



Diocese of East Tennessee Profile 2016

Welcome!

Greetings to you from beautiful East Tennessee. The Search and Nominating Committee and the people of our Diocese prayerfully and faithfully offer this profile in the hope that anyone who may be discerning a call, or considering a name to submit, will learn more about who we are and what we seek in our fifth bishop. We are charged by the people of our Diocese to discern and identify individuals who, we believe, have the skills, gifts, and qualities needed to provide episcopal leadership *at this time and in this place*.

You will find much in this profile, which includes links to websites and “snapshots” of our blessings: ministries, activities, and people. You will also learn about the challenges facing us today. This information has been gleaned from survey research, conversations, interviews, focus groups, community dialogue, and prayer.

In the “Comments from the Diocese” call-out boxes, you will find quotes from people from our survey and in regional focus groups who offered these personal messages to the Search and Nominating Committee and to our “mystery bishop.” We hope these notes give you a more personal sense of who we are - they may even provide some laughs!

The Search and Nominating Committee will receive nominations through January 20, 2017 and applications through January 27, 2017. Forms and complete instructions for submitting names are available from the [Nomination and Application](#) page of our website. *Please note that the forms for submitting names are to be sent electronically.*

Our recommendations for the final slate of nominees will be submitted to the Standing Committee on April 28, 2017. Our electing convention will be held (as a reconvened session of the 33rd Annual Diocesan Convention) on July 28, 2017 at St. John’s Cathedral, Knoxville. The ordination/consecration of the Fifth Bishop of the Diocese of East Tennessee is scheduled for December 2, 2017. Please refer to the [canons of our Diocese](#) for more about our election process.

The website for our search provides extensive information, meditations, timeline, articles, letters, and updates. Please visit www.bishopsearch.dioet.org to view this site.

Thank you for your interest in this strong and faithful Diocese. May God’s peace be with you.



Search and Nominating Committee
Election of the Fifth Bishop of East Tennessee

Most Gracious God, who gave your only Son to be our Good Shepherd:

Look favorably upon your Church, and guide the hearts and minds of those who shall choose a bishop to be a pastor to this Diocese, that we may receive a faithful leader, who will go with us out in the world, making disciples who make a difference; and nurture in your servants who wrestle with this call a spirit of wisdom and confidence, joy and humility; through Jesus Christ, who lives and reigns with you and the Holy Spirit, one God, for ever and ever. Amen.



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The vital connection between worship and how formative it is for living out a life devoted to justice and peace cannot be overemphasized. "Programs" without this kind of substantial foundation are worthless."



Who are we?

The Diocese of East Tennessee comprises 34 counties in Tennessee and three counties in North Georgia. This area, nestled in the valley between the Cumberland Plateau and the Appalachian Mountains, covers approximately 14,350 square miles. The U.S. Census estimates our population to be 2.5 million concentrated in three major metropolitan areas: Chattanooga, Knoxville, and the Tri-Cities area (Kingsport, Bristol, and Johnson City).

Our Diocese is a collaborative community of engaged members who desire to be even more engaged. In short, this Diocese demonstrates a “can-do” spirit. When our diverse congregations are led to create a collaborative vision, we respond creatively, energetically, and generously.

MORALE, ENERGY, AND SATISFACTION

According to survey responses, our Diocese is marked by high morale, high energy, and overall satisfaction. We engage in participatory decision making and score high in collegiality and hospitality.

POTENTIAL FOR GROWTH

Overall, our diocese has established healthy vision, work, and relationships among its parishes, worshipping communities, and other ministries. This places us in a good position for future growth and focus. Survey respondents indicate a growing lay engagement with the Diocese and a significant level of untapped potential for the work of the Diocese — many respondents say that they have something to give the Diocese but do not yet know how to give it. Our positive conflict management score indicates that we have the capacity to deal with differences and polarities in healthy ways.

BLESSINGS

Our focus groups underscore these findings of health, summarized by one member who exclaimed, “We love each other and focus on ministry!” Focus group attendees also identified the following blessings:

- ❧ Clergy collegiality
- ❧ Generosity of spirit and resources
- ❧ Natural beauty and climate
- ❧ Acceptance of diversity in opinion and style
- ❧ Strong, vibrant lay ministry



CHALLENGES

The focus groups identified financial and cultural challenges for our future in ministry:

- ❧ A declining diocesan budget
- ❧ A significant number of parishes in transition.
- ❧ Three distinct geographic areas (Upper East, Middle East, and South East), each with its metropolitan cluster of parishes and somewhat distinct culture, with relatively few congregations in the more thinly populated areas between the cities. This geographical configuration makes gathering for work and worship more difficult.
- ❧ A cultural context of congregationalism and fundamentalism.
- ❧ Small congregations struggling for financial and human resources. Many respondents indicate a desire for more diocesan stewardship ministry.



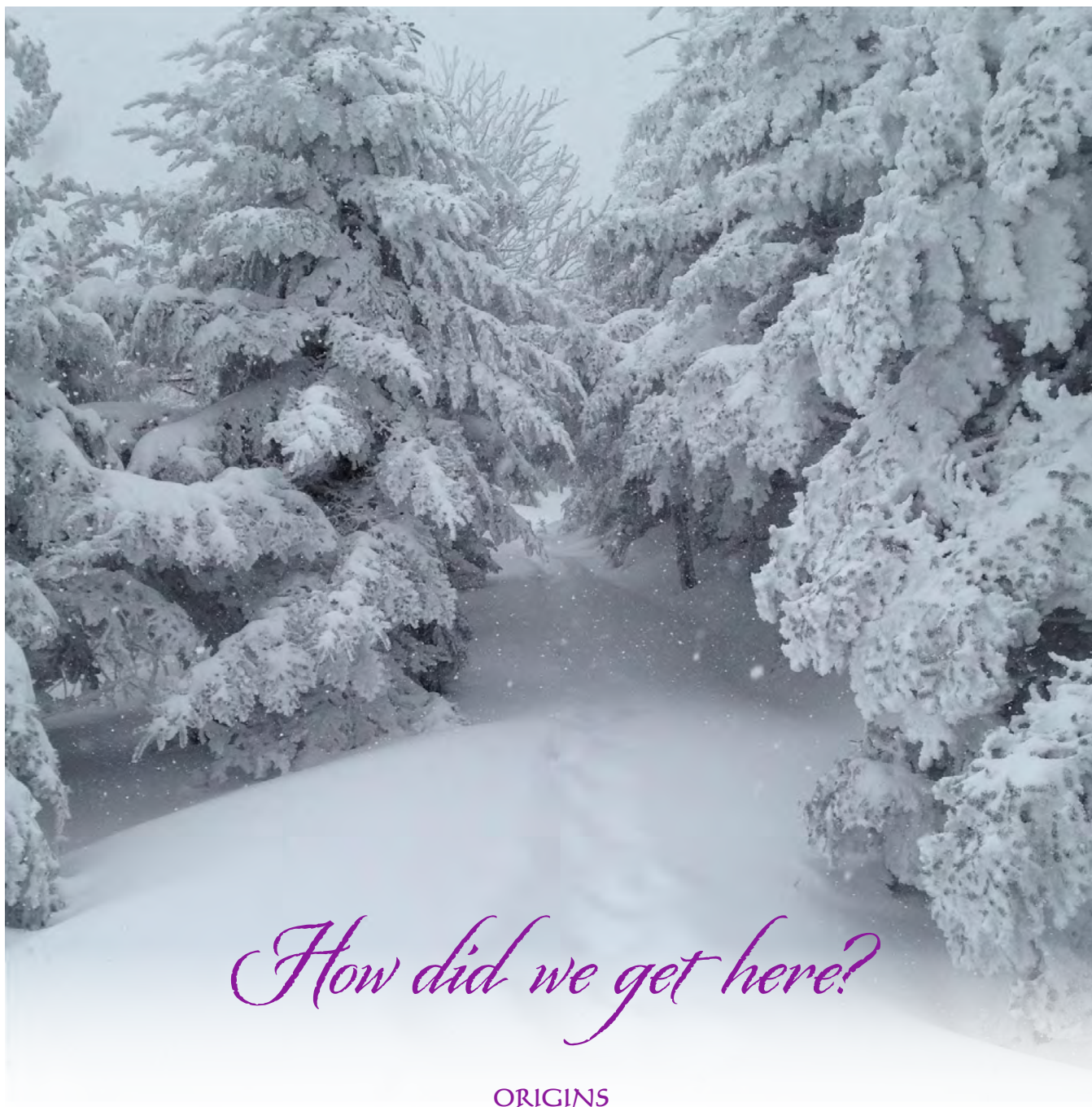


IMPROVING SATISFACTION & ENERGY

Although survey responses indicate a low *urgency* for improving satisfaction and energy levels, the factors most critical for addressing these needs include:

- ✿ Taking a leadership role in working with churches that are struggling.
- ✿ Equipping rectors and other leaders in congregations with strategies that enable them to reach new members.
- ✿ Nurturing congregations to be more effective in addressing problems affecting their surrounding communities.
- ✿ Developing a discernment process to rethink how to be vital Episcopal churches in our specific region.
- ✿ Deepening our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.
- ✿ Uniting our faith communities, supporting the weak and the strong.

"Help us to look outside ourselves and our buildings, further into our communities and focus more of our time, effort & money on that expansion – not just trying to bring people in to be just like us. Make ourselves more known for what we purport to be as Christians throughout our communities."



How did we get here?

ORIGINS

*I*n January 1826, Episcopal deacon James Hervey Otey came to Tennessee to begin a teaching career. He was ordained a priest June 17, 1827. The first convention of the Diocese of Tennessee was held in 1829, and Otey was elected its first bishop June 30, 1833. The tradition of Otey as educator and church builder continued, and new congregations began to radiate from Nashville in Middle Tennessee, beginning with the first congregation of the statewide Diocese, St. Paul Episcopal Church, now in Franklin. St. John's Cathedral in downtown Knoxville is the oldest Episcopal congregation in East Tennessee. It was organized as a mission in 1829 and attained parish status in 1844. Two or three missions were planted in East Tennessee each decade until the 1950s, when six were started, and the 1960s, when nine more were founded. Congregations in the metropolitan areas tended to reach parish status quickly, and those in small towns or rural areas grew more slowly.

FORMATION OF THE DIOCESE AND RECENT HISTORY

After more than 150 years of mission, ministry, and growth, the Diocese of Tennessee held serious conversations about dividing its territory into three Dioceses during the episcopate of William Evan Sanders, its eighth bishop. Sanders called for an in-depth study to consider partitioning the Diocese into the three “grand divisions” of the state. First, a new Diocese of West Tennessee was formed in 1982, separated from the original Diocese of Tennessee along the line of the Tennessee River west of Nashville. Then on January 1, 1985, the Diocese of East Tennessee separated from the continuing Diocese of Tennessee along the line of the Cumberland Plateau. Bishop Sanders chose to serve the new eastern Diocese, becoming its first bishop. St. John Church, Knoxville became the cathedral on December 4, 1986.

In October 1984, the convention of the Diocese of the blue background of a shield symbolize the jagged line below the three crosses symbolizes symbol both of Christianity and of the East within a gold cross on a red field at the of the original Diocese of Tennessee. The topped by a mitre, all of which represent



East Tennessee adopted a seal . Three crosses on three Dioceses now present in Tennessee. The the mountains, and a dogwood blossom is a Tennessee region. The blossom is centered base of the shield, reminiscent of the seal crossed key and crozier behind the shield are the bishop.

The diocesan Opportunity Fund, begun funds for a new diocesan center adjacent to a diocesan center on Oct. 9, 1987, and it was in 1988. (The Opportunity Fund continues to support the Diocese.)

during Bishop Sanders’ early tenure, provided St. John’s Cathedral. Ground was broken for completed along with the cathedral’s Great Hall congregational development and social ministries in

Robert Tharp was elected bishop coadjutor in 1990 and in 1991 he became the second bishop of the Diocese upon Bishop Sanders’ retirement. Bishop Tharp retired in 1999. Just two months after his retirement, he accepted the position of Chairman of the Board of Directors for Episcopal Relief and Development. Bishop Tharp died in May 2003. Charles vonRosenberg was elected the third bishop of the Diocese of East Tennessee on October 17, 1998, and was ordained on February 27, 1999.

Under Bishop vonRosenberg’s leadership two major real estate moves took place, the relocation of the diocesan offices to their current location, and the establishment of Grace Point Camp and Retreat Center. When St. John’s Cathedral leadership indicated interest in purchasing the diocesan center to ease its space constraints, the Diocese

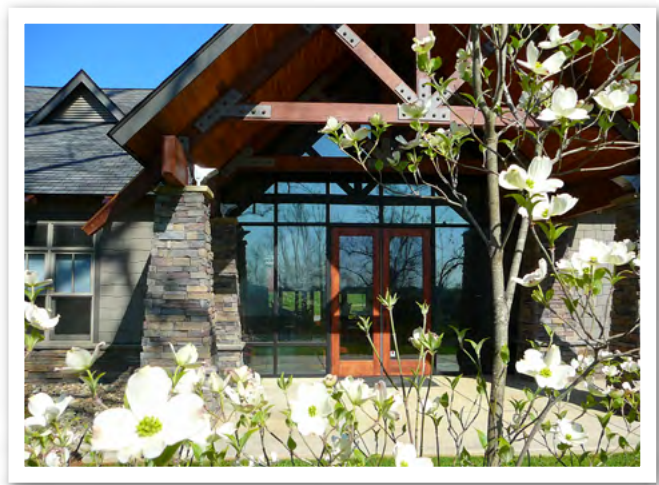
"Please be aware that bishops who are truly effective today are not “typical” as in the past. Bishops must be more like explorers than administrators, less institutional and more regionally/locally plugged in; fun enough to get healthy effective people to want to be a part of diocesan ministries and will need help along the way as it is a tough job"

sold the building to the cathedral in March 2002. Ground was broken for a new building on two acres of land purchased from the Episcopal School of Knoxville. The current diocesan house opened July 7, 2003. In addition to the offices of the bishop and the diocesan staff, it houses conference and work rooms and a chapel.

In May 2001, the Diocese acquired more than 250 acres of waterfront property on Watts Bar Lake near Kingston, Tennessee. The property became home to Grace Point Camp and Retreat Center and includes nearly two miles of shoreline, dormitory-style cabins, a retreat house, St. Paul's Chapel, and a brand new swimming pool and pavilion.

Bishop vonRosenberg announced his retirement in the Spring of 2010. On February 12, 2011, George Dibrell Young, III, was elected as our fourth bishop at St. John's Cathedral during the Annual Convention of the Diocese. He was ordained on June 25, 2011 at the Episcopal Church of the Ascension in Knoxville.

Bishop Young's focus throughout his ministry as bishop has been on mission. All of the keynote speakers at the Annual Conventions, including the Rev. Eric Law, the Rev. Stephanie Spellers, and the Rev. Dr. Dwight Zscheile, have focused on seeking out and joining in where God is already at work in our communities. In



addition to his emphasis on mission, Bishop Young also began offering a clergy Lenten retreat with a spirituality focus. Recent guest retreat leaders have included The Most Rev. Frank Griswold, The Rt. Rev. Anne Hodges-Copple, The Rt. Rev. Jeffrey Lee, and Br. Curtis Almquist. In the community, Bishop Young initiated an ecumenically collaborative community organizing ministry in Knoxville called Justice Knox, and he brought the Diocese into the Going Local Missional Network.





For whom are we searching?

*A*s we prayerfully discern what kind of leader the Holy Spirit is calling as our bishop, a clear sketch of the “best fit” qualities is emerging. Our online survey and focus group responses clearly complete and confirm each other: We are looking for a bishop who is both deeply grounded at the center, and flexible and open at the edges. The people of East Tennessee want a bishop who can lead with energy, vision, and compassion.

ABILITIES

Survey respondents gave the highest priority to our next bishop’s abilities to:

-  identify and develop new leaders
-  administer and insure fiscal responsibility
-  articulate a clear vision for the future
-  preach
-  create unity of purpose among diverse groups

Focus groups describe our ideal bishop as **one who will:**

-  work collegially and collaboratively
-  give pastoral support to clergy
-  support ministry with young adults and college students; respect and relate to youth and young adults
-  champion children’s ministries; relate to parents, Christian educators, and our Episcopal schools.

By way of contrast, focus groups describe a good fit for our fifth bishop as **one who will not:**

- ❧ micromanage, push a personal agenda, or impose autocratic leadership
- ❧ be more engaged in national church politics than in local mission
- ❧ be a separatist

PERSONAL QUALITIES

Survey respondents gave highest priority to our bishop's personal qualities of:

- ❧ sound judgment and wisdom
- ❧ personal integrity
- ❧ deep spirituality and prayerfulness
- ❧ compassion
- ❧ a sense of humor
- ❧ flexibility

Focus groups described our ideal bishop as one who:

- ❧ is open-minded
- ❧ is clear about his or her own position
- ❧ understands and respects our culture



"A bishop should be a person of deep prayer, not claim to know everything, and be a good listener."



Ministries of the Diocese

TRENDS IN MINISTRY

In the last decade, several trends have emerged in our mission and ministry. Some follow national trends while others have originated under the leadership of our bishop. Because our Diocese is young and has benefitted from consistency in leadership, our Diocese is marked by stability. The following trends are important to note:

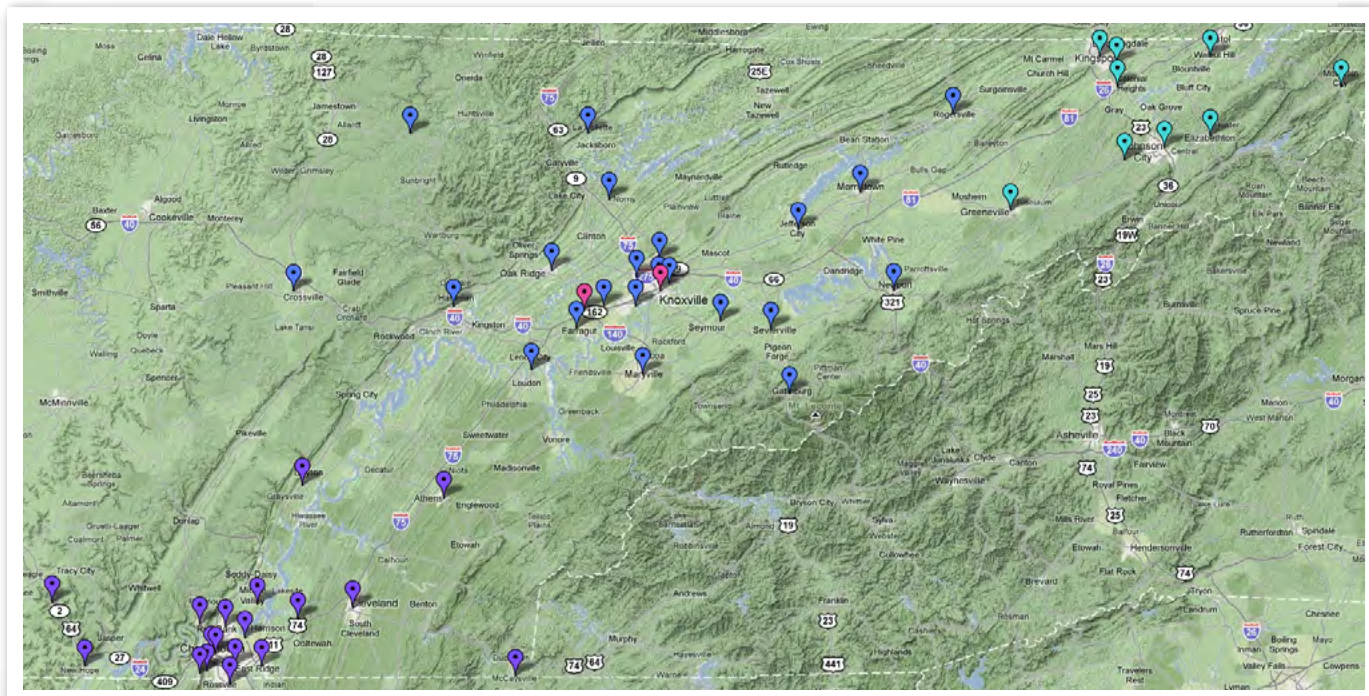
-  **Shared Ministry:** Developing the ministry of all the baptized is an increasingly important focus for our Diocese. We help people discover their gifts for ministry and empower them for service, growing both the church's mission and the serving individual's relationship with God.
-  **Grace Point Camp and Retreat Center:** Ministry is not always done within the walls of the church. Members of our Diocese are learning to use and support Grace Point as an asset for everyone's spiritual health and for the spiritual growth of children and youth.
-  **Need for New Ways to Support Small Churches:** Much of the ministry of the Diocese is experienced within congregations with 75-100 people. As financial resources become scarce, we need to develop new, more creative ways to minister, so that our smaller churches remain viable and fruitful.
-  **New Models of Theological Education:** The traditional seminary education is still the norm for most priestly formation, but financial challenges and other circumstances mandate that we develop creative ways to meet the needs of those seeking theological education and those whom they serve.

-  **Support for the Vocational Diaconate:** The ministry of deacons is an important part of ministry in East Tennessee. We believe that the call of a vocational deacon is distinct from the call of a priest. Deacons in our Diocese serve to bring the needs of the world to the attention of congregations.
-  **Stewarding Financial Resources:** As the national trend indicates, finances continue to be a major consideration for our Diocese, our parishes, and our individual members. How can we do more ministry with less money? What new strategies might we develop?
-  **Youth and College Ministry:** We are aware that young people are not only the future but the present and the hope of the Episcopal Church. Our renewed interest in working with the young people of our Diocese spurs us to direct money, time, and energy into these ministries.
-  **Discernment Programs for Persons Seeking Theological Education:** Because traditional discernment processes may not fit the lives and experiences of people who are considering ordained ministry, we want to develop innovative models to recruit, discern, and train them for ministry.

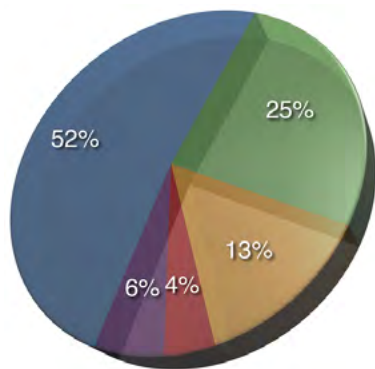
CONGREGATIONS OF THE DIOCESE

From our largest parishes in urban settings to scattered smaller parishes in the mountains, our congregations vary greatly not only in size but also in style of worship. Our congregations include forty-five parishes, three college chaplaincies, and three worshipping communities. St. John's Cathedral, Knoxville, the oldest parish in the Diocese, was organized as a mission in 1829 and attained parish status in 1844. It became the cathedral of the new Diocese in 1986. The youngest parishes in East Tennessee are St. Francis of Assisi in Ooltewah, formed in 1991, and St. Clare in LaFollette, formed in 1993. Our youngest missional worshipping community, called Southside Abbey, began in Chattanooga in 2011.

[\[Click to enlarge and interact.\]](#)

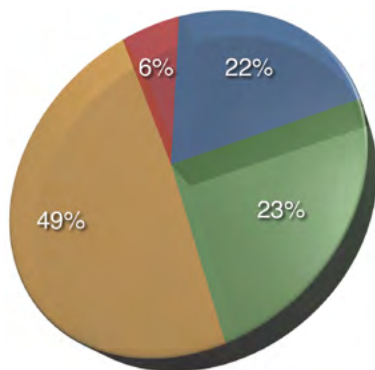


Our liturgy is as diverse as our membership. On any given Sunday, an East Tennessee parishioner might worship using Rite I, Rite II, *Enriching our Worship*, or other approved liturgies. One can attend a Taizé service on Sunday evening, sit in the grass on a hillside on Sunday morning, or engage in more formal Anglo-Catholic worship with incense and sung Mass. Two parishes join both Episcopal and Lutheran members in worship together. The Diocese of East Tennessee is comprised of nearly 16,000 baptized members. Sunday attendance across the region averages more than 5,600 worshippers in 45 congregations. The charts below show the percentage of congregations in East Tennessee according to 1) average Sunday attendance and 2) church context/setting.



Size Category & Range of Average Sunday Attendance

Family	1 to 70
Pastoral	71 to 140
Transitional	141 to 225
Program	226 to 300
Resource	more than 300



Type of Setting

Urban
Suburban
Town
College



LAY MINISTRY DEVELOPMENT

The people of the Diocese of East Tennessee, now more than ever, understand that the call to ministry is for all its members. With support from diocesan officers for Licensed Lay Ministry and Congregational Vitality, an increasing number of congregations in East Tennessee intentionally commit to evoking and supporting the ministry of the laity. This emphasis on shared ministry grounds parish members in their baptism, encouraging parishioners to live into a call to utilize their unique gifts, talents, and passions. The Diocese of East Tennessee has spent nearly two decades developing a rich program for discerning, training, and supporting lay ministry. Canonically licensed ministries include licensed lay preachers, pastoral care leaders, and catechists, as well as eucharistic visitors, eucharistic ministers, and worship leaders. A small team is currently focusing on a licensed lay evangelist role for the laity of East Tennessee as well.



call to serve the church in the world.” Deacons serve in roles such as: hospice chaplain, police/prison chaplain, school chaplain, parish nurse, director of Episcopal Appalachian Ministries, urban ministry, provider of legal aid to the poor and homeless, and Court Appointed Special Advocate for children (CASA).

PRIESTS

159 priests are either canonically resident or licensed to officiate in the Diocese of East Tennessee, and 86 of these priests are actively serving the Diocese as rectors, associates, priests-in-charge, interim rectors, vicars, chaplains, and supply priests. There are 20 full time rectors, and 4 of them are female (Note: 9 additional parishes could be included in this category, but they currently have full-time interim rectors and only one of those interims is female); There are 11 part-time rectors, and three of them are female (Note: 5 additional parishes could be included in this category. They all have interims; none of those are female); Of those part-time parishes, 7 of them are either served by supply priests or by extended supply priests. Extended supply priests are there on Sundays consistently and do some pastoral care.

DEACONS

Twenty-five vocational deacons now serve our Diocese. These engaged and involved servant ministers gather regularly to listen, share, and support each other. They describe themselves as a “close bunch dedicated to our

CLERGY GATHERINGS AND SUPPORT

Clergy attend a multi-day annual diocesan clergy conference, a service of renewal of vows, clergy Lenten retreat with renewal of ordination vows, and a clergy family dinner each year. Priests new to the Diocese or new to a position also attend monthly meetings in a program called the Emmaus Road (formerly Fresh Start), which supports clergy and congregations in transition. Our vocational deacons meet three or four times a year with the bishop in retreats and other gatherings.

Other clergy gatherings have typically been organized around the three metropolitan areas of the Diocese. The South East holds a regional clericus that meets on a regular basis in Chattanooga. Less regularly, the North East clergy gather among the Tri-Cities area of Johnson City, Kingsport and Bristol and the Middle East clergy meet near Knoxville.

Continuing education and sabbatical leave policies exist for priests. Bishop George also established a clergy Lenten retreat and formed a Clergy Continuing Formation Committee.

GOVERNANCE

The annual diocesan convention conducts business on behalf of the Diocese, and its proceedings are contained in each year's [Convention Journal](#).

STANDING COMMITTEE

A Standing Committee of three lay and three clergy members advises the bishop; members serve three-year terms and are elected by Convention. Current members include:

The Rev. Peter Keese, President;
Ms. Andrea Odle, clerk;
Sister Michael Julian Davidson;
The Rev. Jay Mills;
The Rev. Taylor Dinsmore;
Ms. Elizabeth Jones

BISHOP AND COUNCIL

Bishop and Council, which is chaired by the bishop, serves as the executive board of the Diocese. Bishop and Council (known in the Diocese as "B & C") is made up of 10 lay and clergy members elected from the three geographic areas of the Diocese. The dean or a representative of the cathedral also sits on Bishop and Council. Current members include:

The Rev. Brett Backus;	The Rev. Steve White;
Mr. Jerry Lowery;	The Rev. Mac Brown;
Mr. Bunky Seay;	Mr. Paul Miller;
Ms. Margaret Bickley;	Mr. Michael Moore;
The Rev. Quinn Parman;	The Rev. Chris Hackett
The Rt. Rev. George Dibrell Young, III;	

DIOCESAN STAFF

The diocesan staff works mainly from offices in the diocesan house in Knoxville. Some staff members belong to local Episcopal churches and some are members of other denominations. One staff member has offices in both Knoxville and Chattanooga.

The Rev. Canon Patricia Grace, Canon to the Ordinary and Diocesan Deployment Officer

Mr. Kirby Purjet, Diocesan Administrator

The Rev. Canon Robert Hartmans, Canon Missioner for Congregational Vitality

Ms. Beverly Hurley Hill, Lay Ministries Coordinator

Mr. Alex Haralson, Youth Coordinator

Ms. Vikki Myers, Communications Director

Ms. Laura Nichols, Bishop's Executive Assistant

The Rev. Brad Jones, Executive Director, Grace Point Camp and Retreat Center

Ms. Lisa Whitacre, Staff Administrative Assistant

The diocesan quarterly print publication is "[DioET Connections](#)." Electronic communication includes the diocesan listserv, a comprehensive [diocesan website](#), targeted and general emails, and social media ([Facebook](#), [Twitter](#), [Instagram](#)). These resources keep us informed about events, news, and pastoral concerns in and around the Diocese.

"I think now is a particularly relevant time to have a stronger voice against racism and in support of compassionate immigration standards. Our region is easily cultivated toward xenophobia and racism, and we need to be the voice and hands of Christ in a very outspoken way throughout our region."

Our Many Calls to Serve

Laity and clergy of East Tennessee answer calls to serve locally, regionally, nationally, and globally. The variety of our ministries is manifested in the following examples, which are listed alphabetically.

from our Diocese attend centering prayer retreats at nearby St. Mary's in Sewanee. Lay folks and clergy of East Tennessee answer calls to serve locally, regionally, nationally and globally.

CHILDREN'S CAMPS

In addition to the Grace Point summer camp program, four other outreach camps are also supported by lay and clergy leaders in the area. These include: Camp Billy Johnson and Jim Muir Kamp for Kids which serve as outreach to underprivileged children and children of incarcerated parents. Mountain-to-Mountain camp for children from the Appalachian ministry area and from Church of the Good Shepherd, Lookout Mountain; an Appalachian Camp for children from the mountain counties of East Tennessee; and In recent years, the Appalachian Ministries team has begun offering summer reading camps to combat illiteracy.



APPALACHIAN MINISTRIES

Much energy for ministry in East Tennessee focuses on the needs of Appalachia. In addition to the Episcopal Appalachian Ministries (EAM) headquartered in Kingsport and comprised of all Appalachian Dioceses, we also support an Appalachian Ministry Resource Team, a networking and information clearinghouse for ministries in the Appalachian region. This team connects individuals and congregations with extant community service groups. Mr. Harry Chase, a parishioner of St. James Church, Knoxville, who has served as president of EAM, received Virginia Theological Seminary's Lettie Pate Whitehead Evans Award in 2010 for his lifelong dedication to advocacy with rural communities in central Appalachia.

CENTERING PRAYER GROUPS

Groups that teach and support centering prayer are found in many parishes of the Diocese. Educational workshops in centering prayer are also available from lay and clergy leaders trained by Contemplative Outreach, the national organization formed by Thomas Keating. Many people



CAMPUS MINISTRY

Three diocesan campus worship and ministry centers with chaplains bring an Episcopal presence to our university campuses: [Emmaus House](#) at East Tennessee State University in Johnson City; [Tyson House](#) in Knoxville on the University of Tennessee; and [Project Canterbury](#) at The University of Tennessee at Chattanooga. There are many other colleges and universities within the geographical boundaries of our Diocese which present opportunities for campus ministry.

"We need to focus on reaching out to the unchurched in new ways & teaching old timers and newcomers how to be faithful & effective disciples of Christ in a modern context"

COMMISSION ON MINISTRY

The members of this commission are appointed by the bishop and come from all over the Diocese. The COM meets regularly with the bishop and is responsible for the present and future opportunities and needs for the ministry of all baptized persons, such as the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness. Members serve three-year rotating terms.

COMPANION DIOCESE AND SISTER PARISHES

Since 2001 the Diocese of East Tennessee has partnered with the Diocese of South Dakota as our companion Diocese. This relationship brings our members together through prayer, mission trips, visits to the annual Niobrara Convocation, South Dakota Diocesan Convention, visits of their laity and clergy to our annual convention, and partnerships between parishes. Bishop John Tarrant, elected Bishop of South Dakota in 2009, was introduced at East Tennessee's convention in February of 2010 and has visited again since then. Sister parish designations encourage East Tennessee and South Dakota parishes to connect directly with each other in prayer, fellowship, and mission.

EPISCOPAL RELIEF AND DEVELOPMENT

East Tennesseans are historically faithful and generous to efforts of Episcopal Relief and Development, and our Diocese is well represented in the leadership of this organization through our diocesan coordinator, the Rev. Louisa Parsons.

HAITI OUTREACH

During the 1990s, under the leadership of Bishop Tharp, East Tennessee became a companion of the Diocese of Haiti. The Bishop Tharp Institute is a trade school in Les Cays named for our second bishop, who also headed the Presiding Bishop's Fund (now Episcopal Relief and Development) and was involved on the board of the Children's Medical Mission of Haiti. Because of strong ties developed through our previous companion relationship, many East Tennessee parishes and individuals continue to be involved in hands-on ministry in Haiti.

Petit Harpon in Haiti's southern mountains is the site for a school built by East Tennesseans. Though the school survived the recent tragic earthquake, many of our members are now re-building homes and churches where structures were destroyed. [The Children's Nutrition Program of Haiti](#), founded by an Episcopal physician from Chattanooga, has become a major force in the recovery efforts in Leogane near the epicenter of the 2010 quake. One retired priest from our Diocese presently heads the recovery efforts at Holy Cross Hospital in Leogane, and another leads the same efforts at St. Vincent's School for handicapped children. The Diocese continues to respond to recent hurricane relief efforts.

INTEGRITY

Lay leaders and clergy from the Diocese are involved in Integrity at local, regional, and national levels. People from East Tennessee can be found regularly at General Convention actively engaging in efforts to raise awareness and encourage education about LGBT issues. Integrity/East Tennessee meets for fellowship, service and advocacy as well as worship.

Under the leadership of Bishop vonRosenberg, a committee on inclusivity was formed, and it worked actively in the Diocese for three years. After [Bishop Young's letter](#) to the Diocese on Nov. 17, 2015 about same sex marriage, the committee felt its pastoral work was completed.

LIVING LOCAL: JOINING GOD

The Diocese of East Tennessee has recently partnered with The Diocese of Connecticut, The Diocese of Maine, and The Diocese of Southwestern Virginia to learn together and think creatively about new ways to engage our ministry contexts in mission. Living Local; Joining God is a commitment to learning what God is doing in our local communities, by forming grass-roots lay teams at the parish level to listen, discern, experiment, reflect, and then imagine a new future as a partnership with God's mission in the world. The goal is to make an adaptive shift into a new ecclesiology for the 21st century. This initiative is the theme the 2017 Diocesan Convention.

JUBILEE CENTERS

Each Jubilee Center in East Tennessee is engaged in mission and ministry with the poor and the oppressed, demonstrating four major aspects of Jubilee Ministry: advocacy, empowerment, evangelism and outreach. These include:

- ❧ [Southside Abbey](#) Worshipping Community, Chattanooga
- ❧ [Cumberland Adult Reading Center](#), Crossville
- ❧ [Episcopal Appalachian Ministries](#), Kingsport
- ❧ [St. James Feeding Ministry](#), Knoxville
- ❧ [Volunteer Ministry Center](#), Knoxville
- ❧ [Chattanooga Community Kitchen](#), Chattanooga
- ❧ [St. Elmo/Alton Park Reading Center](#) at Thankful Memorial Episcopal, Chattanooga
- ❧ [Family Cornerstones](#), Cleveland
- ❧ [Hosanna Community](#), Chattanooga
- ❧ [Mountain Community Parent Resource Center](#), Duff
- ❧ Food for the Multitude, St. Thomas, Elizabethton
- ❧ Mountain Women's Exchange, Jellico
- ❧ [Metropolitan Mercy Ministries](#), Chattanooga



LUTHERAN COLLABORATIONS

In addition to the Tyson House and Project Canterbury campus ministry collaborations, Lutherans and Episcopalians worship together at St. Barnabas Worshipping Community, Jefferson City.

MEN'S MINISTRY

The [Episcopal Churchmen of Tennessee](#), comprised of folks from all three Dioceses in Tennessee, congregate each summer with their bishops at DuBose Conference Center in Monteagle, TN for a joint conference, said to be the largest gathering of men in the Anglican Communion. This gathering, because of its timing and its large constituency, is usually one of the first speaking engagements for any new bishop. [The Brotherhood of Saint Andrew](#) at Church of the Ascension, St. John's Cathedral, and St. Andrew Church, Maryville (and other such parish men's groups) can often be found raising money for ministries in which they serve (à la St. John's Holy Smokers, who barbecue for fun and ministry funding) and performing such acts of kindness as building ramps for handicapped persons or performing maintenance work at the Blue Monarch ministry in Sewanee.

PEACEMAKING

Many East Tennesseans are involved through their parishes or individually in the [Episcopal Peace Fellowship](#). These groups meet regularly and work to promote action and increase awareness for global peace and justice.

PRISON MINISTRY

[Kairos](#) ministry in local correctional facilities involves several members of the Diocese in a variety of services and offerings. In honor of the ministry's founder, the Diocese offers Jim Muir Kamp for Kids, a camp for children of incarcerated parents. In recent years one Knoxville rector has been a passionate advocate for a state sponsored prison program called [Take One](#) which is an "opportunity for citizens to take an active role in the improvement of public safety by helping offenders find their way to a new, productive, and crime-free way of life reunited with their families, friends and their communities."

REFUGEE MINISTRY

[Bridge Refugee Services](#) and [Episcopal Migration Ministries](#) help connect East Tennessee parishes with the needs of refugee families and groups. Additionally, the Neema Resettlement Ministry in Chattanooga meets weekly at St. Paul's, Chattanooga, and it serves newly-arrived refugees. Neema is pastored by a priest of the Diocese.

WOMEN'S MINISTRY

Many parishes in the Diocese have active chapters of [Episcopal Church Women](#) (ECW) who meet jointly each spring with women from the Dioceses of Tennessee and West Tennessee. Our diocesan ECW retreat is held each fall. [The Daughters of the King](#) are active in several parishes and faithfully support the bishop, clergy, and lay leaders in the Diocese with their prayers and service.





Grace Point is the back porch of the Diocese of East Tennessee. With two miles of beautiful shoreline along Watts-Bar Lake, over 250 acres of forest, and easy access to Interstates 40 and 75, Grace Point Camp and Retreat Center is the primary summer camp, recreational center, and place of peace for the Diocese of East Tennessee. Grace Point hosts retreats, clergy days, team building weekends, parish fun days, personal retreats, weddings and more.

Grace Point offers bunk-style accommodations in LEED-certified cabins, a retreat house with a full kitchen, a brand new swimming pool and pavilion, and is currently developing plans for an all-new adult retreat center. St. Paul's Chapel, consecrated in 2009, sits right at the point opening to God's creation on all sides. Its construction yields a near-zero carbon footprint, ensuring the stability of Grace Point's natural beauty.

Grace Point camps cater to a wide variety of ages, from rising first grade to recently graduated high school seniors. Each camp is specifically designed for its respective age group, providing fun and creative activities for campers of all ages, including adults!





- 
Family Camp is a weekend for rising first, second, and third graders to experience a session at Grace Point with their parents. Activities are family-centered and help strengthen the bond between parent and child.
- 
Intermediate/Kid Camp is a traditional Grace Point camp designed for rising fourth through seventh graders. In addition to spiritual programming, campers will have the opportunity to tube, kayak, hike, develop archery skills, craft in the Art Barn, and make long lasting friendships.
- 
Youth/Junior Camp is a traditional Grace Point camp for rising eighth graders through recently graduated high school seniors. Campers have the opportunity to participate in traditional camp activities as well as bond through team building and competitive activities.
- 
Junior Summer Session and Youth Summer Session are additional sessions of Intermediate/Kid and Youth/Junior, respectively. These sessions typically have a higher number of campers with innovated versions of traditional camp activities.
- 
Work Camp gives an opportunity for rising seventh graders through rising college freshmen to give back to the camp community. Campers have the opportunity to sign up for building, beautification, painting, landscaping, and skill projects. In addition to work projects, campers also get to experience aspects of a traditional camp session, including outdoor activities and spiritual programming.
- 
Adult Camp is a weekend for campers ages 21 and up to relax and have fun at Grace Point. Campers get to experience what a typical Grace Point camp is like at an adult level.
- 
Grace Point outreach camps, Camp Billy Johnson and Jim Muir Kamp 4 Kids, focus on campers that would typically not be able to attend traditional camp. If you are interested in donating, please contact the Rev. Brad Jones at bjones@gracepointcamp.org. All donations are tax deductible.

Youth & Young Adults

The Diocese of East Tennessee offers a fully-supported diocesan-level youth program for all its member parishes. In 2005, the position of Diocesan Youth Coordinator was made a full-time position, and the annual program budget for youth ministry has since nearly tripled. Ministries with youth in the Diocese are focused through its youth coordinator and Diocesan Council on Youth Ministry (DCYM). East Tennessee's youth ministry offers four annual retreats for young people in grades 6-12. Happening is held twice a year, and a Senior High Sabbath retreat is offered annually. In spring of 2016, New Beginnings (grades 6-8) was launched in East TN following two years of planning and preparation, and assistance from the Diocese of East Carolina.

These events are scheduled and maintained by DCYM. Each parish is invited to participate in DCYM with three seats – two youth and one youth leader. The council meets four times during the school year and sends three youth delegates with seat and voice to the annual Diocesan Convention. Happening events continue to be a steadily growing high point of diocesan youth formation, encouraging participants to develop an open relationship with Christ through conversation and sharing with peers.

There are two area-wide parish youth networks, Knoxville Episcopal Youth (KEY) and Chattanooga Episcopal Youth (ChattEY). These are cooperative

efforts of the parish youth leaders and youth groups of each area, hosted monthly during the school year at a different parish each month. These networks help to strengthen inter-parish connections, provide youth leaders with regular meetings to share as adults working with youth, and to strengthen the support for connecting parishes at diocesan-wide gatherings. These efforts are primarily funded by the parishes, with the diocesan

youth ministry office providing resource support and an active presence at meetings and gatherings.

The diocesan youth ministry program is also actively involved both on the provincial level and with Episcopal Church-wide

events. Province IV is one of the most active provincial youth ministry programs in the Episcopal Church, including an annual network meeting for two youth and an adult from each Diocese. East Tennessee hosted the 2010 Province IV Youth Network meeting in November of 2010, as well as the triennial Province IV Youth Event in June of 2010. A diocesan team has attended EYE every three years.

Campus ministries serve at the University of Tennessee campuses in Knoxville and Chattanooga and at East Tennessee State University in Johnson City. Recurring cuts in the diocesan budget for campus ministry create challenges for funding and developing these ministries for college-age young adults.



Learning & Formation

Diocesan-sponsored opportunities for learning and spiritual formation include study, reflection, prayer, and gathering. Some examples of these programs are:

ANNUAL DIOCESAN CONVENTION

Each year clergy and lay delegates from all over the Diocese gather to visit, learn and worship together at the convention of the Diocese, usually held in early February. Representatives from a variety of local and regional ministry organizations bring resources. Visitors join in the worship, social events, shopping, and learning. This event has been described as the “diocesan house party,” and each year newcomers leave with a sense of wonder at the variety and success of ministry happening around our area.

CURSILLO

Cursillo, which seeks to develop lay leadership and draw lay people into the work of “Christianizing” the everyday life settings where they live, is active in many parts of our Diocese. At present, two Cursillo retreat

weekends are held each year at Grace Point, our camp and conference center.

EDUCATION FOR MINISTRY

Education for Ministry is a four-year program of theological education and reflection led by mentors in many parish settings throughout the Diocese. Its curriculum is developed at the University of the South’s School of Theology. At the time of this publication, there were 16 groups active in the Diocese with 111 individuals participating.

EPISCOPAL SCHOOLS

Eight parish day schools employ nearly 100 teachers and enroll nearly 700 students. [Episcopal School of Knoxville](#); [All Saints’ Episcopal School](#), Morristown; [St. Nicholas School](#), Chattanooga; and [St. Peter’s School](#), Chattanooga include primary school grades. Parish-linked pre-schools include St. Martin, Chattanooga; Good Shepherd, Lookout Mountain; St. Timothy, Signal Mountain; and St. Paul, Kingsport.



Search & Transition Process

LISTENING

The people, deacons, and priests of the Diocese of East Tennessee have met in a total of seven focus groups to discuss the blessings and challenges of our Diocese:

-  three meetings for diocesan clergy
-  three meetings for the laity.
-  one meeting with Diocesan Staff

Parishioners from around the Diocese participated in our online survey, which sought to identify the critical abilities and personal qualities we most need in our next bishop and evaluated the satisfaction and energy level of our diocesan life. The findings from these conversations and questions are remarkably consistent. (See *Who Are We? and For Whom are we Searching?*)

GATHERING NAMES

The Search and Nominating Committee will receive nominations through January 20, 2017 and applications through January 27, 2017. Forms and complete instructions for submitting names are available from the [Nomination and Application](#) page of our website. Please note that the forms for submitting names are to be sent electronically.

By April 28, 2017, the Search and Nominating Committee will offer a slate of potential nominees to the Standing Committee, followed by a two-week window during which the Standing Committee will receive any additional names offered by petition. By mid-May, the final approved slate of nominees will be announced by the Standing Committee.

MEETING THE CANDIDATES

“Walk-about” - visits between the candidates and the people of the Diocese in open meetings - are scheduled for July 10-14, 2017.

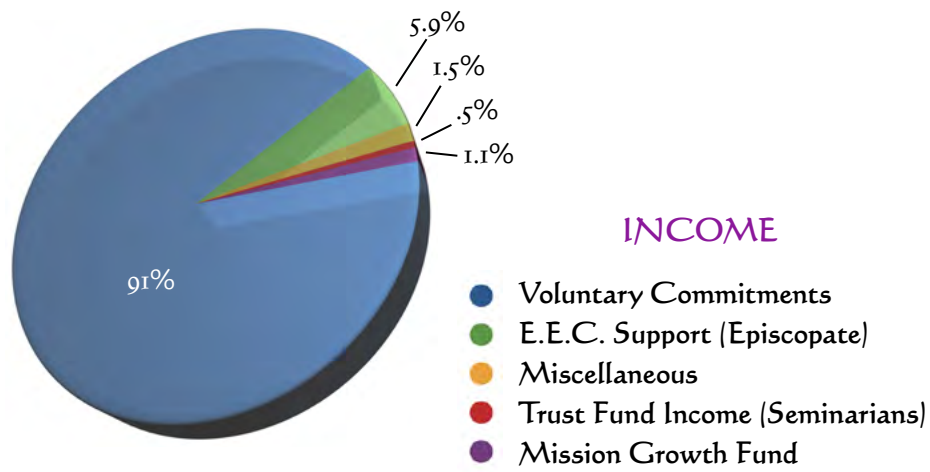
ELECTION AND ORDINATION

The election is scheduled for July 28, 2017 at St. John’s Cathedral, Knoxville as the completion of our February 2017 diocesan convention. Following consents for the bishop-elect from a majority of bishops and a majority of diocesan Standing Committees throughout the Episcopal Church, the 5th Bishop of East Tennessee will be ordained, God willing, on December 2, 2017.

A TIMELINE OF THE SEARCH PROCESS

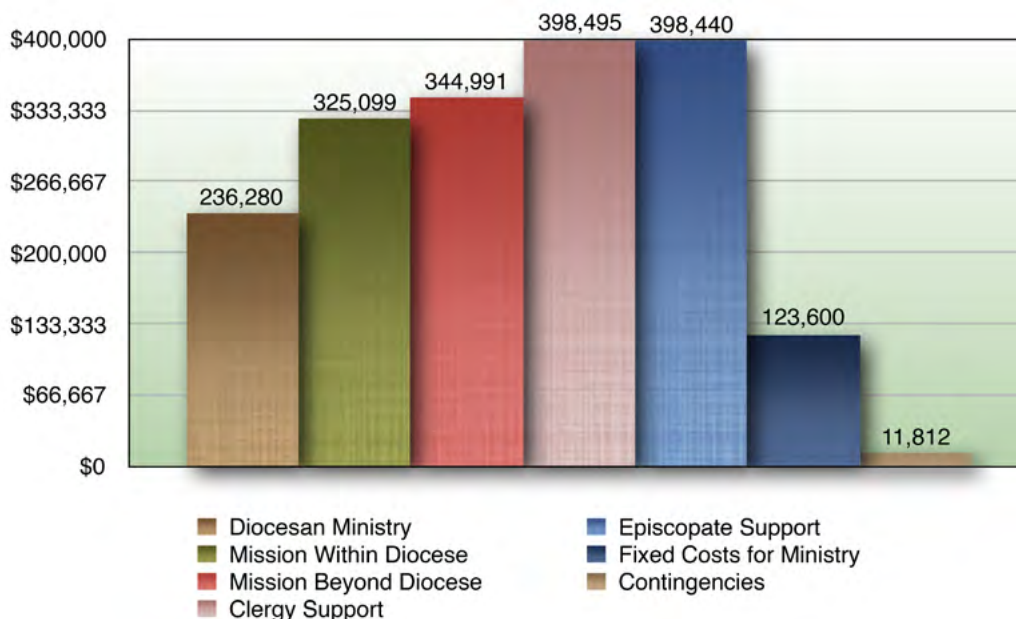
April 18, 2016	Bishop Young announces his intention to resign
May-November 2016	Selection and Appointment of Search and Nominating and Transition Committees
June 24, 2016	Search and Nominating Committee First Meeting Standing Committee gives the “charge”: • To listen to the diverse voices of the Diocese and create a story of our Diocese that becomes the Profile used in the search for the fifth Bishop of East Tennessee, • To include in the Profile the procedures for receiving nominations and the procedures for nomination by petition, • To identify the leadership skills and personal qualities needed for the fifth Bishop of East Tennessee, • To prayerfully discern and recommend to the Standing Committee no less than 3 and no more than 5 qualified nominees for presentation to the 2017 Electing Convention of the Diocese of East Tennessee, and • To make communication to the Diocesan family a priority.
July-August 2016	Enter into Holy Conversations/Focus Groups Throughout the Diocese. Develop, Distribute and Evaluate the Survey.
September- mid-November 2016	Create Diocesan Profile
early-December, 2016	Diocesan Profile Published On Web Site. Search and Nominating Committee Begins Accepting Nominations and Applications.
January 20, 2017	Final Date to Receive Names
January 27, 2017	Final Date to Receive Application Paperwork
late-January - mid-March, 2017	Screening and Interviews
late-March, 2017	Interview Retreat with Selected Nominees
April 28, 2017	Standing Committee Announces Slate of Candidates for Election
May 2-12, 2017	Petition Period
July 10-14, 2017	Walkabouts
July 28, 2017	Electing Convention of the Diocese of East Tennessee
December 2, 2017	Ordination of the Fifth Bishop of the Diocese of East Tennessee

Financial Status



The Diocese of East Tennessee has no debt. An endowment fund provides partial support for the episcopate. The bulk of the monies needed to support the mission and ministries of the Diocese come from the annual “asking” from 50 parishes and worshipping communities.

EXPENSES



The Diocese of East Tennessee operates on a balanced budget. For 2016, this budget is \$1,838,717. This represents a decrease of approximately \$12,453 from the 2015 budget.

2016 Operating Budget

FUNDS AVAILABLE

Voluntary Commitments	1,672,952
E.E.C. Support (Episcopate)	108,142
Miscellaneous	27,606
Trust Fund Income (Seminarians)	10,017
Mission Growth Fund	20,000
Previous Year's Commitments	0
Prior Year Carry Forward	0
TOTAL FUNDS AVAILABLE	1,838,717

DIOCESAN MINISTRY

Bishop & Council	1,800
Community Partnerships	50,630
Stewardship	5,700
Christian Spiritual Formation	3,600
Grace Point Camp & Retreat Center	76,133
Episcopal Institutions	1,500
Liturgical Commission	450
Office of Communications	93,967
Standing Committee	2,500
TOTAL Diocesan Ministry	236,280

MISSION SUPPORT WITHIN THE DIOCESE

Ministry and Congregational Development	92,439
Camp Scholarships	4,000
Congregations	33,610
Campus	127,418
Youth	67,132
Young Adults	500
TOTAL Mission Support Within The Diocese	325,099

MISSION BEYOND THE DIOCESE

Millennium Development Goals	12,871
TEC Pledge	292,609
Missional Project Network	20,000
General Convention Deputies	8,000
ECW	1,000
General Convention Bishop	2,000
Lambeth Conference	1,000

Province IV Synod Pledge	5,511
Synod Deputies	2,000
TOTAL Mission Beyond The Diocese	344,991

CLERGY SUPPORT

Clergy Transition	112,334
Clergy Professional Development	5,500
Commission on Ministry	189,181
Medical Insurance - Retired	87,480
Sabbatical Scholarship	1,000
Support of Clergy & Family	2,500
Support for Retired Clergy	500
TOTAL Clergy Support	398,495

SUPPORT FOR THE EPISCOPATE

Bishop's Ministry	134,897
Support for the Bishop's Ministry	61,615
Office Salaries	195,893
Staff Continuing Education	6,035
TOTAL Support for the Episcopate	398,440

FIXED COSTS FOR MINISTRY

Accounting & Audit	6,000
Convention & Journal	28,600
Diocesan House Expenses	65,000
General Insurance	20,000
Maintenance Reserve	0
Property & Taxes	4,000
TOTAL Fixed Costs for Ministry	123,600

CONTINGENCIES

11,812

TOTAL EXPENSES

1,838,717

Endowed Funds

FOR CHURCH EXPANSION AND SOCIAL MINISTRIES

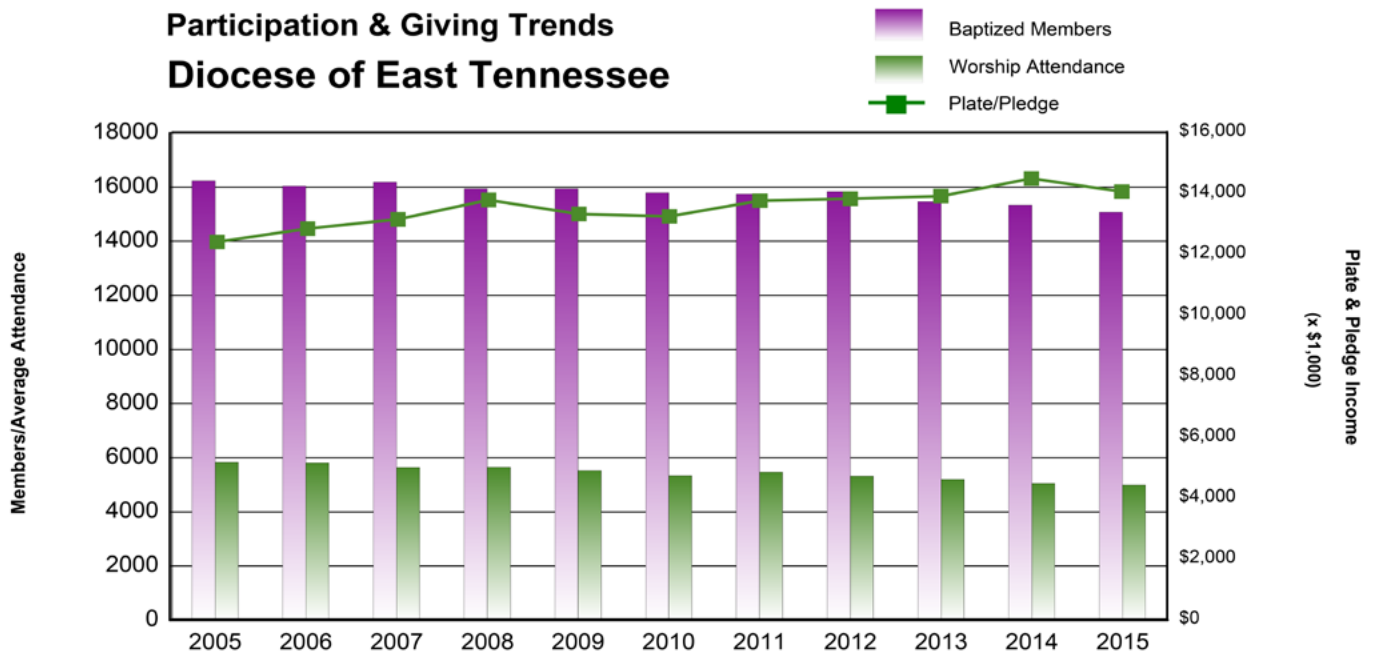
Several endowed funds are designated for specialized uses, one of which is partial support of the episcopate. The most notable of these is the Opportunity Fund. The income from this endowment provides church expansion grants and loans to congregations seeking to improve their physical facilities. It also provides social ministries grants to agencies or organizations having a relationship to one of the congregations in the diocese. In 2015, the diocese awarded \$26,500 in church expansion grants, \$33,125 in social ministries grants and \$9,700 Innovative Community Ministry grant.

Grace Point Camp and Retreat Center Funding

The Grace Point Camp and Retreat Center budget operates separately from the diocesan operating budget. The 2016 Grace Point budget anticipates an income of \$120,782; \$116,782 of this is expected to come from diocesan funds and is used to support the executive director and to offset deficit budget. The remainder of the income is derived from camp and user fees and designated donations. Expenditures for 2015 are projected to be \$231,382, leaving a deficit of \$110,600. Thus, funding for Grace Point is a financial concern which must be addressed in the coming years.

Parish Giving Trends

Giving was slightly lower in 2015 than in 2014 and may be a direct result of decrease in average attendance in 2015 from 2014.





Region and Culture

"DESTINATION DIOCESE"

One East Tennessee Episcopalian at a focus area meeting earlier this year, when asked to name the blessings of our Diocese, described East Tennessee as a "destination Diocese." Its natural beauty is exquisite, alive with the lure and lore of mountains, valleys, rivers, and hills.

Along our eastern border with North Carolina, the mists of the Great Smoky Mountains settle from Clingman's Dome into the valley towns of Gatlinburg, Pigeon Forge, and Sevierville. The Great Smoky Mountains National Park, located within a day's drive of 60 percent of the nation's population, regularly draws nine million visitors a year. Near our northern border, the Appalachian Highlands lift the "Tri-Cities" of Johnson City, Kingsport and Bristol. Knoxville's Tennessee River draws its tributaries from those highlands and carves a route for hikers, bikers, rock climbers, cavers, water and snow skiers, trail runners, canoeists, and kayakers from all over the nation. The Ocoee River near Copper Hill hosts international white water competition at the North Carolina boundary. To our west, the shoulder of the Cumberland Plateau shelters the central river valley from extreme storms.

Educational institutions are magnets for students, business, faculty, and cultural pursuits in all three areas of our Diocese: East Tennessee State University, with its own medical school in Upper East; the University of Tennessee, Knoxville in Middle East; and the University of Tennessee at Chattanooga in South East. In their seasons, Vols and Lady Vols entertain hundreds of thousands each year in Neyland Stadium and Thompson-Boling Arena. Just west of our diocesan border, lies the Episcopal University of the South (Sewanee) with its School of Theology as a resource for education, leadership, retreat space, and worship. East Tennessee is an owning Diocese.

Our diocesan map is dotted with Episcopal churches and worshipping communities as diverse as our landscape – in cities, towns and rural settings alike. Our larger urban and suburban parishes are found in the cities and towns along the corridors of Interstates 75, 81, and 40. Regional, small town, and rural parishes lie between the three metropolitan areas.

INDEPENDENT, VARIED VOLUNTEERS

From North Georgia's historic Fort Oglethorpe to the engineering marvel of Oak Ridge, East Tennessee boasts a diversity of political, theological and philosophical heritages. Settled in the late 1700s by Presbyterian Scots-Irish immigrants, this region's people are known for their independent, can-do spirit.

Settlers from Virginia and North Carolina came over the Appalachian Mountains in the late 1700s, to settle in Jonesborough, Tennessee's oldest town, founded in 1772. Twenty years later, James White was granted the area now known as Knoxville by the Governor of North Carolina as a reward for his service in the Revolutionary War. White built a fort overlooking the Tennessee River, the start of Knoxville's development as an outpost for trade and transportation. In 1815, John Ross established a trading center 100 miles farther downstream from Knoxville, in what has become Chattanooga. This town became known early on for its large number of churches as Methodists and Presbyterians organized the first formal congregations. In the mid-1800s, the Civil War split Tennessee families, as some counties aligned with the Union and others with the Confederacy. In the Upper East region, neighbors and relatives often took opposing sides.

In the 19th century, industry in the Tennessee Valley consisted of tanneries, flour mills, and coal and iron works.



Farming ruled the economy, and tobacco became a cash crop. In the late 1800s and early 1900s industry diversified, especially in the river cities of Chattanooga and Knoxville.

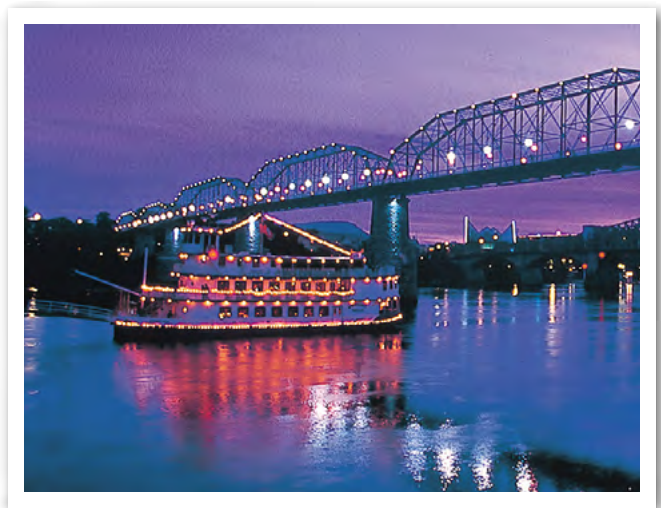
Many early settlers of East Tennessee were pioneers (think Davey Crockett) whose resistance to distant church governance and liturgical worship paved the way for a particular brand of "mountain Anglicanism" encountered by early bishops. This history shows itself today in a variety of attitudes unique to the area. "We aren't North Carolina, we aren't Atlanta, and we aren't Memphis – we are just us," said one urban church member when asked to describe our culture.

The cultural flavors of our three regions differ, too. Upper East (Tri-Cities) has an early Appalachian frontier heritage; Middle East (Knoxville) grew as a trading and shipping center, as well as the home to the forerunner of the University of Tennessee, Knoxville, whose early president was also rector of St. John Church (now our cathedral). The heritage of South East is more akin to the Old Southern cities of Nashville and Memphis.

Compared to many areas of the country, East Tennessee's tax rate, (with no income tax) and cost of living are significantly lower. Recent years have brought an influx of new residents from all over the country to live in new leisure and retirement communities, many of them centered on our lakes or mountains. Also, many "snowbirds" who originally left the upper regions of



the country for Florida have become “half-backs” in East Tennessee. (They’ve moved “halfway back” from Florida.) Many come from other Episcopal Dioceses into our congregations. The fastest growing segment of our population is Latino. Immigrants from a variety of origins in Central America continue to move to East Tennessee. Some are migrant farmers, but many more are factory workers, construction workers, small business owners, and contract laborers. Our response to this community varies in its organization and effectiveness.



INFLUENCES & ECONOMY

Since the coming of the Tennessee Valley Authority in 1933, the area has been dotted with artificial lakes and dams which supply electric power and aid in flood control. Oak Ridge, home of the National Laboratory and known originally as the “Manhattan Project,” is known internationally for its scientific research in energy, nuclear development, medicine, and the environment. The newest Volkswagen USA plant is in Chattanooga, and several national transport companies call East Tennessee home because of its central location and proximity to interstates I-75, I-40, and I-81. It was recently announced that the newest addition to the VW line, the Atlas SUV, will be built in Chattanooga.

East Tennessee urban centers, with their university-related businesses, invite diverse international industrial and cultural communities. Agriculture and agri-related business make up a large percentage of the economy of East Tennessee with vegetable, grain, fiber, tobacco, and dairy farms. Tourism replaced steel and textile manufacturing as an economic leader in the middle and southern parts of the Diocese. The health industry is a big player in the economy of middle and upper East Tennessee. Kingsport is home to Eastman Corporation, which employs a great number of the city’s residents. Mayfield Dairy in Athens boasts its famous “Moose Tracks” flavors, and Knoxville is headquarters for HGTV, the popular home decorating and repair television channel.



RECREATION & ENTERTAINMENT

National and state parks dot the landscape of East Tennessee. The Appalachian Trail runs through our easternmost mountain range, and East Tennesseans enjoy a gamut of outdoor recreation. Country music is said to have had its beginning in 1927 at the Victor Talking Machine Company in Bristol. It is easy throughout the region to find a bluegrass band tuning up to play, impromptu, as the audience gathers. High school and collegiate sports draw national crowds for football, basketball, and wrestling. Professional hockey and baseball teams also entertain many.

Lookout Mountain is the home of the famous Rock City. Knoxville is the site of the 1982 World's Fair, newly rebuilt as a park, memorial, and civic center. The Bristol Motor Speedway brings loyal racing fans from all over the country each year. Annual festivals celebrating dogwoods, tomatoes, strawberries, handmade crafts, bluegrass music, and even cornbread abound in our Diocese. History enthusiasts can find memorial parks from Chickamauga's Civil War battlefield in the South East region to the birthplace of Davy Crocket in Upper East, to the graves of Revolutionary War soldiers in small towns like Sevierville.

EDUCATION

In addition to the University of Tennessee, Knoxville; University of Tennessee at Chattanooga; and East Tennessee State University in Johnson City, many smaller, private colleges and state community colleges provide nearby educational opportunities north to south.

Teaching hospitals are found in all three areas of the Diocese: ETSU is home to Quillen College of Medicine. The University of Tennessee Medical Center in Knoxville and Erlanger Hospital in Chattanooga are both teaching hospitals for University of Tennessee Medical School residents.



Search and Nominating Committee

Mr. John Bellamy, St. Paul's, Kingsport
The Rev. Robert Childers, Church of the Good Shepherd, Lookout Mountain
Ms. Jennifer Dunn, Church of the Good Samaritan, Knoxville
The Rev. Josh Hill, Chaplain, Episcopal School of Knoxville / St. John's Cathedral, Knoxville
The Rev. Kim Hobby, Christ Church, South Pittsburg
The Rev. Cathy Johnston, St. Timothy's, Kingsport
The Rev. Peter Keese, Standing Committee / Christ Church, Rugby
The Rev. Ron Morton, St. Thomas, Knoxville
The Rev. RJ Powell, St. James, Knoxville
Dr. Walter Puckett, Thankful Memorial, Chattanooga
Ms. Tammy Randolph, St. Luke's, Cleveland
Ms. Sarah Sheppard, Diocesan Chancellor / Church of the Good Samaritan, Knoxville
Ms. Kim Smith, Southside Abbey, Chattanooga
Mr. John Thomas, St. Thomas, Elizabethton
Dr. Joseph A. Vrba, Church of the Ascension, Knoxville, Committee Chair
The Rev. Brad Whitaker, St. Paul's, Chattanooga
The Rev. Maggie Zeller, St. Christopher's, Kingsport

Transition Committee

Mr. Jim Anderson, St. Stephen's, Oak Ridge
The Rev. Jim Anderson, St. Luke's, Knoxville
Mr. George Arrants, Diocesan Vice Chancellor, Church of the Ascension, Knoxville
Mr. Bruce Blohm, St. Paul's, Chattanooga
Ms. Susan Bolt, St. John's Cathedral, Knoxville
Ms. Linda Graydon, Church of the Nativity, Fort Oglethorpe, GA
The Rev. Chris Harpster, St. Paul's, Kingsport
The Rev. Christopher Hogin, Church of the Ascension, Knoxville
The Rev. Jay Mills, Standing Committee, St. Paul's, Kingsport
The Rev. Lou Parsons, St. Francis, Ooltewah
Ms. Jean Turney, Christ Church, South Pittsburg

The Rev. Dr. Diane Vie, St. Paul's Episcopal Church, Lynchburg, VA
serves as the search consultant to the Search and Nominating Committee and the Transition Committee.