



The Search for the 8th Bishop of East Carolina

Diocesan Profile
August 2013



Episcopal Diocese of East Carolina
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The icon pictured above depicts the baptisms of Manteo and Virginia Dare, which took place in August 1587. These two baptisms were the first baptisms held by representatives of the Church of England in the New World. Manteo was baptized on August 13. Virginia Dare was born on August 18 and baptized on August 20. The icon adorns the diocesan chapel in the Diocese of East Carolina.






Welcome

We invite you to read our profile and to think and pray about whether you may be called to become the 8th Bishop of the Diocese of East Carolina.

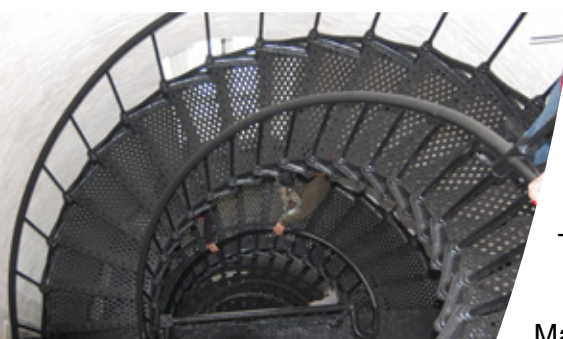
We believe unequivocally that God is in our midst and in this process; with God, we will choose the next bishop of our diocese. We believe God is working to prepare our next bishop for the work we will do together: creating the kingdom of God in this special corner of the world; living into our baptismal covenant of justice, peace, respect and dignity for all; and sharing in the bread and wine that bind us together.

The lighthouses along the coast of East Carolina send beams of light in the darkness to help mariners navigate treacherous waters safely and to welcome them with the promise that land, home and rest are not far away. Much like those lighthouses, the Diocese of East Carolina is a spiritual beacon for us and our neighbors – casting light where there is darkness, guiding us in and out of many ports with the safety provided by the Holy Spirit.



Our lighthouses also offer an apt metaphor for the search and discernment process in which we are now engaged. Climbing the circular stairs to the top of a lighthouse can be exciting and challenging, much like the search process itself. However, every step brings us closer to the top, where we will experience the inspirational sight of each day's new sunrise and an unbroken view of the horizon.

Will you join us in climbing the stairs?



Holy Spirit, guide our discernment as we seek the next bishop for our Diocese. Be with us as we gather and discuss our life together. Help us remember, celebrate and dream. Nurture in us the vision you have for our future, through Jesus Christ, the Great Shepherd of the sheep. Amen.

Thank you for your interest in this vital diocese of the Episcopal Church.

May God's peace be with you.

Search and Nominating Committee
Tom Holt, Chair



Fast Facts



Episcopal Diocese of East Carolina

Diocesan House
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- ✠ DIOCESAN HOUSE
- ★ COUNTY SEATS
- ✠ EPISCOPAL CHURCHES
- ▲ TRINITY CENTER



Geographic Span

5 Deaneries

32 Counties (of 100 counties in NC)



Fast Facts

Number of
Congregations

68

34 with full-time clergy

34 with part-time/supply clergy

Laity



Baptized Members

18,092

6,645

Average Sunday
Attendance

Campus Ministries

2

East Carolina University

UNC-Wilmington

Mission Partnerships

3

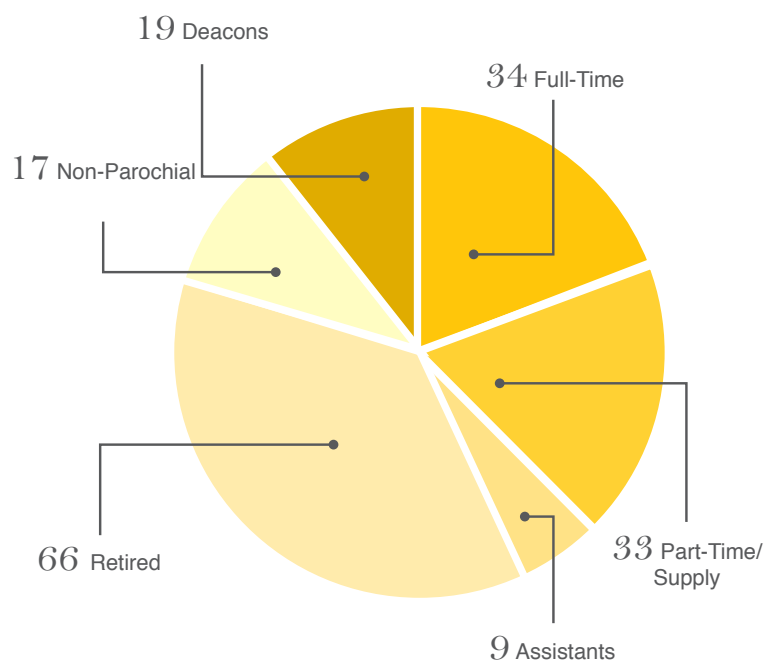
Companion Diocese with the Diocese of
the Dominican Republic

Episcopal Farmworker Ministry with the
Diocese of North Carolina

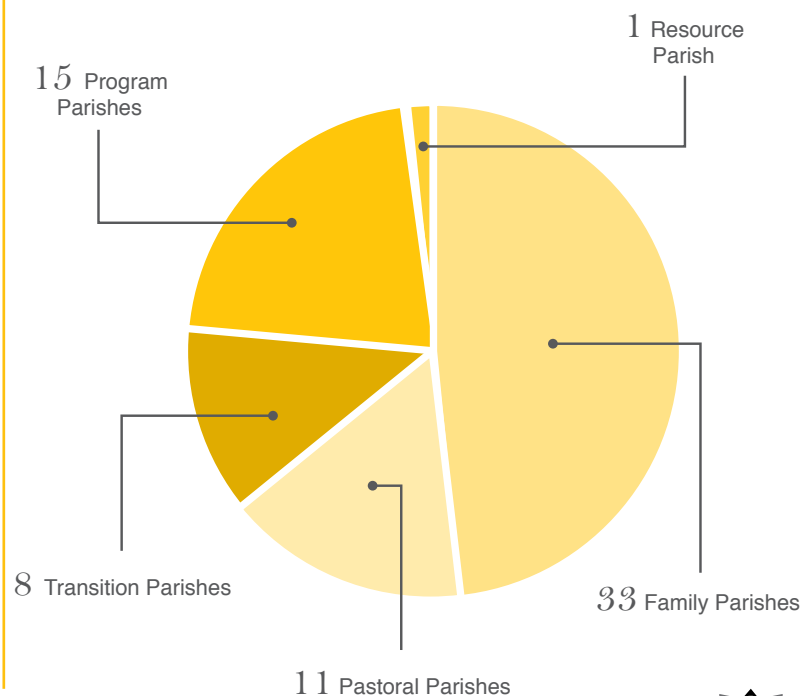
Interfaith Refugee Ministry with The
Episcopal Church

Clergy

178



Size of Congregations



Geography & Culture

East Carolina People – Strong Traditions and Increasing Diversity

Within our communities bounded by the Atlantic Ocean, rivers and sounds, many families in the eastern part of North Carolina have roots that go back generations. In many parishes, people know your family or express interest in your family roots because they treasure and rely upon these connections. Some families have owned farms or lived in the same city or town for generations. Tradition and family relationships are highly valued.



Yet, development within our coastal region over the past 15 years has made us a more diverse culture. The expansion of our medical facilities and educational institutions has brought people from all over the United States to eastern North Carolina. The region is home to eight military bases, bringing thousands of military families into our diocese. North Carolina has the fastest-growing Hispanic population in the nation, and our parishioners hear Spanish spoken almost any day, wherever they may be.



While southern hospitality abounds in this region and people often greet each other warmly with a smile and a hug, our communities and churches now reflect broader traditions. These newer traditions increasingly reflect our 21st century population and spirit, fed in part by those who may have come to study, serve our country, participate in our workforce, or live in retirement, and who now call East Carolina home.



Coastal Highlights – A Lost Colony, a Lighthouse, a Governor's Palace, Wild Horses, a Battleship and a Pirate's Revenge

Traveling from north to south in eastern North Carolina, each curve of our coastline reveals much about us.



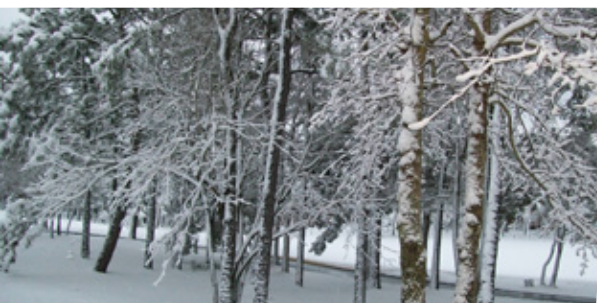
In 1587, before Jamestown and Plymouth, a group of men, women and children settled on Roanoke Island in the Outer Banks. There, the first Anglican baptisms in North America took place when a settler's baby named Virginia Dare and a Native American named Manteo received the sacrament of new birth. This settlement vanished mysteriously leaving only the word "Croatoan" carved on a post in the abandoned fort. Pulitzer Prize-winning playwright Paul Green captured this haunting story in his outdoor play, "The Lost Colony."





Cape Hatteras Lighthouse, the tallest lighthouse in the nation, is a famous symbol of our state. The site includes a Visitors' Center, which houses displays on the island's maritime history. For more than 100 years, this beacon has warned sailors of shallow sandbars that extend out into the ocean, forming what is known as the Graveyard of the Atlantic. Beneath these seas lie thousands of vessels and countless mariners who lost desperate struggles against the forces of war, piracy and nature.

Royal Governor William Tryon and his family brought architect John Hawks from London to New Bern to design and build the grandest public building in all of the colonies. Completed in 1770, Tryon Palace served as the first permanent capitol of North Carolina. Fire destroyed the palace in 1798, but Tryon Palace reopened in 1959 following an extensive 30-year campaign to rebuild the palace and restore the grounds. In 2010, the State opened a History Center adjacent to the Tryon Palace, which attracts many visitors to the region.



Wild horses, descended from Spanish horses that swam ashore from shipwrecks 400 years ago, run free at several locations along the Outer Banks. At Shackleford Banks, the horses are just one of the highlights of The Crystal Coast, our southern Outer Banks. From the sands of Emerald Isle, to the colonial charm of Beaufort, from the top of Cape Lookout Lighthouse to Fort Macon and the North Carolina Aquarium, this part of our coastline provides the backdrop for a rich history and fascinating stories.



The Cape Fear River flows from above Fayetteville and down through the "Port City" of Wilmington. Near the river's mouth, the battleship USS North Carolina beckons visitors to walk her decks. In Wilmington, one can wander the shops of the old downtown and the Cotton Exchange, or take in a show at historic Thalian Hall or any of the other theaters that bring the performing arts to this lively city.

In May 1718, with the Queen Anne's Revenge and three smaller ships, the pirate Blackbeard blockaded the port of Charleston, South Carolina, for nearly a week. Soon after leaving Charleston, Blackbeard's fleet attempted to enter Beaufort Inlet in North Carolina. During that attempt, Queen Anne's Revenge and the sloop Adventure grounded on a sandbar; both were abandoned. In 1996, the private research firm Intersal, Inc. discovered the wreckage of the Queen Anne's Revenge. Beaufort's North Carolina Maritime Museum houses artifacts recovered from that wreckage.





Feasting on Land and Sea

Eastern North Carolina feasts on the foods that our farmers produce and our fishermen catch. A pig pickin' is a great event here. Our pork barbecue is wood-smoked for hours with a vinegar-based sauce, balancing tangy sweetness with just a little kick of red pepper. Chicken is prepared in the same manner. Another traditional southern dish, Brunswick stew, often accompanies a barbecue dinner. Low country seafood boils, shrimp-a-roos and fried seafood specialties feature locally available shrimp, oysters and clams. These foods are frequently enjoyed at family and community events.



Outdoor Activities

Whether you are looking for adventure or relaxation, eastern North Carolina has it all. The coast has beaches for walking, collecting shells or just soaking up the sun. Active and adventurous types can enjoy parasailing, windsurfing, jet skiing and surfing. National Geographic recently named Wrightsville Beach one of the top 20 surfing towns in the world!



Eastern North Carolina also offers some of the best golf in the state. Wherever you are in this diocese, you're not far from a great game of golf on a highly ranked course.



Anglers can enjoy salt- and freshwater fishing. The Big Rock Blue Marlin Tournament in Morehead City (part of the Governor's Cup Series), and other saltwater tournaments, offer amateurs and professionals a chance to compete for prizes. Sailors and other recreational boaters love to travel up and down the sounds and rivers of our "inner" banks, too. Eastern North Carolina also has some of the best deer, black bear, turkey and duck hunting in the nation.

Colleges and Universities

East Carolina University is the second-largest university in the state with an enrollment of approximately 27,000 students. ECU offers undergraduate and graduate degree programs from nine colleges, the Brody School of Medicine and the School of Dentistry. ECU is a Division 1-A school and a member of Conference USA.



The University of North Carolina at Wilmington (UNC-W) has become one of the most popular campuses in the UNC system with a student enrollment of just over 13,000.





Offering degree programs from five colleges and schools, UNC-W is one of the fastest-growing campuses in the UNC system.

Chowan University, Elizabeth City State University, Fayetteville State University, Methodist University, Mount Olive College, UNC-Pembroke and branches of our community college system (at least one in each of our 32 counties) ensure that higher education is available to all.

Service to our Nation

Fort Bragg, near Fayetteville, is the largest of the eight military bases in eastern North Carolina and includes Pope Army Airfield, formerly Pope Air Force Base. Seymour Johnson Air Force Base is near Goldsboro. The Marine Corps has three bases in our diocese: Camp Lejeune and New River Marine Corps Air Station near Jacksonville, and Cherry Point MCAS near Havelock. Major Coast Guard units in the diocese are Air Station Elizabeth City, Sector North Carolina at Ft. Macon, and the USCGC Diligence, which is home-ported in Wilmington. This military presence represents the largest concentration of Armed Forces within any diocese in the country.



Health Care

East Carolina is blessed with superior medical practitioners and hospital facilities. Chief among many excellent hospitals, and providing an array of services across eastern North Carolina, is Vidant Health Systems, affiliated with the Brody School of Medicine in Greenville. Among its many national accolades is Vidant's leadership in the area of arthroscopic heart surgery. Located centrally within the diocese, this health system has established relationships with other hospitals throughout the region to help provide a first-class medical system.





Who We Are Today

“The Mission of the people of the Diocese of East Carolina is to restore all people to unity with God and each other in Christ. As God has taken away our guilt and forgiven our sins, we call others to experience this restorative power through relationships in the abundant life of the congregation and the larger community. We are a people who continue to be restored and who are called and empowered to confess the faith of Christ crucified, proclaim his resurrection, and share in his eternal priesthood.”



Overview

The Diocese of East Carolina retains many qualities of a rural, southern coastal region – one with many small, self-contained congregations and the oldest permanent European settlements in the state. These traditional qualities are linked with 21st century themes -- developing cities and coastline, an influx of ethnic groups, and persistent rural poverty.

Our survey confirmed that one of our greatest challenges over the next decade is “acting together as a diocese, not a group of independent local congregations.” This section describes our current efforts to “act together” – to integrate our traditional qualities and our 21st century mission and spirit. We acknowledge our strengths and our challenges during this dynamic period in our church life, and highlight key diocesan programs and activities.



Our Diversity

We are blessed with breadth and variety – economic, generational, racial, ethnic and social. Our listening sessions suggested we identify with and value these differences.

Economically, we are experiencing growth in the southernmost coastal counties, but our northern counties, small towns and rural areas have limited resources and many needs. North Carolina rates its counties in three tiers, according to how much aid the county needs for economic development. Roughly two-thirds of the counties in our diocese are rated Tier 1, the rating that indicates the highest need for development, and accordingly, the most poverty. Only two counties within our diocese were rated [Tier 3](#).



Our survey respondents were predominantly 55 and older, which reflects a nationwide pattern in the Episcopal Church. Yet, our region includes many students, young professionals and young families who are not yet proportionately reflected in our diocesan demographics.

Few of our parish and diocesan gatherings reflect the diversity of our region. To address this concern, our Anti-Racism Commission holds annual one-day





workshops in each deanery entitled “Seeing the Face of God in Each Other.” The workshops are designed to promote awareness of our diverse experiences and living into our Baptismal Covenant.

On social issues, our diocesan conventions have generally taken public positions that echo those of the Episcopal Church. However, people and congregations within the diocese range from very liberal to very conservative. This range of stances makes it a challenge to agree on action on social issues. With regard to the blessing of same sex unions, for example, very few congregations have begun the conversations, approved by our last bishop, regarding the new liturgies.

Mission & Outreach

We see the need for additional outreach ministries and feel we have the spirit and capacity to launch and manage them. We have strong lay leadership, healthy relationships and openness to new traditions, suggesting we are strong enough to reach out to others.

We are responding to the many needs of our larger community (domestic and beyond) through outreach programs and ministries. The examples below outline identified opportunities for outreach and service and summarize our current response.

- **Companion Diocese Relationship.** Since 2011, we have sent at least seven medical and work mission teams to the Dominican Republic. We also provide scholarships for children there.
- **Episcopal Farmworker Ministry.** This ministry, shared with the Diocese of North Carolina, provides food, clothing, toiletry items and bedding to approximately 3,500 farm workers at 47 migrant camps. It also sponsors classes in English as a Second Language, transportation to health centers, immigration assistance and seasonal celebrations. [Learn more.](#)
- **Interfaith Refugee Ministry.** Since 1992, this ministry, an affiliate of Episcopal Migration Ministries, has operated in our diocese, providing services for State Department-approved refugees. Last year, 215 individuals arrived in eastern North Carolina to begin new lives in peace and safety. Most were ethnic minorities from Burma, but others were Cuban, Iraqi and ethnic Vietnamese. Parishes in the diocese have mentored these families and supported them materially and spiritually.





- **Military Presence.** Based on the most recent U.S. Census, there are 116,073 active-duty military personnel in North Carolina – and all are located in our diocese. With approximately 65,000 spouses and children, we have more than 181,000 active-duty personnel and dependents. We also boast a large Reserve, National Guard and retired presence. We welcome military personnel and their families into our parishes. Our churches have been a faithful source of support for those deploying into harm's way and for those who love them. We would like to expand outreach efforts to our military neighbors.
- **Prison Ministry.** Congregations in our diocese are involved in several prison ministries. We also send nearly 70 children of incarcerated parents to summer camp and sponsor other activities during the year.
- **Spanish-Speaking Parishes.** North Carolina's Spanish-speaking community has grown by 500% in the last 10 years. We provide support to three growing Latino congregations. The oldest of these, La Sagrada Familia in Newton Grove, is on the site of the Episcopal Farmworker Ministry. Two other Latino congregations, in Goldsboro and Washington, meet for Spanish-language liturgies.

Trinity Center

As our diocesan camp and conference center, Trinity Center holds a special place in the heart of the diocese. The center's Mission Statement expresses its breadth of purpose: "Trinity Center welcomes all people to the spiritual home of Episcopalians of East Carolina, where we share God's gifts of community and hospitality in a natural coastal environment." The 62-acre property is located in Pine Knoll Shores between Bogue Sound and the Atlantic Ocean. Buildings are nestled in a maritime forest where 44 guest rooms and four dormitories accommodate a variety of camp and conference groups, including the Commission on Ministry and those in their formal discernment process. Trinity Center annually hosts 350 conferences, a summer residential camp, a year-round environmental education program for 8,000 school children, and six Road Scholars (formerly Elderhostel) events. The center serves Episcopalians of East Carolina, but is also a true outreach ministry; more than 70% of the people who come through the campus annually are not affiliated with our diocese. [Learn more.](#)

See the Finance section of this profile to learn more about "Trinity and Beyond," an ongoing capital campaign.





Diocesan Structure

The diocese consists of five deaneries – Albemarle, Pamlico, Trinity, Upper Cape Fear, and Lower Cape Fear. Each deanery has a clergy dean, appointed annually by the bishop. Deans provide a means of communication between the deanery, diocesan groups and the bishop.

The diocesan structure includes a Standing Committee (six members), elected at Diocesan Convention, and an Executive Council (18 members), comprised of deanery representatives and at-large members.

In recent years, Diocesan House has included the following staff: a Canon to the Ordinary, a Financial Officer, a Youth and College Ministry Officer, three executive assistants, two clerical assistants and a receptionist.

Ongoing Diocesan Programs

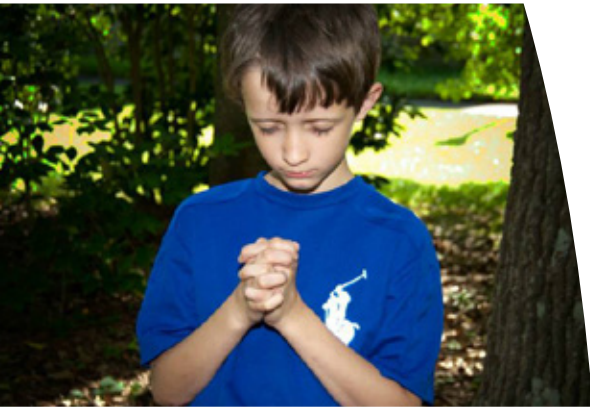
- **Campus Ministry.** The diocese recently implemented newly designed, supporting committees in Wilmington and Greenville to guide campus ministry for UNC-Wilmington, East Carolina University and the community colleges in those towns.
- **Episcopal Church Women (ECW).** Along with its programs for education and fellowship, the ECW coordinates ongoing fund-raising for malaria nets in support of the Millennium Development Goals in cooperation with Episcopal Relief and Development. Another major project is provision of scholarships for children in the Dominican Republic.
- **Pastoral Care,** Congregational Development, Life of Faith. The following groups support our parishioners and others across the diocese: [Brotherhood of St. Andrew](#) supports the ministry of men within the Anglican Communion. [Cursillo](#) provides faith development and renewal. Trinity Center hosts Cursillo weekends in April and November each year. [Daughters of the King](#) is a group active in prayer and study. [Education for Ministry](#) enrolls about 80 students each year and is led by some of the 18 certified mentors in the diocese. The Liturgical Commission plans diocesan liturgies such as those at convention and ordinations. It collaborates with [Schola Cantorum](#), an all-volunteer choral chamber group, whose purpose is to promote music from the Anglican tradition and enhance diocesan worship.





- **School for Diaconal Training.** In 2012 the diocese inaugurated the School for Diaconal Training, which the Commission on Ministry oversees. This three-year program reflects, and will extend, the important ministry of the deacons already active in the diocese.
- **Youth Programs.** The diocese offers youth events for middle and high school students throughout the year, including New Beginnings, Happening and various other youth events. Over 600 young people attend Camp Trinity each summer, and we recently initiated the [Outer Banks Acolyte Festival](#), which gathers acolytes of all ages for an annual weekend of training and fun. Our youth are also active in Province IV, with 20 young people and five adults participating in Province youth events in the summer of 2013. Our diocese is hosting the Province IV Youth Leadership Conference in November 2013.





What We Heard and Learned

Survey Respondent Demographics

The 800 + respondents reflect the following demographics:

- **Gender:** 54% female; 46% male
- **Age:** Over two-thirds (77%) are 55 and older
- **Worship patterns:** Nearly half (46%) have worshipped in the diocese for more than 20 years
- **Deanery Affiliation:** 29.5% are in Lower Cape Fear; 13% don't know their deanery
- **Level of Awareness:** Over half (62%) are either "unaware" or "somewhat unaware" of the work of the Diocese of East Carolina

Discussion Questions for Listening Sessions

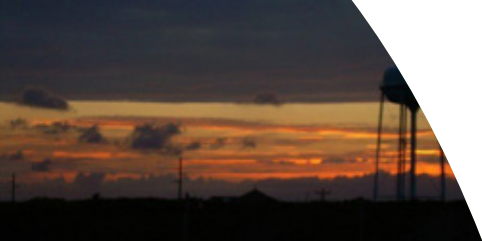
- What are our blessings as a diocese?
- What are our challenges?
- What are our hopes and aspirations for the diocese?
- What qualities, characteristics, attributes, passions, and gifts will our next bishop need to lead us in God's work of realizing our hopes and dreams?
- How can we support and partner with our new bishop to go where God is calling us?

Survey & Listening Sessions

Early in our search process, we conducted a diocesan survey consisting of 13 questions: the first three questions asked respondents about parish-level issues; five questions related to diocesan activity and direction – present and future; five questions were demographic in nature.

We held seven listening sessions, one in each of our five deaneries and two for clergy, and conducted a series of interviews with diocesan staff. Total attendance at the listening events was over 300 participants – laity and clergy who enthusiastically expressed their hopes and dreams for the





future of the Episcopal Church in eastern North Carolina. At each listening event, small groups sat with a member of the Search/Nominating Committee and talked through a set of five questions.

Both the survey and the listening events drew enthusiastic responses from our parishioners. At the listening sessions, discussion was lively and attendees were clearly excited about the prospect of new leadership for the diocese.

What We Learned

Combining listening session feedback with survey findings, we can articulate important qualities of our diocese. Below, we highlight the most often-repeated responses to our five questions, supplemented with related survey findings.

Our Blessings.

- **The Episcopal Farmworkers Ministry at Newton Grove.** This outreach effort is “a strong, clear Christian ministry to our neighbors in need.” When asked to prioritize statements about the diocese, respondents reached the highest level of agreement on the following statement: Nearly 73% either “definitely agree” or “agree” that “The Episcopal Farmworkers Ministry is an important outreach program.”
- **Trinity Center, Beauty of the region, rich Episcopal history.** We are fortunate to live in a beautiful part of the world. The daily gift of our beautiful surroundings keeps us especially aware of God the Creator. The same can be said for Trinity Center, a significant spiritual resource for the diocese. Our varied parishes and historic structures remind us of our long-standing traditions as they contribute to our sense of continuity and community.
- **Diversity and healthy relationships.** We are committed to embracing our differences. As one participant put it: “Let’s be honest about who we are and what we can accept; our diversity is a part of who we are.” On the survey, this





statement ranked third highest for agreement: “Our diocese celebrates diversity of thought and custom in its parishes.” We also heard that we generally get along well with each other and are open to new traditions and practices. We have had, and continue to have, disagreements; yet we stand together as a part of the body of Christ in this region.

Our Challenges

- **Shrinking membership and financial resources.**

Our smaller parishes are becoming smaller, with fewer financial resources. Even some of our larger churches, especially those in the smaller, inland towns, see declining membership and shrinking budgets. Given a list of 14 challenges at the parish level, more than 80% of survey respondents believe that declining membership will be a challenge during the next 10 years; this issue was cited by 10% as “the single greatest challenge” at the parish level. Responses were similar at the diocesan level: “Raising new funds to expand diocesan ministries” ranked as the greatest challenge, with “Supporting small parishes and parishes in small towns” in second place. From the same list, 89% of respondents indicate that “Managing diocesan funds” will be “somewhat of a challenge” or “a major challenge.” See the Finance section of this profile for a description of our financial resources.

- **Diocesan identity and communication on all levels.**

Survey respondents indicate the issue, “Acting together as a diocese, not just as a group of independent local congregations” will be the third-greatest challenge over the next 10 years. Likewise, “Maintaining unity is important in the diocese” was the statement with the second-highest level of agreement. We also heard many comments suggesting a lack of diocesan identity: “What does a diocese actually do?” We learned that a healthy cross current of communication beyond the parish level is constrained or non-existent. We do not effectively





communicate diocese-to-parish, parish-to-diocese, or parish-to-parish and we have been slow to make the digital leap. Smaller parishes feel increasingly isolated.

- **Expanding outreach/mission work.** While we acknowledge vibrant outreach ministries and mission efforts throughout the diocese and beyond, there are challenges with this work. At the diocesan level, there is low diversity in the types of mission work, unmet opportunities for mission, and low visibility for existing projects. See “Greater focus on mission and outreach” below.

Our Hopes and Aspirations

- **Growth.** There is a unified hope for growth within parishes and across the diocese, with the added wish that this growth might include greater diversity more closely reflecting the demographics of our larger community. We can grow by practicing “radical hospitality.” We want to help our smaller parishes grow and become more stable. We must attract a younger demographic in families, leaders and clergy. The survey indicates the single highest priority goal for the diocese to be “Fostering growth in membership.”
- **Greater focus on mission and outreach.** We desire a more active domestic outreach while maintaining the international relationship with our companion diocese in The Dominican Republic. Domestic outreach should involve bringing more people to the knowledge and love of God in our parishes, especially further reaching out to the Hispanic and military communities. Another hope, one related to expanding our Hispanic ministries, is for more clergy and laity who are fluent in both Spanish and English.
- **Financial Stability.** If necessary to achieve what God is calling us to do, we would support having more than one bishop and adding other diocesan staffing. We pray that Trinity Center achieves its endowment goals and can ensure its future. We will need to allocate greater resources to struggling parishes. See Challenges above.





How can we support and partner with our new bishop to go where God is calling us?

Listening session participants frequently said, “We can pray regularly for the bishop and diocesan staff.” We can also increase financial support to the diocese to support our missions and programs. Lay ministers must be responsive and participate fully in diocesan and deanery programs. We must give our new bishop a clean slate -- a fresh starting point. We will maintain a balanced relationship by actively communicating, demonstrating our support and being patient. We will educate our parishes on what a bishop actually does and why it is critical that we support our bishop.



Historical Highlights

Spiritual Birth of the Diocese

While the Diocese of East Carolina was not formed until 1883, the baptisms of Manteo and Virginia Dare on Roanoke Island in the summer of 1587 reflect the spiritual birth of the Anglican Episcopal Church in North Carolina and in North America. You can learn more about our [history](#) here.

East Carolina's Bishops

Alfred Augustin Watson, First Bishop of East Carolina, 1884-1904
Robert Strange, Coadjutor, 1903-1905

Robert Strange, Second Bishop of East Carolina, 1905-1914

Henry Beard Darst, Third Bishop of East Carolina, 1915-1945

Thomas Henry Wright, Fourth Bishop of East Carolina, 1945-1973
Hunley Agee Elebash, Coadjutor, 1968-1973

Hunley Agee Elebash, Fifth Bishop of East Carolina, 1973-1983
Brice Sidney Sanders, Coadjutor, 1979-1983

Brice Sidney Sanders, Sixth Bishop of East Carolina, 1983-1997
Clifton Daniel 3rd, Coadjutor, 1996-1997
C. Charles Vache, Bishop Assisting, 1993-1996

Clifton Daniel 3rd, Seventh Bishop of East Carolina, 1997-2013
Santosh Marray, Bishop Assisting, 2009-2012

Peter James Lee, Bishop Provisional of East Carolina, 2013-present

1880

Bishop Atkinson introduces the subject of splitting the state into two dioceses

1883

Formation of Diocese of East Carolina, emerging from the Diocese of North Carolina, along the western boundaries of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland and Robeson counties. The Diocese includes 32 counties from this line eastward to the Atlantic Ocean

1883

The bishop's residence is established in Wilmington

1907

Bishop Strange appoints an archdeacon to work among African Americans

1913-1914

Constitution of diocese changes to permit women to vote in elections for vestries

1919

Bishop Darst accepts services of Henry Beard Delaney, Suffragan Bishop of Diocese of North Carolina, for work among African Americans

1949

The Roosevelt family conveys Bogue Sound property to the Diocese for use as a Camp and Conference Center.

1983

Diocesan office moves from Wilmington to Kinston

1986

Bishop Sanders leads development of Trinity Center on Bogue Sound property



2008

Diocese celebrates its 125th Anniversary in Manteo



Finance

Participation & Member Giving Trends

From 2001 through 2006, pledge and giving trends increased. From 2007-2011, baptized members, worshippers, and plate-pledge income in the diocese remained relatively constant. In 2011, our plate/pledge amounts began to increase slightly, while membership remained relatively stable and worship attendance fell slightly.

Budgeting Process

The budgeting process begins in July. The Finance Committee receives budget requests from entities responsible for expenditures. The bishop-appointed committee of laity and clergy is keenly aware of financial responsibility balanced with the obligations of being a Christ-Centered organization.

In August, the Episcopal Foundation makes its commitment to the budget (more Foundation information below). The committee considers each budget request as related to projected income. Parish pledges are due in December.

After estimating income and expenses, the Finance Committee forwards the budget proposal to the Executive Committee for approval. That budget is then sent to the February diocesan convention for final approval.

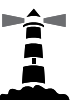
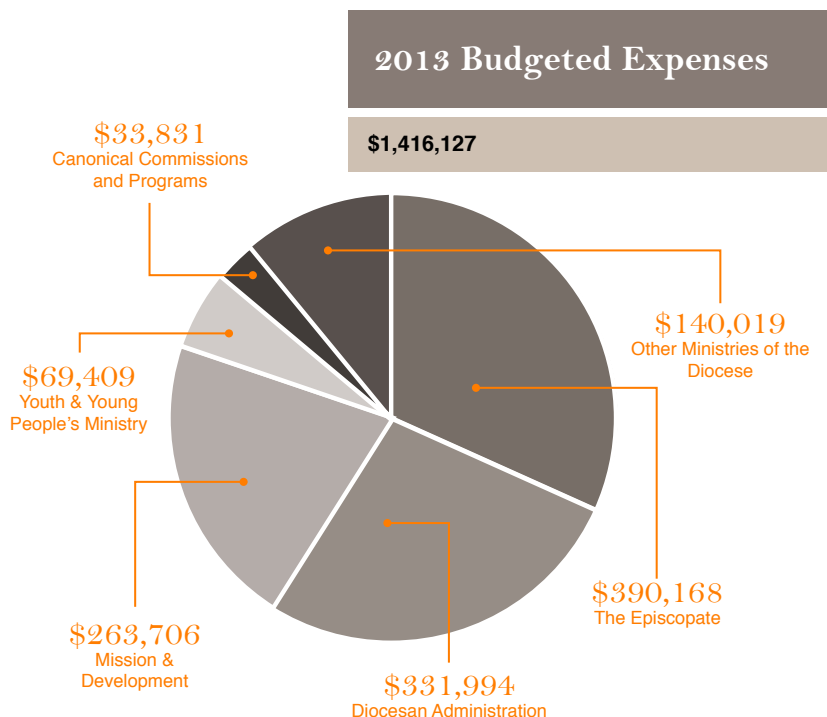
We have been successful in forecasting our income and staying on target in carrying out God's work here in the Diocese of East Carolina.

Parish Commitments

Parish commitments are made on a voluntary tithing basis. Parishes have been trying to reach that 10% goal with varying success. The reality is that 47% of our parishes contributed 10% of our budget. The adjacent chart shows a four-year history of our efforts. As 2013 unfolds, these percentages may grow slightly.

Year	Average Parish Commitment
2010	8.28%
2011	8.56%
2012	9.0%
2013	8.87%

2013 Projected Income	
Parish Giving:	\$1,229,127
Foundation Grants:	\$187,000
2013 Income	\$1,416,127



Finance

The Episcopal Foundation of the Diocese of East Carolina

We have much to be thankful for in the Diocese of East Carolina. With gifts to the foundation, Episcopalians have left a monetary legacy for future generations. Today, the foundation, an independent 501c3 organization, has assets of approximately \$9 million. Some parishes have put their endowment funds into the larger fund, reducing their expenses and broadening the opportunity for financial growth. Participating parishes maintain control of the use and disbursement of their funds.

The foundation has been built on many bequests. One of our challenges is to educate current parishioners about the value of the foundation to furthering our mission. Some grantors make specific wishes as to how the proceeds of their gift are to be used and the foundation strictly follows such directives. Others leave their grants at the discretion of the board.

The governance of the foundation is comprised of 16 directors from throughout the diocese. The bishop names the president and the other officers are named by the board.

In 2013, the foundation designated \$189,000 to the diocesan budget. An additional \$51,000 was allocated to parishes that had needs beyond their operating budgets.

Parishes make applications for grants for projects ranging from roof repair, storm damage, parking, handicap accessibility, Sunday school equipment and other unique needs. A foundation committee visits the parish to assess the need and another committee makes an after-action visit to determine that the money was spent appropriately. The grant process has been successful.

The policy of the foundation is that 3-5% of the average earnings over the previous 12 quarters is to be allocated for the next year's grants. Thanks to a sound investment policy, we have been able to maintain a 5% allocation, even in uncertain economic times.

Trinity and Beyond Capital Campaign

Trinity Center, the spiritual center of our diocese, lays claim to individual hearts through its years of retreats, camps, and renewal. It provides affordable facilities for meetings, parish weekends, diocesan events, and family gatherings. It serves over 120,000 meals a year, employs 55 people and funds its \$2.5 million operating budget primarily from its operating revenue.

Almost 30 years in a challenging coastal environment has taken a toll on our facility. Trinity Center cannot generate adequate revenue to maintain its facilities for future generations. An endowment fund of \$5 million would produce funds needed annually for maintenance, replacement and repair needs.

The Trinity and Beyond campaign is about ensuring the future of Trinity Center. It is about our stewardship, our faith in the future, and our fruitful use of the gifts with which we have been blessed. The generosity of previous generations allowed us to build Trinity Center; it is our challenge to ensure Trinity Center's future. The "Beyond" part of the campaign slogan sets a goal for money contributed beyond the \$6 million needed for Trinity Center to be used to aid our military-family programs, Latino ministries and more.

The Trinity and Beyond capital campaign began 18 months ago with a Phase 1 goal to generate an initial \$1 million earmarked for pressing maintenance needs. Phase 1 is successfully completed.

We had originally scheduled Phase 2 to begin during 2013 to focus on the long-term endowment. However, Trinity Center is such a key element of our diocese we now plan to resume Phase 2 of the campaign after our new bishop has had adequate time to work with us. We look forward to this opportunity for new leadership to help us move into Phase 2 of the Trinity and Beyond Campaign.

Learn more about [Trinity and Beyond](#).



Our Next Bishop

The Book of Common Prayer guides us in our understanding of what the ministry of a bishop is meant to be. The characteristics of the bishop we seek are highlighted on this page. While we value all of them, the following are ones that we have discerned would be particularly important as strengths of our next bishop as we minister together in this specific time and place.



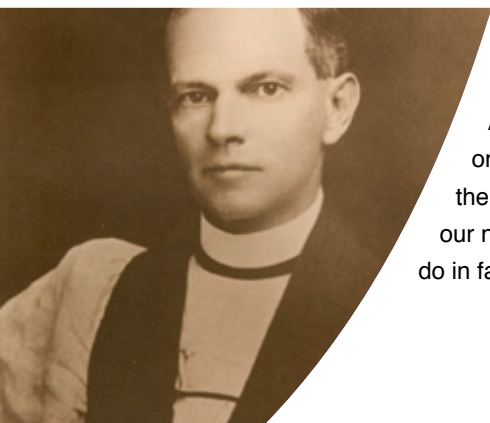
We seek a bishop who will be an *apostle*. Our bishop will be one who is sent by God to advocate for a sustained vision that will guide and drive our endeavors at every level of the diocese. This vision should include congregational development and support for our smaller and transition-sized parishes. Our next bishop should be rooted in a healthy life of discipleship, faith and prayer. Communication skills will be highly valued. Our parishioners have a clear desire to receive a Gospel-focused message through traditional and modern forms of media and through dynamic and compelling preaching. Our next bishop must have strong administrative skills or the wisdom and humility to delegate well.



We seek a bishop who will be our *chief priest*. Second only to a well-defined vision, this diocese hopes for a spiritual counselor – one who will nurture a deeper spiritual life centered on Christ. That nurturing should come in the form of teaching and program support from the diocesan level, active sacramental ministry throughout the region, and through the model set by the bishop's life and habits. We want a bishop who will impart a disciplined understanding of biblical and historical revelation and connect our faith and Anglican traditions with our lives today.



We seek a bishop who will be a *pastor* for all in the diocese – a bishop who will want to be present in the lives of our parishes beyond Sunday visits. Our next bishop will be presented with opportunities for forming pastoral relationships with a very diverse people: these people will come from parishes small and large, wealthy and financially struggling, from predominantly Caucasian, African-American, and Hispanic communities, from rural and urban settings, from military families and more. A bishop who is able to form such broad pastoral relationships will also be sensitive to the theological and cultural diversity among us.



A common comment among Christian communities in transition is that Jesus himself is the only one who could meet the varied and lofty expectations of the next leader. As you can see, the hopes of this diocese are no less aspiring. We stand by these desires while recognizing that our next bishop will not have all of these characteristics. Ultimately, the comment is not far off. We do in fact want Jesus – and, above all, we pray that our next bishop will point us towards him.

The ministry of a bishop is to represent Christ and his Church.

Apostle of a diocese

Chief Priest of a diocese

Pastor of a diocese

Guard the faith of the whole Church

Guard the unity of the whole Church

Guard the discipline of the whole Church

Proclaim the Word of God

Act in Christ's name for the reconciliation of the world

Act in Christ's name for the building up of the Church

Ordain others to continue in Christ's ministry





Our Committees

Search/Nominating Committee

Andy Atkinson
Holy Cross, Wilmington
Stephen Batten
Church of the Advent, Williamston
Jeff Douglas
St. Thomas, Ahoskie
Frank Gwathmey
St. James, Wilmington
Ed Hodges, Jr.
St. Peter's, Washington
Tom Holt, Chair
Holy Trinity, Fayetteville
Annette Horner
Christ Church, Elizabeth City
Annie Jacobs
St. Mark's, Wilmington
Jane Martin
St. James, Wilmington
Jean Moore
St. John's, Fayetteville
Richard Peterson
St. Timothy's, Greenville
Catherine Powell
Church of the Servant, Wilmington
Carl Ragsdale
St. Francis by the Sea, Salter Path
Mary Reese
St. Andrew's, Goldsboro
Tom Secules
All Saints, Southern Shores
David Smith
Church of the Servant, Wilmington
Richard Taft
St. Paul's, Greenville
Ray Tait
Christ Church, New Bern
Donna Trivette
St. Andrew's, Nags Head
Jim Warren
St. John's, Wilmington
Tom Warren
St. Mary's, Kinston
Tom Wilson
All Saints, Southern Shores





Transition Committee

Patty Adams
 St. Paul's, Greenville
Kathleen Abrams
 St. James, Wilmington
Nancy Broadwell
 Holy Trinity, Fayetteville
Sonny Browne
 Trinity, Chocowinity
Ann Bustard
 Christ Church, New Bern
Paul Canady
 Christ Church, New Bern
Betty Cochran
 St. Peter's, Washington
Jeremiah Day
 St. Thomas, Oriental
Phil Glick
 St. Andrew's, Nags Head
Melene Hatcher
 St. John's, Fayetteville
Dencie Lambdin
 Trinity, Lumberton
Barbara Lassiter
 St. Peter's, Sunbury
Earl Miller
 St. James the Fisherman, Shallotte
William Orr
 St. John's, Fayetteville
Jo Parrott, Chair
 St. Mary's, Kinston
Ginger Powell
 Trinity, Chocowinity
Alex Russell
 St. Andrew's, Morehead City
Martha Blount Simpson
 St. Andrew's, Columbia
Michael Singer
 St. Mary's, Kinston
Lee Stroud
 St. Anne's, Jacksonville
Judy Whichard
 St. Paul's, Greenville
Henrietta Williams
 St. Phillip's, Southport



Chaplain to the Teams

Henry C. Burdick, III



Timeline for the Search

2013

February 28

Bishop Daniel's resignation is effective

March 19

Standing Committee appoints Search & Nominating and Transition Committees

April-June

Develop and conduct survey
Engage in listening sessions
Tabulate survey
Report listening session findings

June-August

Create profile

August 26- September 27

Applications received

October 4

Deadline for receipt of application materials

October –December

Review, research, screen, interview candidates
Initial screening process completed in late October
Interviews held through November 22

2014

January 2-4

Discernment Retreat for candidates & Search/Nominating Committee

February 8

Announce slate of finalists at Diocesan Convention and Petition Period begins. Petition Period ends February 22.

April 28-May 3

Finalists participate in walkabouts in the diocese

May 17

Elect 8th Bishop of East Carolina at special Diocesan Convention in New Bern

November 8

Consecration of the 8th Bishop of the Diocese of East Carolina

