Chapel or Center shall be under the direction of a Chaplain, who shall be appointed or approved by the Bishop, and who shall exercise such ministry under the direction of the Bishop.

Sec. 4. (a) Each Chapel or Center shall have a Board which shall be appointed or approved by the Bishop, upon nomination of the Chaplain. The Board shall consist of not less than seven nor more than twelve members, representing both the academic community and the Laity at large. They shall be appointed for one-year terms and may succeed themselves. One half of the membership of the Board shall constitute a quorum, and all members of the Board must be Confirmed Communicants in Good Standing in some Parish of this Diocese. There shall be an annual meeting and three other meetings during the year held at the call of the Chaplain. Special meetings may be held at the request of a majority of the Board.

(b) The Chaplain shall act as Chair of the Board. If there is no Chair, the Assistant Chair shall preside. The Board shall elect an Assistant Chair, a Secretary, a Treasurer, and shall make other appointments it deems necessary.

(c) The Board, with the consent of the Bishop, may have the powers and perform the duties assigned by Canon to the Vestry of a Parish, except that the Board shall not elect or call a Chaplain, but such powers may be restricted in any case at the Convention or by the Bishop and Council.

Sec. 5. The Chaplain shall keep an Official Register of membership and Official Acts, and shall transfer Communicants enrolled at the time of their permanent departure.

Sec. 6. All Chapels and Centers shall make such annual reports as shall be prescribed by the Ecclesiastical Authority.

Sec. 7. In those academic communities wherein the college work is ecumenical, the participation, financing, and personnel of the Diocese shall be that recommended by the Department of Ministries in Higher Education and approved by the Bishop and by the Council.

Sec. 8. The Convention shall make suitable provision for the support of such Chapels and Centers.

CANON 4: Restrictions on Organization

Sec. 1. No Parish shall create, sponsor, or participate in the creation of any Institution such as a day school, day kindergarten, day-care school, retirement home, nursing home, community house, or other institution of a similar nature unless it shall first be approved by the Rector, the Vestry and the Ecclesiastical Authority.

Sec. 2. (a) No Institution, including without limitation, retirement centers, nursing homes, conference centers or community houses, may be an Institution of the Diocese unless (a) its Charter and Bylaws have been reviewed by the Chancellor, and (b) it has been accepted as a diocesan Institution by the Bishop and Council and by the Ecclesiastical Authority, acting separately.

(b) No Organization or Institution of the Diocese or of any Parish shall be incorporated without prior approval of the Bishop and Council, and the Ecclesiastical Authority, and approval by the Chancellor of its Charter

and Bylaws.

(c) No Organization or Institution shall be deemed for any purpose the agent of the Diocese, and it may not obligate the Diocese by any contract, or pledge the credit of the Diocese.

(d) No Organization or Institution of the Diocese or of any Parish, whether incorporated or unincorporated, may use the word, Episcopal, in its name without the prior approval of the Ecclesiastical Authority and the Bishop and Council.

(e) The Convention may require any Organization or Institution to be terminated.

CANON 5: Article IV Adjudications

Sec. 1. This Canon provides for adjudication of matters arising under Article IV of the Constitution of the Diocese of East Tennessee, which may involve the suspension of a Parish.

Sec. 2. Unless and until the procedure for adjudication set out herein has been substantially complied with, the Convention shall not proceed under Article IV.

Sec. 3. Notice of intent to seek Convention action against any Parish under Article IV and setting forth the charges shall be given to the Bishop by any Clergy Member or Lay Delegate to the Convention, by any officer of the Diocese, or by the Bishop and Council, such notice to be in writing and a copy thereof served by certified mail return receipt requested on the Rector of the Parish not less than 30 days before the convening of the Convention.

Sec. 4. Upon receipt of the notice provided for in Section 3 of this Canon, the Bishop shall appoint a Tribunal to consist of the President of the Standing Committee, who shall serve as Chair, the Chancellor, and three Communicants. Three members of the tribunal shall constitute a quorum with power to act.

Sec. 5. The Chair shall convene the Tribunal at a time and place prior to the meeting of the Convention, and in writing invite the attendance of the Parish or its representatives at such meeting. Notice to the Parish shall be by registered mail addressed to the Rector or Warden, mailed at least seven days before the Tribunal convenes. Notice shall also be given in like manner to the person who filed the charges.

Sec. 6. The Tribunal shall hear evidence offered in support of and in opposition to the charges, as well as any evidence offered in aggravation, mitigation, or explanation. Formal rules of evidence shall not be applicable, and the Tribunal may make such rules of procedure as it deems just and appropriate. If the person filing the charges does not appear, the charges shall be treated as abandoned, and if the Parish does not appear, the Tribunal shall hear such evidence as may be offered prior to making its decision.

Sec. 7. The Tribunal shall, by majority vote, prepare and deliver to the Convention its findings and recommendations, and no finding of fact made by the Tribunal shall be open to further controversy before the Convention.

Sec. 8. Action on the report of the Tribunal shall be a special order of business at the Convention, which may accept or reject the recommendations of the Tribunal, and may take such action pursuant to Article IV as it deems proper. In lieu of actions under Article IV, and in its discretion the Convention may take any such other action as it deems proper and desirable to remedy or correct any delinquency or wrongdoing on the part of a Parish, including, but not limited to, depriving its Clergy and Laity of seat and vote in the Convention or publication of a public censure.

Sec. 9. If a Parish is suspended by the Convention pursuant to Article IV of the Constitution of the Diocese, the penalty may be removed only by a vote of the members of a Convention, on recommendation of the Bishop.

Sec. 10. Any action cognizable by the Convention under this Canon may also be taken by a Special Convention.

TITLE V MINISTERS

CANON 1: Calling to Cure of Souls

Sec. 1. Whenever the office of Rector of a Parish shall become open it shall be the duty of the Vestry to give immediate notice thereof to the Bishop, who shall render the Vestry such assistance as may be in the power of the Bishop in filling the opening.

Sec. 2. In case the Vestry of an open Parish fails to make arrangements for maintaining the services of the Church during the vacancy, the Bishop shall have the power to send such Clergy as may be available for that purpose, and, in all such cases, the Clergy so sent shall have access to the Church.

Sec. 3. If the office of Rector of a Parish becomes open, the Vestry shall call a Rector, but such call shall be subject to the provisions of Title III, Canon 9 of The Episcopal Church and the following provisions of this Canon:

(a) Notice shall be given the Bishop by the Wardens and Vestry not more than ten days after the opening occurs. In the process of calling a Rector, the Vestry shall follow the guidelines developed and published by the Bishop.

(b) Unless the Bishop permits otherwise, no call shall be issued until thirty days after the identity of the Priest whom the Vestry proposes to call has been made known to the Bishop, and the Vestry shall have met and considered any communication received from the Bishop.

(c) To ensure mutual understanding, the Rector and Parish shall enter into a letter of agreement. Such letter shall, at a minimum, stipulate the Rector's stipend and other allowances, which shall be in accordance with guidelines developed and published by the Diocese. Such letter shall be subject to the review of the Chancellor or Vice-Chancellor and approval of the Bishop prior to its execution.

Sec. 4. All other ordained ministers of a Parish shall be under the jurisdiction of the Rector, who shall have the power to appoint or to dismiss them, provided that:

(a) Unless the Bishop permits otherwise, the Rector may not appoint a member of the clergy as an Assistant Minister until thirty days after the Bishop has been given notice of the Rector's intent and of the identity of the proposed Assistant Minister.

(b) The stipend and allowances of the Assistant Minister shall be fixed by the Vestry in accordance with guidelines developed and published by the Diocese. The Vestry must create and may abolish the office to be filled.

(c) Assistant Ministers shall serve at the discretion of the Rector and may continue to serve beyond the period of service of the Rector, pending the call of a new Rector, if requested to-do so by the Vestry and under such conditions as the Bishop and Vestry shall determine. An Assistant Minister may continue to serve at the request of the new Rector.

Sec. 5. A Member of the Clergy not canonically resident in the Diocese may be called as a Rector or Assistant Rector only with prior permission of the Bishop, said permission to be confirmed in writing.

Sec. 6. (a) It shall be the duty of the Vestry to make arrangements for maintaining the services of the Church during the interim period of the opening. In consultation with and under the guidance of the Bishop, the Vestry shall employ a Priest during that time under one of the following three classifications:

Supply - A Priest who conducts weekday and Sunday services.

Extended Supply - A Priest who conducts weekday and Sunday services and provides pastoral care in emergencies.

Interim Rector - A Priest with Parish experience and interim ministry skills and training, who can give guidance to parishes during an interim period, and who understands and is trained to respond to dynamics and issues that may exist during the interim period. The Parish and the Interim Rector shall enter into a letter of agreement which sets forth the responsibilities, stipend, and allowances of the Interim Rector and which shall be reviewed by the Chancellor or Vice-Chancellor and approved by the Bishop. The Interim Rector may not be called directly as Rector, but may ultimately be called as Rector after serving as Priest-in-Charge pursuant to the provisions of Section 6(b) below, with the approval of the Vestry and the Bishop.

(b) Under special circumstances as determined by the Bishop, the Bishop may offer a parish the appointment of a Priest-in-Charge. The following standards are established for the relationship among the Parish, the Priest-in-Charge, and the Bishop:

(1) The Bishop shall appoint the Priest-in-Charge with the consent of the Vestry.

(2) The Parish, Priest-in-Charge, and the Bishop shall enter into a letter of agreement, which shall follow the guidelines for such agreements and be reviewed by the Chancellor or Vice-Chancellor.

(3) The length of the relationship shall be for a maximum of three years. The length may be shortened at the discretion of the Bishop.

(4) An evaluation of the relationship shall be conducted by the office of the Bishop at six-month intervals.

(5) The Parish shall engage in a self-study during the relationship and shall begin or continue a search for a Rector pursuant to diocesan guidelines when authorized by the Bishop.

(6) After consultation with and the approval of the Bishop, the Priest-in-Charge may be called as Rector.

(c) Under special circumstances as determined by the Bishop, in consultation with the Vestry, the Bishop shall appoint a Vicar to serve for a finite period of time, usually one year, as the Bishop's representative in the parish. The Vicar has the same authority as a Rector with the exception of tenure. The Bishop appoints a Vicar in order to put a priest in place quickly to address an existing special situation or unique need and to facilitate the proper functioning and health of the parish.

CANON 2: Lay Ministries

Sec. 1. Lay Ministers requiring licensing in accordance with Title III, Canon 4 of the Canons of The Episcopal Church shall be encouraged in this Diocese and said licensing shall be in compliance with the above Canon and in conformity with the training required by this Diocese. Such ministries shall include Lay Reader, Pastoral Leader, Lay Preacher, Lay Eucharist Minister (either that commonly called "Chalice Bearer" or "Lay Eucharistic Visitor"), and Catechist.

Sec. 2. Lay Ministers shall be trained as required by (a) the Canons of The Episcopal Church and (b) the written policy of the Bishop (as amended from time to time).

Sec. 3. No licensing shall be required of Lectors. A Lector shall be appointed by the Member of the Clergy in charge of the congregation in which the Lector is to serve.

Sec. 4. A Lector is a person trained in reading the Word and appointed without license by the Member of the Clergy in charge of the Congregation to read lessons or to lead the Prayers of the People.

**TITLE VI
LEGAL**

CANON 1: Title IV of the Canons of The Episcopal Church. Those provisions of Title IV of the Canons of The Episcopal Church, which are applicable to the Diocese, are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

CANON 2: Discipline Structure

Sec. 2.01 Disciplinary Board. The Board shall consist of seven persons, four of whom are members of the Clergy and three of whom are Laity, except as provided in Section 2.04, provided that no member of the Standing Committee may be a member of the Disciplinary Board.

Sec. 2.02 Clergy Members. The Clergy members of the Board must be canonically and geographically resident within the Diocese.

Sec. 2.03 Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing, and geographically resident in the Diocese.

Sec. 2.04 Election and Terms. The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3) year term; except that if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the last day of the Convention at which the member is elected. The terms of office of the Board shall be staggered and arranged into three (3) classes, provided that the five (5) members of the Ecclesiastical Court shall constitute the first members of the Board until their terms shall expire at which time the terms will be staggered. However, any member who is on a Hearing Panel for this ongoing proceeding shall continue in office until the conclusion of the hearing.

Sec. 2.05 Vacancies. Vacancies on the Board shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(b) The Bishop shall appoint a replacement Board member with the approval of the Bishop and Council.

(c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.

(d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

Sec. 2.06 Preserving Impartiality.

(a) In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

(b) A vacancy on a panel as the result of a challenge under this section shall be filled with another Board member. However, if none is available, the vacancy shall be filled with a Board member from another diocese pursuant to Title IV, Canon 5, Section 3(i) of the Canons of The Episcopal Church.

Sec. 2.07 President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.

Sec. 2.08 Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Sec. 2.09 Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may but need not be a Member of the Church.

Sec. 2.10 Church Attorney. Within sixty (60) days following each annual Convention, the Bishop in consultation with the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

Sec. 2.11 Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV, Canon.8 of the Canons of The Episcopal Church and this Title. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

Sec. 2.12 Advisors. In each proceeding under this Title in accordance with Title IV, Canon 19, Section 10, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include the Chancellors or Vice Chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

Sec. 2.13 Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

CANON 3: Costs and Expenses

Sec. 3.01 Costs Incurred by the Church. The reasonable and necessary costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator and Advisors shall be the obligation of the Diocese.

Sec. 3.02 Costs Incurred by the Respondent. In the event upon recommendation of the hearing panel of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Bishop, the reasonable and necessary defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese in the sole discretion of the Bishop and Council.

CANON 4: Records

Sec. 4.01 Records of Proceedings. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

Sec. 4.02 Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the Canons of The Episcopal Church.

**TITLE VII
REGISTERS AND REPORTS**

CANON 1: Diocesan

Sec. 1. (a) Every Minister of this Church shall record in the Parish Register all Baptisms, Confirmations, Receptions, Marriages, Burials, and the names of all Communicants within his or her Cure.

(b) The registry of every Baptism shall be signed by the officiating Minister.

(c) Every Minister of this Church in charge of a congregation shall have recorded in the Parish Register a list of all persons who have been Confirmed or Received; shall indicate upon the Parish Register each year the names of those who have died in the past year or whose names have been removed by letter of transfer; shall also indicate (1) those whose domicile is unknown, and (2) those whose domicile is known but are inactive; and shall maintain as far as practicable a list of all families and persons within the Cure of such Minister which list shall remain in the Parish for the use of any successor.

Sec. 2. (a) Not later than March 1 of each year, the Clergy in Charge or the Senior Warden of each Parish shall accurately complete and submit to the Bishop the Annual Parochial Report on the form provided by the Executive Council of The Episcopal Church.

(b) In case any Parish shall fail to submit before the first day of March, the report required by this section, the Bishop and Council, at the expense of the Parish, may send a certified accountant to said Parish, who shall have access to the books of said Parish, make up the report and forward it to the proper person, for the carrying out of the provisions of this section.

(c) The report required by the foregoing paragraphs of this section shall be prepared for the period from January 1 to December 31, and such parts thereof as the Bishop may direct shall be published in the Journal of the Diocese for each year.

Sec. 3. Parish registers shall be open to the inspection of the Bishop, who may call for any information they may contain at reasonable times.

Sec. 4. (a) The Bishop may direct that a Diocesan Register be maintained which shall contain, so far as may be ascertained, a complete list of the names of Communicants of the Church, not active and enrolled upon the Registry of any Parish, who may be resident within the Diocese. Communicants may be enrolled upon the Diocesan Register and may be transferred to or received from a Parish in the manner prescribed by Canon for Communicants removing from one Parish or Congregation to another, excepting only persons enrolled in the Diocesan Registration under the provision of Section 4 (b) of this Canon, in which case those provisions shall apply.

(b) Any person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, may, with the approval of the Bishop, or Ecclesiastical Authority, be transferred to the Diocesan Register with notation of such action. Such person may then be transferred to a Parish or Mission only with the approval of the Bishop, or Ecclesiastical Authority, and only in accordance with the provisions of Title 1, Canon 17, of the Canons of The Episcopal Church.

(c) The Secretary shall include in the statistical report of the Diocese the appropriate information contained in the Diocesan Register.

**TITLE VIII
ON THE ELECTION OF A BISHOP**

CANON 1: The Standing Committee

Sec. 1. Upon the call for an election of a Bishop in accordance with Title III, Canon 11 of the Canons of The Episcopal Church and in accordance with Article XI of the Constitution of the Diocese of East Tennessee, the Bishop shall delegate to the Standing Committee of the Diocese oversight and responsibility for the process unless it already holds this responsibility because of a vacancy in the Episcopate. In this role, the Standing Committee shall:

- (a) give notice in all appropriate publications that the Diocese of East Tennessee is entering an Episcopate election process;
- (b) establish the date for the election;
- (c) establish the necessary committees for the process;
- (d) be responsible for obtaining the necessary background checks;
- (e) propose Rules of Order for the Electing Convention and oversee the election;
- (f) seek the necessary Episcopal and Standing Committee or General Convention consents required once the election has occurred; and
- (g) provide for the Consecration and/or Seating of the Elected Bishop.

CANON 2: Assisting Bishop(s)

Should there be no Diocesan Bishop, the Standing Committee, in its role as the Ecclesiastical Authority, may engage the services of an assisting bishop(s), designating those ministries for which said person(s) shall be responsible.

CANON 3: Pre-Election Process

Once the date for an election has been established in consultation with the Presiding Bishop of The Episcopal Church, the Standing Committee shall appoint three (3) committees to oversee the election process: a Search Committee, a Transition Committee, and an Episcopate Finance Committee.

(a) The Search Committee

(1) The Search Committee shall consist of eighteen (18) Clergy and Adult Confirmed Communicants in Good Standing, including three (3) clergy and three (3) lay persons from each of the Southeast and Middle East Tennessee Areas, two (2) clergy and two (2) lay persons from the Upper East Tennessee Area, none of whom shall be current members of Bishop and Council or the Standing Committee and not more than one (1) person from the same Parish, either Clergy or Lay. The President of the Standing Committee or another member thereof designated by the Standing Committee shall serve as a member. The Chancellor of the Diocese or one of the Vice Chancellors designated by the Chancellor shall serve as a member. The Committee shall determine its own officers and leadership.

(2) The Search Committee shall:

- (A)** develop and oversee a process for creating a Diocesan profile;

(B) receive nominations;

(C) review the qualifications of those being considered;

(D) submit to the Standing Committee at least ninety (90) days prior to the date of the election at least three (3) nominees who have consented to stand for election and whose background check and physical and psychological examination results have been received and approved by the Standing Committee; and

(E) publish complete profiles of the nominees and any other educational material deemed helpful.

(b) The Episcopate Finance Committee

(1) The Episcopate Finance Committee shall be composed of the President of the Standing Committee, the Chancellor and the Treasurer, or a designee of any or all of them.

(2) The Episcopate Finance Committee shall:

(A) establish a timeline for determination of budgeting and providing funding for the search and transition processes;

(B) establish a budget for the search and transition processes, subject to the approval of Bishop and Council, with input from the Search and Transition Committees; and

(C) in consultation with the Search Committee, recommend compensation parameters for the Elected Bishop to Bishop and Council for approval and, within the parameters of the approved compensation budget, negotiate with the Elected Bishop to establish all financial aspects of assuming the office of Bishop.

(c) The Transition Committee

(1) The Transition Committee shall consist of eight (8) Clergy and Adult Confirmed Communicants in Good Standing: four (4) clergy and four (4) lay persons, none of whom shall be current members of Bishop and Council, the Standing Committee, or the Search Committee and not more than one (1) person from the same Parish, either clergy or lay. The President of the Standing Committee or other designated member of the Committee shall serve as a member. The Chancellor of the Diocese or one of the Assistant Chancellors designated by the Chancellor shall serve as a member. The Committee shall determine its own officers and leadership and may select additional members, Clergy and/or Lay, to assist it as needed.

(2) The Transition Committee shall:

(A) provide for the “walk about” opportunities for all nominees to meet with as many members of the Diocese as possible;

(B) provide hospitality for the candidates and their families;

(C) shall hold the primary responsibility for the planning of the Consecration and/or Seating of the new Bishop;

(D) assist the Bishop in adapting to and being introduced to the Diocesan Community.

(E) provide for the transition of the retired and/or resigned Bishop from office.

(d) Committee Nominations and Nominations by Petition.

The Standing Committee shall announce publicly and in written format to all Clergy and Lay Delegates the

names of those nominated. Nominations by petition may be received by the Standing Committee for fourteen (14) calendar days from the date of the announcement. Each petition must be signed by at least eighteen (18) Clergy and Adult Confirmed Communicants in Good Standing. Sixteen of the signatures must be obtained from the following: three (3) Clergy and three (3) Lay Persons from each of the Southeast and Middle East Tennessee areas and two (2) Clergy and two (2) Lay Persons from the Upper East Tennessee area, none of whom shall be current members of Bishop and Council, the Standing Committee, the Search Committee, the Transition Committee, the Episcopate Finance Committee, or the Chancellor, and no more than one (1) person, Lay or Clergy, from each Parish. The remaining two (2) signatures may be from any area in the Diocese.

Petitions must be accompanied by all information and authorizations required by the Standing Committee. The Standing Committee shall secure the required background check for those persons nominated by petition. Once the deadline has passed and the background checks, medical examinations and psychological examinations have been received and approved, by the Standing Committee, the names of all approved nominees shall be made public by the Standing Committee as soon as practicable.

(a) Each person nominated for consideration by the Search Committee and each person nominated by petition shall undergo a physical examination, a psychological evaluation, and the required background check at the time designated by the Standing Committee. The physical examination, psychological evaluation, and background check shall be conducted by qualified professionals designated by the Standing Committee. All results shall be sent directly to the Chair of the Standing Committee, who may share the information with others as he or she deems necessary for appropriate evaluation of each nominee.

CANON 4: The Electing Convention

The President of Convention will convene the session to call for nominations. The Standing Committee shall propose Rules of Order for the Electing Convention and oversee the election. The Standing Committee will place in nomination the names of all persons whose names were submitted to it by the Search Committee and those who have fulfilled the petition requirements. Seconding speeches will be governed by the Convention Rules of Order. No nominations from the floor will be permitted.

CANON 5: Testimonials

Upon election, Convention will remain in session until the Canonical Testimonials are signed by a majority in each order of those eligible to vote.

**TITLE IX
CONTINUATION OF OPERATIONS IN EMERGENCY CIRCUMSTANCES**

Preamble

This Title has been created to provide the mechanism for the continuation of the operations of the Diocese of East Tennessee in a situation where the ability of the Bishop or other Ecclesiastical Authority (as defined in Title I, Canon 1) or, in their inability to function, the Bishop and Council, has been unable to continue the day-to day operations of the Diocese for a material period of time by virtue of a catastrophic event constituting an Emergency.

CANON 1: Definition

“Emergency” is defined to mean the existence of a condition whereby the conduct of day-to-day operations of the Diocese by the Bishop or Ecclesiastical Authority is placed in jeopardy for a material period of time by virtue of a catastrophe.

CANON 2: Declaration

In the event of an Emergency, the Bishop, or in the absence of the Bishop, the Ecclesiastical Authority, in a manner consistent with the Doctrine, Discipline and Worship of The Episcopal Church, shall have the authority to declare a state of Emergency to invoke these Canons which shall supersede any inconsistent Canons of the Diocese until the Emergency is declared to be ended by the Bishop, or in the absence of the Bishop, the Ecclesiastical Authority.

If there is neither a Bishop nor Ecclesiastical Authority, a majority of available members of Bishop and Council may declare a state of Emergency.

Notice of the declaration of a state of Emergency shall be given to the Presiding Bishop, the Chancellor, the Vice-Chancellors, the Clergy and the Laity of the Diocese by the best means practicable.

Under this Title and in all subsequent Canons, where the context is appropriate, the persons(s) or entities declaring a state of Emergency shall be referred to as the Declaring Entity.

CANON 3: Emergency Powers

In the absence of the Bishop and in the event that a quorum of Bishop and Council does not exist after the declaration of an Emergency and until a Special Convention is called to reconstitute the Bishop and Council, the Declaring Entity shall have the authority to conduct the day-to-day affairs of the Diocese, including establishing procedures for calling a meeting of Bishop and Council or a special meeting of Convention, which may include altering quorum requirements. The Declaring Entity may also modify lines of succession to accommodate the incapacity of any director, officer, employee or agent, and relocate the principal office (Diocesan House), designate alternative principal offices, or authorize the officers to do so.

CANON 4: Notice and Quorum

Notice of a meeting of Bishop and Council need only be given to those members whom it is practicable to reach and may be given in any practicable manner, including by publication through the media. One or more officers or ex officio individuals present at a Bishop and Council meeting may be deemed to be a member for the meeting in order to achieve a quorum. Quorum requirements may also be modified in exigent circumstances as the circumstances require.

CANON 5: Effect of Emergency Canons

These Emergency Canons remain in effect until the Emergency ends. The regular Canons that are not inconsistent with these Emergency Canons also remain in effect during the Emergency. Action taken in good faith in accordance with these Emergency Canons binds the Diocese and may not be used to impose liability on any Diocesan director, officer, employee or agent, provided such action is consistent with the Doctrine, Discipline and Worship of The Episcopal Church.

**TITLE X
AMENDMENTS**

CANON 1: Amendment Procedure

Sec. 1. All proposed amendments, additions or alterations to the Canons of the Diocese shall be referred to the Committee on Constitution and Canons to be reported upon; and no Canon shall be acted upon unless by unanimous consent of the Convention, without at least one day's previous notice thereof given in open Convention.

Sec. 2. Whenever there shall be a repealing clause in any Canon, and the said Canon shall be repealed, such repeal shall not operate as a reviver of the repealed Canon.

Sec. 3. A Canon may only be amended by a vote of two-thirds of those in attendance at the Convention entitled to seat and vote.

CANON 2: Effective Date of Amendments

An amendment shall be effective at the conclusion of the Convention at which it is passed unless the amendment states otherwise. An amendment may be effective at the Convention at which it is passed only by a unanimous vote of those in attendance at the Convention entitled to seat and vote.

CANON 3: Grammatical and Punctuation Changes

Grammatical and punctuation errors whose correction does not change the meaning of a Canon may be made by the Constitution and Canons Committee without the approval of Convention and those changes shall be included in the next version of the Constitution and Canons of the Diocese of East Tennessee when next published in hard copy and/or on the website.