



**The Journal of  
The 40th Annual Convention of the  
Episcopal Diocese of East Tennessee**

**February 9 & 10, 2024  
St. John's Episcopal Cathedral &  
The Episcopal School of Knoxville**

*The Journal of the Proceedings of the 40th Annual Diocesan  
Convention of the Episcopal Diocese of East Tennessee*

Published on April 9, 2024

Compiled by Bro. Andrew Aelred Morehead, OC

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



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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**WiFi Password: Convention2024!**

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*The 2023 Constitution & Canons were the most recent edition in force at the time of the 40th Annual Convention.*



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**Program**

Handy Tip: You may click on underlined elements to register or access.

**Wednesday, January 31, 2024**

6:00 PM Delegate Orientation **Zoom**

**Monday, February 5, 2024**

11:30 AM Constitution & Canons Presentation **Online**

12:00 PM Constitution & Canons Hearing **Zoom**

**Tuesday, February 6, 2024**

11:30 AM General Resolutions Presentation **Online**

12:00 PM General Resolutions Hearing **Zoom**

7:00 PM Meet the Nominees **Zoom**

**Wednesday, February 7, 2024**

11:30 AM Budget Presentation **Online**

12:00 PM Budget Hearing **Zoom**

**Friday, February 9, 2024**

**St. John's Episcopal Cathedral, Knoxville**

5:00 PM Convention Eucharist **Nave**

6:30 PM Social Hour **Great Hall**

7:30 PM Dinner on Your Own ([see pages 101-102 for recommendations](#)) **Downtown Knoxville**

**Saturday, February 10, 2024**

**Episcopal School of Knoxville**

8:00 AM Delegate Registration and Check-In Opens **Googe Hall**

8:30 AM Ministry Open House and Workshops **Classrooms in Main Building**

9:45 AM Seating Opens ([Find Your Table Number Here](#)) **Siler Gym**

10:00 AM Registration and Check-In Closes, Morning Prayer **Siler Gym**

10:30 AM Business Meeting Begins **Siler Gym**

12:00 PM Lunch Break with Ministry Open House and Workshops **Cafeteria and Classrooms**

2:00 PM Business Meeting Resumes **Siler Gym**

**Our time together at the Episcopal School of Knoxville  
 concludes with the Bishop's final gavel at the adjournment.  
 Be safe on your travels home.**

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## Business Documents



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
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**Order of Business**

**Saturday, February 10, 2024**

**Episcopal School of Knoxville, Googe Hall**

**8:00 AM** Attendance & Registration Check-in

**Episcopal School of Knoxville, Siler Gymnasium**  
Streaming to [YouTube](#), and [dioceseconvention.org](#)

*By unanimous consent, the assembly might take a brief recess from time to time.*

<b>10:00 AM</b>	Morning Prayer	The Rev. Matt Farr <i>Chaplain, The Episcopal School of Knoxville</i>
<b>10:30 AM</b>	Call to Order	The Rt. Rev. Brian L. Cole <i>Diocesan Bishop</i>
	Welcome to Middle East Tennessee	Dr. Jack Talmadge <i>Headmaster, The Episcopal School of Knoxville</i>
	Welcome New Cures, Postulants, and Candidates	The Rt. Rev. Brian L. Cole
	Report from Committee on Credentials	Mr. Chris Cone <i>Committee on Credentials</i>
	Resolution regarding Order of Business	The Rev. Mark Holland <i>Parliamentarian</i>
	Resolution regarding Rules of Order	The Rev. Mark Holland
	Consent Agenda	The Rev. Christopher Hugin <i>Secretary to Convention</i>
	Last Call for Resolutions	The Rev. Christopher Hugin
	Report from Commission on Ministry	The Rev. Amy Morehous The Rev. Derrick Hill <i>Co-Chairs, Commission on Ministry</i>
	Election & Balloting Instructions	Mr. David Sanders Dr. Adam Bean <i>Co-Chairs, Committee on Elections</i>
	Report from University of the South	Dr. Robert W. Pearigen <i>Vice-Chancellor, University of the South, Sewanee</i>
	Report from Committee on Elections	Mr. David Sanders Dr. Adam Bean
	Report from Committee on Constitution & Canons	The Hon. L. Marie Williams <i>Chair, Committee on Constitution &amp; Canons</i>
	Report from Committee on General Resolutions	The Rev. Matthew Farr <i>Chair, Committee on General Resolutions</i>



Report from Finance Committee & Treasurer	Mr. John Hicks <i>Chair, Finance Committee</i>
Report from Standing Committee	The Rev. Dr. Ken Saunders <i>President, Standing Committee</i>
Bishop's Address	The Rt. Rev. Brian L. Cole
Resolutions of Greetings & Affection	Mr. Jon Humber <i>Diocesan Episcopal Engagement Specialist</i>
	Ms. Emily Kirk <i>Diocesan Parish Support Specialist</i>
Invitation to 41st Annual Diocesan Convention	The Rt. Rev. Brian L. Cole
Closing Prayer	The Rev. RJ Powell <i>Chaplain, Tyson House Campus Ministry</i> Mr. Thomas Bleeker <i>Tyson House Delegate</i>
Convention Adjourns	The Rt. Rev. Brian L. Cole



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Convention Rules of Order

### THE EPISCOPAL DIOCESE OF EAST TENNESSEE 40th ANNUAL CONVENTION – FEBRUARY 9-10, 2024 RULES OF ORDER

Adopted by Bishop and Council on December 5, 2023 &  
for adoption by Convention at the opening of business Saturday, February 10, 2024

The 40th Annual Meeting of the Convention of the Episcopal Diocese of East Tennessee will be held in person at St. John's Cathedral and the Episcopal School of Knoxville, Tennessee, on February 9 & 10, 2024, with certain Pre-Convention Committee proceedings conducted in advance electronically by remote attendance. Certain modifications of the provisions for Pre-Convention Committee proceedings and meetings of the Convention in the Canons and Rules of Order are set forth in these Rules of Order to accommodate the limited scope of Committee business pursuant to an electronic meeting.

#### I. ORDER OF BUSINESS

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

#### II. CONVENTION COMMITTEES

- Rule 2.01: The Bishop shall appoint the following Convention Committees: On Credentials, On Elections, On General Resolutions.
- Rule 2.02: The Bishop shall appoint the following committees as prescribed by the Canons or as otherwise required: On Constitution and Canons.
- Rule 2.03: Such Committees as are instructed by the Bishop shall convene in advance of the opening of Convention to consider matters referred to them. Open hearings of said committees held prior to Convention shall be subject to prior notice for access and participation by means of remote attendance and may be held in accordance with these rules.
- Rule 2.04: Certain pre-Convention Committee proceedings and pre-Convention business may be conducted, pursuant to notice of specific business to be taken up, through use of an Internet meeting service designated by the Bishop that supports anonymous voting and visible displays (a) identifying those participating, (b) identifying those seeking recognition to speak, (c) showing or permitting the retrieval of the text of pending motions, and (d) showing the results of votes, if any. These electronic meetings of the Convention committees shall otherwise be subject to all rules adopted by the Convention to govern its annual meeting, which may include any reasonable limitations on and requirements for members' participation. Each delegate registered and attending the 2024 Annual Convention by the use of, or a means of, communications by which all delegates and/or members participating in the Convention may simultaneously hear each other shall be deemed to be present in person, and/or present and voting, as applicable, under these Rules of Order.

• Rule 2.05: Unless otherwise indicated, and with respect to balloting at Convention as described in Section 8.02, the following procedures shall apply only to the pre-Convention Committee meetings and proceedings:

- A. Voting shall be conducted using anonymous voting software accessible over the Internet to all delegates unless a different method available through the Internet meeting service is ordered by the Bishop. An anonymous vote conducted through the designated voting software or through the Internet meeting service shall be deemed a ballot vote, fulfilling any requirement in the Constitution or Canons or rules of order that a vote be conducted by ballot. Votes shall be deemed anonymous so long as votes cast by an individual are available only to the administrator of the voting system.
- B. Except when a vote via the voting platform is required, business may be conducted by unanimous consent, as expressed through the “raised hands” function of the Internet meeting platform.
- C. Delegates shall identify themselves as required to sign in to the Internet meeting/ voting service, and shall maintain at a minimum audio access throughout the meeting whenever present, though internet audio and video access is preferred.
- D. If required for pre-Convention Committee business, the presence of a quorum shall be established by the online list of participating delegates.
- E. Each delegate (or Convention Committee participant) is responsible for access and quality of their audio and internet connections necessary to participate; no pre-Convention Committee action shall be invalidated on the grounds that a delegate’s or participant’s individual connection prevented participation in the meeting.
- F. In addition to display of pending business, motions or results of votes at Convention, or in connection with Convention Committees’ pre-Convention business, if any, video of the Bishop and any officer or delegate currently recognized to speak or report shall be displayed throughout the meeting, as well as such other video displays as the Bishop designates in his discretion.
- G. The procedure to be recognized for a motion, to seek the floor, to cast a vote, or for any other action by a delegate during the virtual meeting or at any pre-Convention meetings shall be governed by the provided instructions for using the features of the Internet meeting service to conduct business.

• Rule 2.06: Reports of all Committees shall be in writing. All reports recommending action by the Convention shall be accompanied by Resolutions for such action.

### **III. RESOLUTIONS**

- Rule 3.01: Resolutions are submitted as the Canons may prescribe.
- Rule 3.02: All Resolutions and amendments proposed thereto shall be in writing and shall contain the name, parish, and city of the proponent and meet the deadline as set forth in Title I, Canon 3, Sec. 10.
- Rule 3.03: The Bishop shall refer all Resolutions to appropriate Convention Committees for consideration, recommendation, and report to the Convention; provided, however, upon a vote of two-thirds (2/3) of the delegates present, a Resolution may be considered immediately.

- Rule 3.04: Where two or more Resolutions deal basically with the same subject, they shall be referred to the same General Resolutions Committee. The Committee shall make every effort to consolidate them or otherwise assure their compatibility and should also make every effort to obtain the concurrence of the proponents concerned.
- Rule 3.05: Each Convention Committee to which a Resolution has been referred, after providing for an open hearing held remotely in the days leading up to the convention, shall consider the form and substance of the Resolution and in making its report shall recommend (a) for adoption, (b) for adoption with amendment, (c) for adoption of a substitute drafted by the Committee, (d) for rejection, or (e) for discharge from further consideration because the subject matter has been included in another Resolution. The Committee's recommendation to the Convention shall be in the form of a motion to adopt the Committee's recommendation. The Committee Chair or other representative shall state the reasons for the Committee's recommendation. Thereafter, the proponent of the original Resolution, which is the subject of the Committee's recommendation, shall be recognized first if the proponent so desires. Amendments may be offered, including an amendment to substitute the proponent's original Resolution for that recommended by the Committee.

#### **IV. MOTIONS IN ORDER OF PRECEDENCE**

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

They are subject to the following further rules:

- (a) To Adjourn or to Recess
  - (1) Not debatable, if unqualified
  - (2) Not amendable
  - (3) Cannot be laid on Table
  - (4) Majority vote
  - (5) The motion to adjourn shall always be in order except that it shall not be offered when another member has the floor
- (b) To Adjourn to Time Certain
  - (1) Debatable, as to the time
  - (2) Amendable, as to the time
  - (3) Cannot be laid on Table
- (c) To Lay on Table or To Table
  - (1) Not debatable
  - (2) Not amendable
  - (3) Cannot be laid on Table
  - (4) Majority vote
- (d) To Vote Immediately or at Time Certain or to Extend Debate
  - (1) Not debatable
  - (2) Amendable, as to time, if a time specified
  - (3) Cannot be laid on Table
  - (4) Two-thirds majority vote
- (e) To Postpone to Time Certain
  - (1) Debatable
  - (2) Amendable as to time
  - (3) May be laid on Table
  - (4) Majority vote

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

## V. MOTIONS WITHOUT ORDER OF PRECEDENCE

- Rule 5.01: The following motions have no order or priority but are subject to the following rules:
  - (a) Appeal from Decision of Chair
    - (1) Debatable
    - (2) Not amendable
    - (3) May be laid on Table
    - (4) Majority vote; A tie vote sustains Chair
    - (5) Must be made immediately after decision
  - (b) To Take from Table
    - (1) Not debatable
    - (2) Not amendable
    - (3) Cannot be laid on Table
    - (4) Majority vote
  - (c) To Recall from Committee
    - (1) Debatable
    - (2) Amendable
    - (3) May be laid on Table
    - (4) Two-thirds majority vote
  - (d) To Create Special Order of Day for a Particular Time
    - (1) Debatable
    - (2) Amendable as to time
    - (3) Cannot be laid on Table
    - (4) Two-thirds majority vote
  - (e) Call for the order of the Day
    - (1) Mover may interrupt a member who has the floor and is not required to be recognized or to have a second
    - (2) Not debatable
    - (3) Not amendable
    - (4) Cannot be laid on Table
    - (5) No vote required, but two-thirds majority vote is necessary to suspend general or special order



- (f) To Suspend the Rules or Take Up Business Out of Order
  - (1) Debatable
  - (2) Not amendable
  - (3) Cannot be laid on the Table
  - (4) Two-thirds majority vote
- (g) To Divide the Question
  - (1) Not debatable
  - (2) Can be amended
  - (3) Cannot be laid on the Table
  - (4) Majority vote, if vote required
  - (5) May be made without being recognized and even though another member has the floor
  - (6) If the Question under debate contains several distinct propositions, which are independent of each other, at the request of any members the same shall be divided and a separate vote shall be taken but the motion to strike out and to insert shall be indivisible.
  - (7) The propositions relate to the same subject, and yet each part can stand alone, they may be divided into a regular motion and vote.

## **VI. RECONSIDERATION**

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

## **VII. DECORUM AND DEBATE**

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

## **VIII. VOTING**

- Rule 8.01: Nominations for Standing Committee, members of the Bishop and Council, Trustees of the University of the South, members of the Disciplinary Board and General Convention Deputies and Alternates, which are in writing and contain the nominee's name, parish, and city and not more than one hundred words of biographical information including past and present service of the nominee to the Church at all levels and received in the office of the Secretary thirty days prior to the opening of the Convention, shall be included in the pre-convention delegate preparation materials. All nominations from the floor of convention must be delivered to the Secretary of Convention no later than noon on the day before the first meeting of Convention commences to allow time for proper preparation for digital voting. In addition to the information required listed above, all such nominations shall contain the name, parish, and the city of the nominator who shall obtain the nominee's consent and willingness to serve prior to submitting nomination. Incomplete nominations will not be accepted. Any required information that cannot be verified prior to noon on February 9, 2023 will result in the nomination being disqualified. Verified, written nominations shall be posted at the Convention. Nominations may be made only by the Bishops of this Diocese, Clerical and Lay Delegates, Vestries, and any other person authorized by Canon.
- Rule 8.02: Balloting for the offices set forth in 8.01 may be conducted at the in-person business meeting of Convention by those delegates physically present using a virtual, electronic, internet or other online voting system or computer application approved by the Bishop with the approval of the Secretary and the Committee on Elections, or their designee. Within the Bishop's discretion, appropriate accommodation or provisions shall be made for assisting delegates without access to the balloting system, or that require technical assistance in voting. Votes/ballots cast using the virtual balloting system shall be deemed the equivalent of physical ballots or votes cast in person for all purposes hereunder. Votes shall be deemed anonymous so long as votes cast by an individual are only available to the administrator of the voting system. In the event of a technical failure of the digital voting system, the Bishop may direct the Secretary and the Committee on Elections to conduct a full ballot by paper in person, or by mail in the weeks immediately following convention.
- Rule 8.03: In elections of Deputies to the General Convention and of Members of the Bishop and Council, a majority of the votes cast shall be necessary to election. In all other elections, including that of Alternate Deputies to the General Convention, a plurality shall suffice. If the Convention shall take up other business while ballots are being counted such business may be interrupted for the report of the committee on Elections and additional ballots. If all the Deputies to the General Convention are not elected on the first ballot, the remainder are to be elected from the remaining nominees by majority on the second ballot, and if all are not elected on the second ballot, the remainder are to be elected from the remaining nominees by plurality on the third ballot. The sequence of alternates is determined on the final ballot taken.
- Rule 8.04: Unless otherwise expressly provided, any rules requiring a two-thirds majority shall be construed to mean the affirmative vote to two-thirds of the Delegates present and voting.
- Rule 8.05: Ballots with more or less votes than there are positions to be filled shall be declared invalid.

## **IX. COMMITTEE OF THE WHOLE**

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

## **X. UNANIMOUS CONSENT**

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

## **XI. GENERAL REGULATIONS**

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

## **XII. ROBERT'S RULES OF ORDER**

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

## **XIII. AMENDMENTS**

- Rule 13.01: These Rules may be amended at any time by a two-thirds majority vote of the members present.
- Rule 13.02: In accordance with Title 1 Canon 3 Sec. 6.(a), the Rules of Order from the previous convention are in force for the succeeding Convention unless, in order to adapt to changing circumstances that inform the Ecclesiastical Authority's decisions around convening digital or in person conventions, consistent with the said Canon, these Rules of Order may be modified and/or amended by action and authority of Bishop and Council in between conventions in anticipation of adoption with amendments at the start of the succeeding Convention.



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

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## Consent Agenda and Supporting Information

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

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

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

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

- Election of 2024 Convention Officers
- Resolutions 2024-01, 2024-02
- Appointments to Convention and Diocesan Committees







# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

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## Consent Agenda Resolutions

### THE DIOCESE OF EAST TENNESSEE

#### 2024 DIOCESAN CONVENTION

##### Resolution # 2024-01

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

**PROPOSED BY:** The Rev. Christopher Hogin, Secretary of Convention, Knoxville, TN

**REPRESENTATIVE AT CONVENTION:** The Rev. Christopher Hogin

**RESOLVED,** that all ordained ministers of this church who are not canonically resident in this Diocese, but who officiate under license and/or who are in charge of congregations in the Diocese, be given seat and voice in the deliberations of this 40th Convention of the Diocese of East Tennessee; and

**RESOLVED,** that all postulants and candidates for holy orders in the Diocese, and all ordained ministers of other communions within our communities be cordially invited to seats at the 40th Convention by means of remote viewing or in person attendance.

**THE DIOCESE OF EAST TENNESSEE**  
**2024 DIOCESAN CONVENTION**  
**Resolution # 2024-02**

*To ratify Bishop and Council actions regarding the 2023 Budget*

**PROPOSED BY:** Bishop and Council

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

**WHEREAS,** by its action, the Thirty-ninth Annual Convention of The Diocese of East Tennessee convened at St. John's Episcopal Church, Johnson City, TN, on Saturday, February 4, 2023, and approved a budget for The Diocese; and

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

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

**WHEREAS,** the budget as approved in its February 2023 Convention was \$2,038,489; and

**WHEREAS,** the actual budgeted disbursements were \$1,964,950; and

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

**NOW THEREFORE BE IT RESOLVED,** that all of the acts and actions of the Bishop and Council in authorizing disbursements in excess of line items in the 2023 budget as approved by their various actions during 2023, be and are hereby ratified by this Convention as authorized and approved.



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Convention Committees

### **CREDENTIALS**

Mr. Chris Cone  
Mr. Jon Humber

### **ELECTIONS**

Dr. Adam Bean  
Mr. David Sanders

### **GENERAL RESOLUTIONS**

The Rev. Matthew Farr, *Chair*  
The Rev. Canon Chris Hackett  
Ms. Elizabeth Jones  
The Hon. L. Marie Williams



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
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**Diocesan Committee Appointments**

**COMMISSION ON MINISTRY**

*3-year term*

The Rev. Amy Morehous and The Rev. Derrick Hill, *Co-Chairs*

**Term expires 2025**

The Rev. Gordon Brewer  
Mr. Richard Hyatt  
The Rev. John Mark Wiggers

**Term expires 2026**

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

**Term expires 2027**

The Rev. Claire Brown  
The Rev. Elizabeth Farr  
The Rev. Derrick Hill  
Mr. Alan Ragsdale

**CONSTITUTION AND CANONS**

*3-year term*

The Hon. L. Marie Williams, *Chair*

**Term expires 2025**

The Hon. Neil Thomas  
The Hon. L. Marie Williams

**Term expires 2026**

The Rev. Dr. Gary Callahan  
Ms. Leaba Cash

**Term expires 2027**

Mr. Ned Boehm  
The Rev. Robert Childers

**CLERGY CONTINUING FORMATION COMMITTEE**

*2-year term*

**Term expires 2025**

The Rev. Dr. Laura Bryant  
The Rev. Mandy Lippe  
The Rev. Elizabeth Farr

**Term expires 2026**

The Rev. Rick Carter  
The Rev. John Mark Wiggers

**CONGREGATIONAL CONSULTANTS**

*1-year term*

The Ven. Canon Jerry Askew, PhD, *Interim Chair*

**Term expires 2025**

The Rev. John Dukes  
The Rev. Dr. Howard Hess  
The Rev. Joel Huffstetler  
The Rev. Mandy Lippe  
The Rev. Wally Reynolds  
The Rev. Canon SuzeAnne Silla  
The Rev. Canon Michael Spear-Jones  
Mr. Howard Vogel

## EPISCOPAL ENDOWMENT CORPORATION BOARD

*1-year term*

Mr. Henry Lodge  
Mr. Andy Oakes  
Mr. Hugh Sharber

## EXAMINING CHAPLAINS

*2-year term*

The Rev. Michelle W. Bolt, *Chair*

### **Term expires 2025**

The Rev. Robert Childers  
Canon Beverly Hurley Hill

### **Term expires 2026**

The Very Rev. Ward Ewing  
The Rev. Dr. Howard Hess  
The Rev. Dr. Will Levanway

## FINANCE COMMITTEE

*3-year term*

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

### **Term expires 2025**

The Rev. Mark Holland

### **Term expires 2026**

Mr. Jim Milburn  
Mr. O. E. "Sonny" Schow, IV

### **Term expires 2027**

The Rev. Michele Simmons  
Mr. Jimmy Stewart

## GRACE POINT CAMP AND RETREAT CENTER BOARD OF MANAGERS

*3-year term*

The Rev. Brad Whitaker, *Chair*

### **Term expires 2025**

Ms. Margaret Bickley  
Ms. Rebecca Brewer  
Ms. Miranda Clark  
Mr. Matt Harbison

### **Term expires 2026**

The Rev. Brett Backus  
The Rev. Elizabeth Farr  
Ms. Erica Kramer  
Ms. Julie Novak  
The Rev. Brad Whitaker

### **Term expires 2027**

Mr. Jim Anderson  
Ms. Jan Lewis  
Ms. Kelly Maierhofer  
Ms. MacKenzie Teal

## OPPORTUNITY FUND COMMITTEE

*3-year term*

### **Term expires 2025**

Mr. Tommy Siler

### **Term expires 2026**

The Rev. Brett Backus  
The Rev. Jon Hermes

### **Term Expires 2027**

The Rev. Maribeth Manoff  
Mr. John Mayo  
The Rev. Ashton Sims

## RETIRED CLERGY CHAPLAINS

*1-year term*

The Rev. Gordon Brewer, *Upper East*  
The Revs. Ken and Donna Brown, *Middle East*  
Ms. Janet Hale, *South East*





THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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**Diocesan Working Group Appointments**

**BECOMING BELOVED COMMUNITY WORKING GROUP**

*1-year term*

Ms. Amy Arrowsmith

Mr. John DiDiego

The Rev. Gayle Browne

Canon Beverly Hurley Hill

Mr. John Mayo

The Rev. Lou Parsons

Ms. Venice Peek

Ms. Sylvia Peters

The Rev. RJ Powell

The Very Rev. John Ross

The Rev. Johnny Tuttle

**CHRISTIAN FORMATION WORKING GROUP**

*1-year term*

Canon Beverly Hurley Hill, *Chair*

Ms. Ann Backus

The Rev. Kat Chappell

Ms. Kathleen Crevasse

The Rev. Sean McEwen

Bro. Andrew Aelred Morehead, OC

The Rev. Amy Morehous

The Rev. Johnny Tuttle

The Rev. Caroline Vogel

Mr. Adam Wilson

**EVANGELISM WORKING GROUP**

*1-year term*

Bro. Andrew Aelred Morehead, *Chair*

The Rev. Art Bass

Ms. Sherri Bishop

Mr. John Blanch

Canon Beverly Hurley Hill

Mr. Drew Jeske-Polyak

Ms. Cindy Selby

The Rev. Johnny Tuttle

Mr. Adam Wilson

**WORSHIP AND MUSIC COMMITTEE WORKING GROUP**

*1-year term*

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

The Rev. Canon Chris Hackett

Mr. Jason Overall

The Rev. Dr. Ken Saunders



## Leadership Nominations and Elections



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Leadership Nominations

### BISHOP AND COUNCIL

#### Bishop and Council Positions Open

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

Term: Three-year terms ending in 2027.

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

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

In 2021, the Bishop and Council affirmed the following guiding principles. We ARE:

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

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

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

## Clergy Upper East Area Nominee- Vote for ONE



**The Rev. Jonathan Hermes**, St. Michael's, Kingsport

*Nominated by The Rev. Jonathan Tuttle, St. Paul's, Kingsport*

A native of Kingsport, Jon is excited to minister with the new loving community, Saint Michael's! Prior to Saint Michael's, Jon served at Saint Timothy's Episcopal Church in Kingsport as Vicar from 2017 to 2021. In 2022, Jon entered a 'shared leadership agreement' between Saint Timothy's and Saint Christopher's in Kingsport. In the diocese, Jon has served on the Opportunity Fund Committee for over ten years as well as serving a term on Bishop & Council as a lay person. Jon hopes to bring this experience along with serving small parishes in unique circumstances to Bishop & Council in 2024.

## Clergy South East Area Nominee- Vote for ONE



**The Rev. Zac Settle, PhD**, Grace Episcopal Church, Chattanooga

*Nominated by The Rev. Lou Parsons, St. Francis of Assisi, Ooltewah*

Zac Settle is the curate at Grace Episcopal Church in Chattanooga, Tennessee. He was ordained to the priesthood in December of 2023, after earning an Anglican Studies diploma at Sewanee's School of Theology and completing a chaplaincy internship at Erlanger hospital. He completed a PhD in theology from Vanderbilt's Graduate Department of Religion in 2020, and his first book, *On the Nature, Limits, Meaning, and End of Work*, was published in 2023. Zac is married to Meg, and they have two daughters: Margot and Birdie. He likes to spend his free time chasing those kids, reading, gardening, fishing, and cooking.

## Lay Middle East Area Nominee- Vote for ONE



One vacancy and no nominations were received by the publication deadline. Per Convention Rule 8.01, "Nominations from the floor" are accepted until noon Friday, February 9. After that, vacancies are filled in accords with procedures outlined by the Canons. The nominee receiving fewer votes will fill the unexpired, shorter term.



# STANDING COMMITTEE

## Standing Committee Positions Open

1 Clergy

1 Lay

Term: Three-year terms ending in 2027.

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

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

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

## Clergy Standing Committee Nominee- Vote for ONE



**The Rev. Kenneth Saunders, DMin, St. James, Greeneville**

*Nominated by the Rev. RJ Powell, Tyson House, Knoxville*

Ken serves as the Rector of St. James in Greeneville (since 2018) and the missionary for Breaking Bread Ecumenical College Ministry at Tusculum. He is in his third year on the Standing Committee for the Diocese of East Tennessee and is seeking reelection.

Ken and his wife, Kelly, have three grown and married children: Kent (and Amy), Kyle (and Kara), and Kaytlynn (and Ben).

## Lay Standing Committee Nominee- Vote for ONE



**Ms. Melissa Everett**, St. John's Episcopal Cathedral, Knoxville

*Nominated by the Rev. Canon Chris Hackett, St. John's Episcopal Cathedral, Knoxville*

As a member of St. John's Cathedral for over 20 years, Melissa Everett has served on the Cathedral Chapter, taught Sunday School and VBS, and served on a Local Discernment Committee. She is an active participant in the partnership between St. John's Cathedral and Green Magnet Academy and serves as team leader of Second Harvest Food Bank of East Tennessee's "Food for Kids" Program at Green Magnet, serving some of the most vulnerable kids in our community. Melissa is grateful for the Episcopal Church community that can help ignite, support and enrich one's spiritual growth and journey.



**Ms. Abby Haase**, St. Alban's, Hixson

*Nominated by the Rev. Robert Hartmans, St. Alban's, Hixson*

Abby is a dedicated member of St. Alban's, a small parish in Hixson. She has served the vestry faithfully for the past year and is headed into a second year as Senior Warden. She has helped lead a visioning process to create long term sustainability for St. Alban's by creatively utilizing untapped resources and inspiring fellow church members. This process has gained her knowledge with some of the technical administrative challenges of leadership in the church as it is today. Abby lives with her husband Steve and is a proud mother of three children and one grandchild.

# DISCIPLINARY BOARD

## Disciplinary Board Positions Open

1 Lay, term ending 2027

1 Clergy, term ending 2025 \*

1 Clergy, term ending 2027

\* Disciplinary Board members typically serve for three year terms; this year we are also electing one member to fill a vacancy.

The Disciplinary Board is unique among our elected leadership bodies in that it does not convene for meetings on a regular schedule. The disciplinary board meets once annually for an orientation, and then serves through the remainder of the year as a pool of members from which panels may be drafted as needed. The ideal qualities of a good disciplinary board member include sound judgement and the ability to listen carefully. This board is comprised of seven persons, four members of the clergy and three lay. Clergy members must be canonically and geographically resident within the diocese, and lay members must be adult communicants in good standing who are geographically resident in the diocese. Members of the Standing Committee may not also be members of the Disciplinary Board. Functions of the Disciplinary Board are listed in the Canons of The Episcopal Church, Title IV.

## Lay Disciplinary Board Nominees- Vote for ONE



One vacancy and no nominations were received by the publication deadline. Per Convention Rule 8.01, “Nominations from the floor” are accepted until noon Friday, February 9. After that, vacancies are filled in accords with procedures outlined by the Canons. The nominee receiving fewer votes will fill the unexpired, shorter term.



## Clergy Disciplinary Board Nominees Term Ending 2025- Vote for ONE



**The Rev. Jonathan Tuttle**, St. Paul's, Kingsport

*Nominated by the Rev. Jonathan Hermes, St. Michael's, Kingsport*

The Rev. Jonathan "Johnny" Tuttle is the rector of St. Pauls in Kingsport, TN. While attending Milligan College, he fell in love with Upper East Tennessee. Johnny attended seminary at Duke Divinity School and graduated with a certificate in Anglican Studies. He served in the Diocese of Georgia before coming to East Tennessee, where he has served on the Disciplinary Committee, Becoming the Beloved Community, and the Evangelism Committee.

## Clergy Disciplinary Board Nominees Term Ending 2027- Vote for ONE



**The Rev. C. Murdock Jones**, St. Paul's, Chattanooga

*Nominated by the Rev. Zac Settle, PhD, Grace Episcopal Church, Chattanooga*

The Rev. C. Murdock Jones was born and raised in Little Rock, Arkansas. He graduated from The University of Arkansas at Little Rock, majoring in English, and he attended seminary at The School of Theology at the University of the South. Before seminary, Murdock served as youth minister at Christ Episcopal Church, Little Rock. Murdock was ordained a priest in December 2020 while serving as Curate at The Church of the Good Shepherd in Cashiers, NC. He currently serves as the Associate Rector of St. Paul's, Chattanooga. Fr. Murdock lives in Chattanooga with his wife, Mary Catherine Alexander.

# TRUSTEE, UNIVERSITY OF THE SOUTH

## Trustee Position Open

1 Lay, three-year term ending 2027

Two lay people and one member of the clergy serve on the Board of Trustees of the University of the South. The term of office is three years, and trustees can be re-elected for one successive term. One trustee rotates off each year.

Trustees are expected to attend the annual board meeting each May and any special meetings that may occur throughout the year. Trustees should be personally committed to the basic aims of the university. They are responsible for informing their dioceses about the university and should be willing to contribute to its financial wellbeing.

## Lay Trustee- Vote for ONE



**Mr. Troy Eichenberger**, Christ Church, Chattanooga

*Nominated by the Rev. Will Levanway, DMin, Christ Church, Chattanooga*

Troy graduated from the University of the South in 2002 with B. S. in mathematics with a chemistry minor. Troy is a member of Christ Church Chattanooga where he recently completed a term on the vestry serving as senior warden. He has worked at TVA more than 20 years, most recently overseeing research and development for consumer technologies. He previously represented the Diocese of East Tennessee as Sewanee Trustee from 2016-2022 and recalls it to be one of the best experiences of his life. Living within an hour of Sewanee allowed him to remain highly engaged and assume leadership roles within the Board of Trustees. This is an exciting time for Sewanee under the new leadership of a beloved vice chancellor, and Troy hopes for the opportunity to once again work with the Board to help advance the mission of the University and the Episcopal Church.

## Elections Worksheet 2024 Diocesan Convention of East Tennessee

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

<b>Bishop and Council</b>			
<i>Term Ending 2024</i>	<i>Term Ending 2025</i>	<i>Term Ending 2026</i>	
Ms. Betsy Ellis	Ms. Pat Bolan	Mr. Tim Bradshaw	
The Rev. Lou Parsons	Ms. Elizabeth Jones	The Rev. Tom Schneider	
The Rev. Cathy Johnston	The Rev. Brett Backus	Ms. Jeanne Hogarth	
	The Rev. Robert Hartmans		
<b><u>Need to Elect for Term Ending 2027:</u></b>			
	<i>1 Lay Middle East</i>	<i>1 Clergy Upper East</i>	<i>1 Clergy South East</i>
Nominees:	_____	The Rev. Jon Hermes	The Rev. Dr. Zac Settle
Nominations after publication deadline:	_____ _____	_____ _____	_____ _____

<b>Standing Committee</b>		
<i>Term Ending 2024</i>	<i>Term Ending 2025</i>	<i>Term Ending 2026</i>
The Rev. Dr. Ken Saunders	The Rev. Cal Calhoun	The Rev. April Berends
Ms. Melissa Everett	Ms. Christina Sjoberg	Mr. Doug Overbey
<b><u>Need to Elect for Term Ending 2027:</u></b>		
	<i>1 Clergy</i>	<i>1 Lay</i>
Nominees:	The Rev. Dr. Ken Saunders	Ms. Melissa Everett Ms. Abby Haase
Nominations after publication deadline:	_____ _____	_____ _____

<b>Disciplinary Board</b>			
<i>Term Ending 2024</i>	<i>Term Ending 2025</i>		<i>Term Ending 2026</i>
Mr. Forest "Skeet" Jernigan	Mr. John Bellamy		Ms. Dianne Britton
The Rev. Bailey Norman	The Rev. Ann Weeks		The Rev. Mandy Lippe
	Vacant *		
<b><u>Need to Elect for</u></b>	<b><u>Term Ending 2025:</u></b>	<b><u>Term Ending 2027:</u></b>	
	<i>1 Clergy</i>	<i>1 Clergy</i>	<i>1 Lay</i>
Nominees:	The Rev. Jonathan Tuttle	The Rev. C. Murdock Jones	_____
Nominations after publication deadline:	_____ _____	_____ _____	_____ _____

\* The Rev. Johnny Tuttle has been serving by appointment.

<b>Trustee, University of the South</b>		
<i>Term Ending 2024</i>	<i>Term Ending 2025</i>	<i>Term Ending 2026</i>
Mr. David Sanders	Ms. Anna Graham	The Rev. Matthew Farr
<b><u>Need to Elect for Term Ending 2027:</u></b>		
	<i>1 Lay</i>	
Nominees:	Mr. Troy Eichengerger	
Nominations after publication deadline:	_____ _____	



## Resolutions





THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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**2024 Resolutions for the 40th Annual Convention of the  
 Diocese of East Tennessee  
 Submitted by the publication deadline of January 6, 2024**

Resolution Number	Resolution Name	Sponsor	Referral
2024-01	Courtesy Invitations	The Rev. Christopher Hogin, Convention Secretary	Consent Agenda
2024-02	Ratify Bishop and Council Actions regarding 2023 Budget	Mr. John Hicks, Treasurer	Consent Agenda
2024-03	Amendment to Title V. Canon 2: Lay Ministry	The Hon. Marie Williams, Constitution and Canons	Constitution and Canons
2024-04	Amendment to Title IV. Places of Worship	The Hon. Marie Williams, Constitution and Canons	Constitution and Canons
2024-05	Furthering GC Resolution A087 to achieve carbon-neutral facilities	Vestry, Church of the Good Shepherd, Knoxville	General Resolutions



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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**Resolutions**

**THE DIOCESE OF EAST TENNESSEE  
2024 DIOCESAN CONVENTION  
Resolution # 2024-01  
(packaged in the Consent Agenda)**

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

**PROPOSED BY:** The Rev. Christopher Hogin, Secretary of Convention, Knoxville, TN

**REPRESENTATIVE AT CONVENTION:** The Rev. Christopher Hogin

**RESOLVED,** that all ordained ministers of this church who are not canonically resident in this Diocese, but who officiate under license and/or who are in charge of congregations in the Diocese, be given seat and voice in the deliberations of this 40th Convention of the Diocese of East Tennessee; and

**RESOLVED,** that all postulants and candidates for holy orders in the Diocese, and all ordained ministers of other communions within our communities be cordially invited to seats at the 40th Convention by means of remote viewing or in person attendance.



**THE DIOCESE OF EAST TENNESSEE**  
**2024 DIOCESAN CONVENTION**  
**Resolution # 2024-02**  
**(packaged in the Consent Agenda)**

*To ratify Bishop and Council actions regarding the 2023 Budget*

**PROPOSED BY:** Bishop and Council

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

**WHEREAS,** by its action, the Thirty-ninth Annual Convention of The Diocese of East Tennessee convened at St. John's Episcopal Church, Johnson City, TN, on Saturday, February 4, 2023, and approved a budget for The Diocese; and

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

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

**WHEREAS,** the budget as approved in its February 2023 Convention was \$2,038,489; and

**WHEREAS,** the actual budgeted disbursements were \$1,964,950; and

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

**NOW THEREFORE BE IT RESOLVED,** that all of the acts and actions of the Bishop and Council in authorizing disbursements in excess of line items in the 2023 budget as approved by their various actions during 2023, be and are hereby ratified by this Convention as authorized and approved.

**THE DIOCESE OF EAST TENNESSEE**  
**2024 DIOCESAN CONVENTION**  
**Resolution # 2024-03**

*Amendment to Title V. Canon 2: Lay Ministries*

**PROPOSED BY:** The Honorable L. Marie Williams, St. Paul's Chattanooga, Chair of Constitution and Canons Committee on behalf of the committee.

**REPRESENTATIVE'S CONTACT INFORMATION:**

The Honorable L. Marie Williams  
2109 Fairmount Rd., W. Signal Mountain, Tn.  
423-886-1067  
Marie@court-room.com

**REPRESENTATIVE AT CONVENTION:** The Honorable L. Marie Williams

**DATE:** January 19, 2024

**RESOLVED,** That TITLE V. CANON 2. be amended to include the following language:

**Sec. 1.** Lay Ministers requiring licensing in accordance with Title III, Canon 4 of the Canons of The Episcopal Church shall be encouraged in this Diocese and said Licensing shall be in compliance with the above Canon and in conformity with the training required by this Diocese.

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

**Sec 3.** No licensing shall be required of Lectors. A Lector shall be appointed by the Member of the Clergy in charge of the congregation in which the Lector is to serve to read lessons or to lead Prayers of the People.

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

**EXPLANATION OF RESOLUTION:**

The proposed revisions align this Canon with The Episcopal Church Canon. These revisions make space for an evolution of offerings by the Episcopal Church in East Tennessee as well as accommodation as the Canons of The Episcopal Church potentially change.

The Episcopal Church in East Tennessee currently offers discernment, formation, and licensing for Pastoral Leader, Worship Leader, Preacher, Eucharistic Minister, Eucharistic Visitor, and Catechist. Those are clearly listed in the Canons of The Episcopal Church (TEC). As well, The Episcopal Church in East Tennessee offers discernment, formation, and licensing for Evangelist Facilitator (a slight revision to TEC's list), and Pastoral Care Leader, a significantly different lay ministry than Pastoral Leader as listed. There are other Lay Ministries that The Episcopal Church in East Tennessee recognizes, celebrates, and supports but does not currently provide formation and licensing for.

The editorial changes remove the unnecessary listing of lay ministries, correct a typographical error in Sec. 3. and clarify the inconsistency in Sec. 3. and Sec 4.

**THE DIOCESE OF EAST TENNESSEE**  
**2024 DIOCESAN CONVENTION**  
**Resolution # 2024-04**

*Amendment to Title IV. Places of Worship*

**PROPOSED BY:** The Honorable L. Marie Williams, St. Paul's Chattanooga, Chair of Constitution and Canons Committee on behalf of the committee.

**REPRESENTATIVE'S CONTACT INFORMATION:**

The Honorable L. Marie Williams  
2109 Fairmount Rd., W. Signal Mountain, Tn.  
423-886-1067  
Marie@court-room.com

**REPRESENTATIVE AT CONVENTION:** The Honorable L. Marie Williams

**DATE:** January 19, 2024

**RESOLVED,** That Title IV Canon 1 Sec.2 be amended to include the following language:

**Sec. 2.** Each Parish shall be incorporated according to the laws of the state in which the Parish is located. A copy of the proposed corporate Charter and Bylaws shall be submitted to the Bishop, who will review, and may revise them, in consultation with the Chancellor. If after the Bishop grants his or her approval, the Parish shall proceed to become incorporated as a not-for-profit. Within thirty days of incorporation, a copy of the corporate Charter and Bylaws shall be filed in the Bishop's office. Any amendments to the Charter and Bylaws shall follow the same procedure. Each Parish shall comply with all state requirements to maintain its not-for-profit corporate status; and be it further

**RESOLVED,** That Title IV Canon 1 Sec 8. Be amended to include the following language:

**Sec. 8.** The Vestry shall administer the temporal affairs of the Parish; shall elect and call the Rector, unless otherwise set forth in these Canons, shall provide for the regular and well-ordered worship of Almighty God, and shall cooperate with the Rector in all efforts to develop the spiritual life of the Parish. Temporal affairs including merger falls withing the authority and approval of the Vestry. The Vestry shall, at all times, keep the church in proper condition for its uses, and likewise give proper care to all buildings and grounds belonging to the Parish. A quorum shall consist of not less than a majority of all the members of the Vestry in office immediately before a meeting begins and Vestry decisions shall be made by a majority vote unless otherwise provided by the By-laws of the Parish; and be it further

**RESOLVED**, That Title IV, Canon 3 be amended to include the following language:

**Canon 3: Merging Parishes**

In any area within the Diocese, if two or more existing parishes desire to merge into one existing or new Parish, then, the Vestry of each Parish must first submit to the Bishop a request to merge Parishes into one new or existing Parish.

Upon receipt of the request, the Bishop shall forward copies thereof for written comment to any existing Parish within a 10-mile radius of the proposed location of the new Parish. Such written comments shall be sent to the Bishop within sixty (60) days of receipt of the request. After the expiration of such sixty (60) day period, the Bishop shall send the request, together with the Bishop's comments and any written comments received from the existing Parishes to the Standing Committee for its consideration and consent. For good cause, so stated, the Bishop may shorten the sixty (60) day period to no less than twenty (20) days.

If the Standing Committee consents and the Bishop concurs, the parishes wishing to merge must follow the laws of the state in which they are located for merger of not-for-profit corporations and must comply with all Parish responsibilities under the Constitution and Canons; and be it further

**RESOLVED**, That Title IV Canon 3 be renumbered as well as the Canons numbered in the remaining Title IV.

**EXPLANATION OF THE RESOLUTION:**

The Proposed Revisions address the need for a process for parishes to merge. Specifically, the changes in Sec 2 address a typographical error and bring the section into compliance with The Episcopal Church (TEC). The changes in Sec 8. require a majority of the Vestry of each church to vote for a merger and clarifies the role of the Vestry. New Canon 3. Provides a process for churches to merge.

**THE DIOCESE OF EAST TENNESSEE**  
**2024 DIOCESAN CONVENTION**  
**Resolution # 2024-05**

*Resolution to further 2022 General Convention Resolution A087  
by developing plans to achieve carbon-neutral facilities*

**Proposed by:** Vestry of the Church of the Good Shepherd, Knoxville

**Representative's Contact Information:** Courtney Shea, 865-387-7466, courtshea@aol.com

**Representative at the Convention:**

Tom Anderson, Delegate  
Church of the Good Shepherd, Knoxville  
ruadhainwolf@yahoo.com

**RESOLVED.** That the Bishop and Council shall establish a task force of at least 3 members to provide coordination and communication for the pursuit of a goal of carbon net neutrality by 2030.

**RESOLVED.** That the task force is charged with developing information, resources and guidance regarding how each congregation and diocesan organization or ministry can develop a facility needs assessment to identify the actions necessary to enable its facilities and operations, with a goal of becoming carbon neutral by 2030.

**RESOLVED.** That the task force will report yearly to the Diocesan Convention on its progress towards developing information, resources and guidance on the steps to pursue carbon net neutrality, on the progress made by congregations and diocesan organizations and ministries to develop facility needs assessments, and on any further recommendations to the Diocese regarding reducing facility energy use and increasing facility energy efficiency.

**EXPLANATION OF THE RESOLUTION:**

At the General Convention in 2022, The Episcopal Church passed Resolution A087 which stated in part

*Resolved, That the Episcopal Church commit to a goal of net carbon neutrality in its operations and the work of staff, standing commissions, interim bodies, and General Convention by 2030, through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; ...*

*Resolved, That the General Convention encourage parishes, dioceses, schools, camps, and other Episcopal institutions to pursue their own goal of net carbon neutrality by 2030 through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; and be it further*

For the full text of General Convention Resolution A087, please see Appendix 2 on page 110.

Climate neutrality refers to the idea of achieving net zero greenhouse gas emissions by balancing those emissions so they are equal (or less than) the emissions that get removed through the planet's natural absorption. Most discussions, including Resolution A087, include purchasing offsets as a part of a carbon neutrality strategy.

To carry out the intent of this resolution, one necessary set of actions will be for our parishes to first educate themselves regarding the carbon footprint of their facilities using standard tools and data to estimate parish facility greenhouse gas emissions, and to next develop a facility needs assessment to identify the actions necessary to enable its facilities and operations to become carbon neutral by 2030.

We recognize that there are no one size fits all solutions to achieving the Church's goal of net carbon neutrality. Our churches have facilities which differ greatly in age, use, size and other factors. Churches which have begun this process have encountered difficulties in obtaining reliable facility information such as energy audits, and financial barriers. However, there are increasing numbers of resources and there are many lower cost steps which can be implemented without undue financial investments.

The Diocese recognizes that our congregations and other diocesan organizations will need assistance with information and resources as they develop their needs assessments, and further recognizes that within our congregations, there may be untapped expertise and resources that could assist the achievement of energy efficiency goals. The Dioceses further recognizes that other institutions, including government agencies, non-profits such as Interfaith Power and Light, and business entities are supporting and pursuing goals of carbon net neutrality. A task force of dedicated individuals could assist our parishes by sharing stories of progress in achieving goals, compiling reliable resources, coordinating communications and highlighting barriers to progress towards a goal of carbon neutrality.

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## People



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**Clergy, Lay Delegates & Alternates to the 40th Annual Convention  
 of the Diocese of East Tennessee**

Parish	Est.	Parish Status	Delegates	Alternates	Clergy
<b>All Saints' Morristown</b>		1969	Dan Dickens Alex Cross Colleen Andrews	Kathlyn Wender Liz Holland	The Rev. Mark Holland The Rev. Sarai Wender
<b>Annunciation Newport</b>		1997	Carolyn Ramsey Bill Myers Charlene Frazier	Linda Waddell	
<b>Ascension Knoxville</b>		1957	Mary LeMense Russell Van Patten Bill Wood Louise Conrad	Alexander Thomas	The Rev. Billy Daniel The Rev. Christopher Hogin
<b>Christ Chattanooga</b>		1901	Troy Eichenberger Jennifer McKinney	Karla Fowkes	The Rev. Will Levanway
<b>Christ Rugby</b>	1880	2002	Lisa Donegan Bethany Jackson Ryan Kincinski	Kathleen Hicks Ron Jackson Sam Gray	The Rev. Joe Minarik
<b>Christ South Pittsburg</b>		1887	Rob Woodfin Bill Neyland Craig Finotti	Debbie Scott Mandy Finotti Diane Neyland	The Rev. Kim Hobby
<b>Good Samaritan Knoxville</b>	1965	1971	Sinéad Love Greg Phelps Eleanor Graham	Michelle Bales Katherine Medlock Jennifer Dunn	The Rev. Cal Calhoun The Rev. Elizabeth Farr
<b>Good Shepherd Knoxville</b>		1961	Tom Anderson Ruth Anne Hanahan Bill Emory	Bruce Ragon Marilyn Cottrell Page Weddle	The Rev. Dorrie Pratt The Rev. Rick Carter
<b>Good Shepherd Lookout Mountain</b>	1928	1945	Keith Sanford Jeffery Wiese Elizabeth Jones	Dusty Kent	The Rev. Robert Childers The Rev. Michele Simmons The Rev. Janice Robbins
<b>Grace Chattanooga</b>	1885	1922	David Stanislawski Kerri Williams Kilby Allen	Jim Milburn Rosy Milburn	The Rev. April Berends The Rev. Zac Settle The Rev. Casey Perkins
<b>Nativity Ft. Oglethorpe, GA</b>	1967	1975	Stephanie Shell Nanette Brass Stan Mann	Taylor Hinton-Riding Marshall Wilson	The Rev. Maribeth Manoff
<b>Resurrection Loudon</b>	1964	1985	Donna Bye Dianna Stimpson Tony Adams	Seth Reichenbach	The Rev. Amy Morehous
<b>St. Alban's Hixson</b>		1981	Abby Haase Gretchen Hillis Jim Shearouse		The Rev. Robert Hartmans The Rev. Bill McGee
<b>St. Andrew's Harriman</b>	1890	1957	Anne McGehee Ann Callahan Mona Wright	Mary Sullivan Lynne Spires	The Rev. Brad Jones

Parish	Est.	Parish Status	Delegates	Alternates	Clergy
<b>St. Andrew's Maryville</b>	1923	1948	Freida Herron Doug Overbey Gretchen Prisock	Ken Colclough	The Rev. Amy Bradley
<b>St. Clare's LaFollette</b>	1993	2002	Marita Pratt Susan Monday	William Pratt	
<b>St. Columba Bristol</b>	1961	2002			
<b>St. Elizabeth's Farragut</b>		1989	Ashton Hicks Brent Stewart Amy Holweger	Eleanor Stevens Bill Bannow Vernon Britton	The Rev. Brett Backus The Rev. Bo Davis
<b>St. Francis Norris</b>	1949	1984	Dianne Sowell Lesa Walker Betsy Anderson	Carolyn Lea Linda Ahlstedt Martha Shear	The Rev. Mandy Lippe
<b>St. Francis Of Assisi Ooltewah</b>	1991	2002	Lynn Armstrong Jamie Hartman Ed McCoy	Larry Hartman	The Rev. Lou Parsons
<b>St. James Greeneville</b>	1845	1848	Jane Bell Karen White Jim Brown	Walt Simons Tina Vital Laura Wilson	The Rev. Ken Saunders
<b>St. James Knoxville</b>	1923	1933	Drew Harper Carla Livesey Patricia Hammer	Carol Yates Margaret Bickley Mark Abell	The Rev. John Mark Wiggers
<b>St. John the Baptist Battle Creek</b>	2000	2002	Fran Kelly Robert Kelly	Sheila Blevins	The Rev. Isaac Blevins
<b>St. John's Cathedral Knoxville</b>	1826	1844	Lee Moreland Mark Love Will Root Stuart Sprouse Andrea McDowell	Sonny Schow	The Very Rev. John Ross The Rev. Cn. Chris Hackett The Rev. Cn. Thom Rasnick The Ven. Jerry Askew
<b>St. John's Johnson City</b>	1905	1907	Tom McGinnis McKenna Cox Hugh Webb	MaryAlice Fryar Theresa Bryant David Kalwinsky	The Rev. Laura Bryant The Rev. Cathy Johnston
<b>St. Joseph the Carpenter Sevierville</b>	1985	2002	Betty Vickers Marsha Meador Clark Post	Christine Trovato Tonya Riley	
<b>St. Luke's Cleveland</b>	1867	1875	Michelle Mazzolini Jill Davis Amy Wasson	Heather Jackson Shelia Fuller Leslie Melton	The Rev. Joel Huffstetler The Rev. Art Bass
<b>St. Luke's Knoxville</b>	1936	2002	Rick Roach Walter Williams John Mayo	Sharon Lowery Nancy Mott Barbara Mott	The Rev. Ron Morton

Parish	Est.	Parish Status	Delegates	Alternates	Clergy
<b>St. Mark's Copperhill</b>	1852	2002	Tina Dellaposta Vincent Ferrucci Ralph Peterson	Vickie Hartsock Kathleen Holt Martha Temple	The Rev. Erik Broeren
<b>St. Martin of Tours Chattanooga</b>	1960	1968	Jeanie Rodgers John Rodgers Kelli Holliday	Scott Shaw Allison Shaw	The Rev. Cn. SuzeAnne Silla
<b>St. Paul's Athens</b>	1834	1959	Sharon Crittenden Mathis Coppinger Gayle LaMariana	Sheri Owen Charlie Senn Jay Crittenden	The Rev. Claire Brown
<b>St. Paul's Chattanooga</b>		1854	Jill Cavan Jeff Cleary Andrea Odle Beth Luehrs	Will Hopping Randy Odle Trip Smith Marie Williams-Cleary	The Rev. Brad Whitaker The Rev. Murdock Jones The Rev. Suzanne Burch
<b>St. Paul's Kingsport</b>	1916	1931	Katelyn Printz Trask Printz Alan Ragsdale	Tim Bradshaw	The Rev. Jonathan Tuttle The Rev. Chris Harpster
<b>St. Paul Seymour</b>		2012	David Thomas Susan Gilliam David Ventiere	Brian Moore David Peyton	
<b>St. Peter's Chattanooga</b>	1957	1958	Kelsey Aebi Laura Burgess Tony Burgess	Susan Harris Aaron Wells Tammy Garland	The Rev. John Rouser
<b>St. Raphael's Crossville</b>		1995	Sandi Harrison Diane Parvin Flory Dunigan	Larry LaClair Linda LaClair	The Rev. Thomas Schneider
<b>St. Stephen's Oak Ridge</b>		1951	Leah Bailey Judith Delaney Bill Lawrence	Deb Johnson Roger Johnson Linda Twohig	The Rev. Bailey Norman The Rev. Ashton Sims
<b>St. Thaddaeus Chattanooga</b>	1961	1965	Kelly Taylor Dee Taylor Courtney Hicks		The Rev. Robert Hartmans
<b>St. Thomas Elizabethton</b>	1941	2002	Carol Brodeur Mark McCullogh Michael McCullogh	Dale Buckles Judith Culotta	The Rev. Tim Holder
<b>St. Timothy's Signal Mountain</b>	1955	2002	Bill Steverson Mark Hackett Leaba Cash Ruth Novak	Beth Hackett Bess Steverson Julie Novak	The Rev. Derrick Hill The Rev. Taylor Dinsmore The Rev. Kat Chappell
<b>Thankful Memorial Chattanooga</b>		1904	Roger Layne Sam Haisten Sue Wright	Tom Lewallen Tom Trevor	The Rev. Drew Bunting
<b>Trinity Gatlinburg</b>	1951	1974	Sherilyn Cottrill Edith Foster	Curt Sutro	The Rev. Carol Westpfahl

Campus Ministries	Delegates	Alternates	Chaplain
<b>Emmaus Episcopal Ministry at ETSU Johnson City</b>	Andrew Smith		The Rev. Chris Harpster
<b>Project Canterbury Chattanooga</b>	Brandon Pruitt		The Rev. Will Levanway
<b>Tyson House Knoxville</b>	Thomas Bleeker	Parker Chadwell	The Rev. RJ Powell
Worshipping Communities	Delegates	Alternates	Chaplain
<b>Southside Abbey, Chattanooga</b>	Terry Burnett		
<b>St. Mary the Virgin, Jonesborough</b>			
<b>St. Michael's, Kingsport</b>			The Rev. Jon Hermes
Canonically Resident, Non-Parochial Clergy			
The Rev. Gordon Brewer The Rev. Gary Callahan The Rt. Rev. Brian Cole The Very Rev. Ward Ewing The Rev. Matt Farr The Rev. Leigh Preston The Rev. Lee Ragsdale The Rev. Kay Reynolds The Rev. Gigi Sharp The Rev. Jim Sharp The Rev. Ann Weeks			



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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**Ex-Officio Members of Convention**

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

**SECRETARY OF CONVENTION**

The Rev. Christopher Hogin

**ASSISTANT TO THE SECRETARY OF CONVENTION**

The Rev. William Simerly

**TREASURER OF THE DIOCESE**

Mr. John Hicks

**ASSISTANT TREASURER OF THE DIOCESE**

Mr. Jim Anderson

**CHANCELLOR OF THE DIOCESE**

Mr. George R. Arrants, Jr.

**VICE-CHANCELLORS OF THE DIOCESE**

Ms. Robyn Askew

Ms. Leaba Cash

Mr. Chris Cone

Ms. Sarah Sheppard

The Hon. Neil Thomas

Mr. Howard Vogel

The Hon. L. Marie Williams

**CHAIR OF THE COMMITTEE ON CONSTITUTION AND CANONS**

The Hon. L. Marie Williams

**REGISTRAR OF THE DIOCESE**

Mr. Jon Humber

**LAY MEMBERS, BISHOP AND COUNCIL**

Mr. Tim Bradshaw

Ms. Betsy Ellis

Ms. Jeanne Hogarth

Ms. Elizabeth Jones

Ms. Pat Bolan



**LAY MEMBERS, STANDING COMMITTEE**

Ms. Melissa Everett  
Mr. Doug Overbey  
Ms. Christina Sjoberg

**PRESIDENT OF THE BOARD, EPISCOPAL ENDOWMENT CORPORATION**

Mr. W. A. "Pete" Stringer

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

Mr. Karl J. Sjolund

**DEAN OF THE SCHOOL OF THEOLOGY, UNIVERSITY OF THE SOUTH**

The Rev. Canon James F. Turrell, Ph. D.

**VICE CHANCELLOR, UNIVERSITY OF THE SOUTH**

Dr. Rob Pearigen

**CHAPLAIN, UNIVERSITY OF THE SOUTH**

The Rev. Peter W. Gray

**PARLIAMENTARIAN**

The Rev. Mark Holland

**DIOCESAN COUNCIL FOR YOUTH MINISTRIES DELEGATES**

Ms. Maddie Jackson, *St. Luke's, Cleveland*  
Mr. Liam Ensign, *St. Paul's, Chattanooga*  
Mr. Elliott Wiggers, *St. James, Knoxville*





# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## 2024 Convention Planning Committee

<b>Project Manager</b>	Canon Beverly Hurley Hill, <i>Diocesan Staff</i>
<b>Communications and Technology</b>	Bro. Andrew Aelred Morehead, OC, <i>Diocesan Staff</i>
<b>Secretary to Convention</b>	The Rev. Christopher Hogin, <i>Diocesan Staff</i>
<b>Assistant to the Secretary</b>	The Rev. William Simerly, <i>St. Elizabeth's, Farragut</i>
<b>Registrar</b>	Mr. Jon Humber, <i>Diocesan Staff</i>
<b>Elections Assistance</b>	Dr. Adam Bean, <i>St. John's, Johnson City</i> Mr. John Humber, <i>Diocesan Staff</i> Mr. David Sanders, <i>Good Samaritan, Knoxville</i>
<b>Audio-Visual</b>	HP Video Mr. Danny Harb, <i>Church of the Ascension, Knoxville</i> Mr. Roger Harb Mr. Bryan Siedschlag Mr. Jacob LaRose St. John's Cathedral AV
<b>Technology Support</b>	Mr. Charlie Kirk, <i>St. Elizabeth's, Farragut</i> Mr. Aubrey Langley Mr. Joshua Spurling, <i>St. John's Cathedral, Knoxville</i> Mr. Alexander Thomas, <i>Ascension, Knoxville</i>
<b>Facilities</b>	Dr. Jack Talmadge, <i>Episcopal School of Knoxville</i> Mr. Joe Fowler, <i>Episcopal School of Knoxville</i> Ms. Shay Boswell, <i>St. John's Cathedral</i> Mr. Kodey Gray, <i>St. John's Cathedral</i> Mr. John Humber, <i>Diocesan Staff</i>
<b>Finance</b>	Mr. John Hicks, <i>Diocesan Treasurer</i> Mr. Jim Anderson, <i>Assistant Treasurer</i> Ms. Mary Embler, <i>Diocesan Staff</i>
<b>Food and Catering</b>	Ms. Emily Kirk, <i>Diocesan Staff</i> Flik Dining, <i>Episcopal School of Knoxville</i> Holly's Gourmet Catering Olmsted Beverage Company The Roaming Cup The Doughnut Shop WildLove Bakehouse Benefit Your Life Gluten-Free Bakery

**Logistics**

Mr. Jon Humber, *Diocesan Staff*

Ms. Emily Kirk, *Diocesan Staff*

**Worship Planning**

The Rt. Rev. Brian Cole, *Diocesan Bishop*

The Rev. Amy Morehous, *Resurrection, Loudon*

Mr. Jason Overall, *St. John's Cathedral*

Ms. Eunjin Choi, *St. John's Cathedral*

The Rev. Matt Farr, *Episcopal School of Knoxville*

The Rev. RJ Powell, *Tyson House*

**Full Planning Team****Convention Planning Committee**

Mr. Tim Bradshaw

The Rev. Claire Brown

Ms. Betsy Ellis

Ms. Elizabeth Jones

Mr. Alan Ragsdale

**Diocesan Staff**

The Ven. Canon Jerry Askew. PhD

The Right Rev. Brian Cole

Ms. Mary Embler

Canon Beverly Hurley Hill

Mr. Jon Humber

The Rev. Brad Jones

Ms. Emily Kirk

Bro. Andrew Aelred Morehead, OC



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

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## Summary of 2023-2024 Clergy Information

### ACTIVE CLERGY, CANONICALLY RESIDENT, LIVING OUTSIDE THE DIOCESE

The Rev. Spencer Cantrell

The Rev. Leigh Preston

The Rev. Jay Clark

### RETIRED CLERGY, CANONICALLY RESIDENT

The Rev. Harry Bahlow

The Rev. Peter Kanyi

The Rev. Larry Beach

The Rev. Claire Keene

The Rev. Robert Beasley

The Rev. Peter Keese

The Rev. Jocelyn Bell

The Rev. Betty Latham

The Rev. Patrick Bone

The Rev. Harry Lawrence

The Rev. John Bonner

The Rev. Albert "Bo" Lewis

The Rev. Howard Bowlin

The Rev. Charles Livermore

The Rev. Paige Buchholz

The Rev. Dr. David Lovett

The Rev. Susan Butler

The Rev. Dr. Kathryn Mathewson

The Rev. Pat Cahill

The Rev. Ellis Mayfield

The Rev. Gary Callahan

The Rev. Edward "Jay" Mills

The Rev. George Choyce

The Rev. Joe Minarik\*

The Rev. Dr. Michael Doty

The Rev. Mary Moore

The Rev. Stephen Eichler

The Rev. Craig Morgan

The Rev. Gary England

The Rev. Lee Ragsdale

The Very Rev. Ward Ewing

The Rev. Kay Reynolds

The Rev. Charles Fels

The Rev. Buckley Robbins

The Rev. Jill Fisher

The Rev. Perry Scruggs

The Rev. Scherry Fouke

The Rev. SuZanne Seavey

The Rev. David Garrett

The Rev. Gigi Sharp

The Rev. Robert Hagler

The Rev. Jim Sharp

The Rev. Canon Barbara Anne Harper

The Rev. Canon SuzeAnne Silla \*

The Rev. Robert Henley

The Rev. Suzanne Smitherman

The Rev. Dr. Howard Hess

The Rev. Henry Swann

The Rev. Harry Howard

The Rev. John Talbird

The Rev. Dr. Hunter Huckabay

The Rev. Gordon Temple

The Rev. Lee Humphreys

The Rev. Lori Thompson

The Rev. Peggy Hunt

The Rt. Rev. Charles vonRosenberg

The Rev. Dr. Hal Hutchison

The Rev. James Wallace

The Rev. Carolyn Isley

The Rev. Ann Weeks

The Rev. Wendie Jekabsons

The Rev. Brad Weeks

The Rev. Hugh Jones

The Rev. Canon Pat Wingo

The Rev. Craig Kallio

The Rt. Rev. George D. Young, III

The Rev. Maggie Zeller

\*Actively serving parishes in our Diocese

## **NON-PAROCHIAL**

The Rev. Michelle Bolt  
The Rev. Gordon Brewer  
The Rev. Margaret Caldwell  
The Rt. Rev. Brian L. Cole  
The Rev. Matt Farr

## **LICENSE TO SERVE**

The Rev. Patricia Ortiz, *Diocese of West Tennessee*

## **LICENSE TO OFFICIATE**

The Rev. Andy Anderson, *Diocese of Alabama*  
The Rev. Donna Brown, *Diocese of Washington*  
The Rev. Ken Brown, *Diocese of Washington*  
The Rev. Gayle Hansen Browne, *Diocese of Southern Ohio*  
The Rev. Valerie Carnes, *Diocese of Milwaukee*  
The Rev. Steve Damos, *Evangelical Lutheran Church in America*  
The Rev. Mary Day, *Diocese of Newark*  
The Rev. Tom Day, *Diocese of Texas*  
The Rev. John Dukes, *Diocese of Atlanta*  
The Rev. Giulianna Gray, *Diocese of Mississippi*  
The Rev. Scott Lee, *Diocese of Connecticut*  
The Rev. Art Mack, *Diocese of Michigan*  
The Rev. Robert MacSwain, *Diocese of East Carolina*  
The Rev. Bob Miller, *Evangelical Lutheran Church in America*  
The Rev. Joel Morsch, *Diocese of Springfield*  
The Rev. Louis “Smokey” Oats, *Diocese of North Carolina*  
The Rev. Rafael Ortiz, *Diocese of West Tennessee*  
The Rev. Joe Parrish, *Diocese of New Jersey*  
The Rev. Roy Pollina, *Diocese of Southwest Virginia*  
The Rev. John “Rocki” Proffitt, *Diocese of Arkansas*  
The Rev. Wallace Reynolds, *Diocese of Central Florida*  
The Rev. Marshall Scott, *Diocese of West Missouri*  
The Rev. Johnnette Shane, *Diocese of Chicago*  
The Rev. Kenneth Sherfick, *Diocese of Western Michigan*  
The Rev. Molly Short, *Diocese of Tennessee*  
The Rev. Canon Michael Spear-Jones, *Diocese of Southern Virginia*  
The Rev. Robert Thompson, *Diocese of Kentucky*  
The Rev. Bo Townsend, *Diocese of Texas*  
The Rev. Harrison West, *Diocese of Connecticut*



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Letters Dimissory and Clerical Formation

### Letters Dimissory

#### SENT

The Rev. David Burman, *to The Diocese of Southern Ohio*  
The Rev. Catherine Gibson, *to the Scottish Episcopal Church*  
The Rev. Leyla King, *to the Diocese of West Texas*  
The Rev. Quinn Parman, *to the Diocese of Florida*

#### RECEIVED

The Rev. Casey Perkins, *from the Diocese of Georgia*

### Clerical Formation

#### POSTULANTS FOR THE PRIESTHOOD

Ms. Kelsey Aebi, *in discernment*  
Mr. Adam Ballintoy, *Sewanee*  
Ms. Whitney Kimball Coe, *Berkeley Divinity School at Yale*  
Mr. Mark Colbert, *Virginia Theological Seminary*  
Ms. Heather Holland, *Bexley-Seabury*  
Ms. Tyler Jeffrey, *Sewanee*  
Mr. Ryan Lockwood, *Sewanee*  
Ms. Rebecca Paluzzi, *Sewanee*  
Ms. Katelyn Printz, *in discernment*

#### POSTULANTS FOR THE DIACONATE

Ms. Kelly Coffelt, *Sewanee*  
Ms. Elizabeth "Beth" Janney, *Sewanee*

#### CANDIDATES

The Rev. D. Brian Austin, PhD, *Transitional Deacon, Bexley-Seabury*  
The Rev. Sarah Hess, *Transitional Deacon, Sewanee*  
The Rev. Sean McEwen, *Transitional Deacon, Sewanee*  
The Rev. William Simerly, *Transitional Deacon, Sewanee*



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

## Clergy Changes February 4, 2023 to February 9, 2024

CLERGY NAME	FROM	TO
The Ven. Jerry Askew, PhD	Archdeacon Diocese of East Tennessee	Interim Canon to the Ordinary Diocese of East Tennessee
The Rev. Michelle Warriner Bolt	Canon to the Ordinary Diocese of East Tennessee	Nonparochial
The Rev. Drew Bunting	Nonparochial	Vicar Thankful Memorial, Chattanooga
The Rev. Kat Chappell	Newly Ordained	Curate St. Timothy's, Signal Mountain
The Rev. Jay Clark	Deacon Nativity, Ft. Oglethorpe, GA	Nonparochial
The Rev. David Hackett	Retired	Deceased
The Rev. Jon Hermes	Priest-in-Charge, Shared Leadership St. Timothy's and St. Christopher's Kingsport	Priest-in-Charge St. Michael's, Kingsport
The Rev. Leyla King	Priest-in-Charge Thankful Memorial, Chattanooga	Canon for Mission in Small Congregations Diocese of West Texas
The Rev. Patricia Lynes-Tway	Retired	Deceased
The Rev. Maribeth Manoff	Curate St. Paul's, Chattanooga	Priest-in-Charge Nativity, Ft. Oglethorpe, GA
The Rev. Canon Matthew Moore	Extended Supply St. Columba's, Bristol	Retired
The Rev. Bailey Norman	Priest-in-Charge St. Stephen's, Oak Ridge	Rector St. Stephen's, Oak Ridge
The Rev. Louis Oats	Extended Supply St. Barnabas, Jefferson City	Nonparochial
The Rev. Rafael Ortiz	Vicar St. Paul, Seymour	Retired



The Rev. Quinn Parman	Rector St. Peter's, Chattanooga	Rector All Saints, Jacksonville, FL
The Rev. Casey Perkins	Newly Ordained Diocese of Georgia	Deacon Grace, Chattanooga
The Rev. Zac Settle, PhD	Newly Ordained	Curate Grace, Chattanooga
The Rev. Robert Thompson	Priest-in-Charge Nativity, Ft. Oglethorpe, GA	Retired
The Rev. Caroline Vogel	Associate Rector Ascension, Knoxville	Nonparochial
The Rev. Joshua Weaver	Deacon St. Francis of Assisi, Ooltewah	Currently Unassigned
The Rev. Carol Westpfahl	Nonparochial	Vicar Trinity, Gatlinburg



## Reports: Diocesan Ministries and Programs



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Report from the Standing Committee

There are six members of the Standing Committee of the Diocese of East Tennessee: three clergy and three lay, elected by the Diocesan Convention to serve three-year terms. This year, the Standing Committee met monthly and alternated meetings in person and on Zoom.

The primary function of the Standing Committee is to serve as a council of advice to the Bishop, to consent for persons seeking Ordination, to approve the purchase, sale, or encumbrance of any real property held by the Diocese (including any parish, community, school, or other organization that may hold property in trust for the Diocese), and consent to the election of bishops throughout the Episcopal Church. In the absence of the Bishop, the Standing Committee acts as the ecclesiastical authority for the Diocese.

### Consents to Bishop Elections

In 2023, the Standing Committee consented to the following bishop elections:

- The Rev. Dr. David Read, elected Bishop of the Diocese of West Texas
- The Rev. Canon Dr. Sally French, elected Bishop of the Diocese of New Jersey
- The Rev. Ann Ritonja, elected Bishop of the Armed Forces and Federal Ministries
- The Rev. Canon Kristin White, elected Bishop of Southern Ohio
- The Rev. Carrie Schofield Broadbent, elected Bishop of Maryland
- The Rev. Canon Dr. Justin Holcomb, elected Bishop of Central Florida
- The Rev. Canon John Harmon, elected Bishop of Arkansas
- The Rev. Jeremiah Williamson, elected Bishop of Albany
- The Rev. Austin Rios, elected Bishop of California

In 2023, the Standing Committee withheld consent to the following bishop election:

- The Rev. Charlie Holt, elected Bishop of Florida

### Property Consents

In 2023, the Standing Committee approved the following property transactions:

- Approved St. Alban's, (Hixon) Chattanooga, to partner with a non-profit developer to seek tax credits for low-income housing projects using their property.
- Approved the sale of St. Barnabas property in Jefferson for \$125,000
- Approved to list for sale of St. Timothy's, Kingsport, property for \$550,000 (the creation of St. Michael's, Kingsport, using the St. Christopher's worship space)
- Approved the sale of 121 Beaver Trail (Grace Point Property) for an appraisal value of \$105,000 (\$80,000 less \$25,000 already invested by the buyer for improvements)
- Approved Good Samaritan Knoxville to pursue a loan/line of credit secured by the real property up to \$750,000 to bridge the capital campaign and the project.

### Ordination Process Consents

- D. Brian Austin (candidacy, transitional diaconate)
- Zac Settle (transitional diaconate, priesthood)
- William Simerly (candidacy, transitional diaconate)
- Sean McEwen (candidacy, transitional diaconate)
- Sarah Hess (candidacy, transitional diaconate)
- Katherine Chappell (priesthood)

The members of the Committee in 2023 were: Vice-President, Ms. Melissa Everitt, St. John's Cathedral, Knoxville; Clerk, the Rev. Cal Calhoun, Good Samaritan, Knoxville, the Rev. April Berends, Grace, Chattanooga; Ms. Christina Sjoberg, St. Paul's, Athens; Mr. Doug Overby, St. Andrew's Maryville; and myself.

I am honored to have served with each of these dedicated leaders in our church. I appreciate each of them as they have gone above and beyond to help our communities receive prompt responses and decisions to matters before the Standing Committee.

Respectfully submitted,  
The Rev. Dr. Kenneth H. Saunders III  
*President of the Standing Committee*  
*Rector, St. James Episcopal Church, Greeneville*



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

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## Report from the Commission on Ministry

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

Over the course of 2023, the COM met six times in person and three times via teleconference. Our meetings typically consist of time for prayer and reflection, planning for retreats and other events, updates on people in our diocesan discernment process, and canonically required actions.

We held an in-person discernment retreat at Grace Point Camp and Retreat Center in Kingston November 16 and 17, 2023. We are grateful to the staff at Grace Point for providing such generous hospitality and a wonderful space to gather. The retreat went very well, and we enjoyed getting to know and discern with the three seekers in attendance.

We hosted the *Here I Am* Retreat Day at the Episcopal School of Knoxville on May 13, 2023. More than 30 people attended the retreat. We hope to hold another retreat on April 27, 2024, at the Episcopal School of Knoxville. We will publicize details and begin registration shortly. The retreat day is designed for anyone discerning a call to licensed lay ministry, the vocational diaconate, or the priesthood, it will include worship, presentations by ministry leaders, and time for reflection and discussion.

We were thrilled to celebrate three ordinations this year. On June 3, Bishop Cole ordained Zachary Settle a deacon and on December 16 a priest. Bishop Cole also ordained Kat Chappell a priest on July 15. The Rev. Zac Settle, PhD is serving as a curate at Grace Episcopal Church in Chattanooga. The Rev. Kat Chappell is serving as a Curate at St. Timothy's Episcopal Church in Signal Mountain.

Currently, we have twelve postulants and four candidates in formation for ordained ministry. Some are enrolled in seminary and working on a Master of Divinity, others are engaged in alternative formation programs, and others will begin their studies in the coming months. Meanwhile, we have five seekers working with Companions in Discernment in their local congregations.

It is an honor to serve on this commission. We invite your prayers for the work that we do and for all who are in discernment.

Respectfully submitted by,

The Reverends Amy Morehous and Derrick Hill  
*Co-Chairs of the Commission on Ministry*





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## Report from the Small Church Equity Task Force

On February 4, 2023 at Diocesan Convention for the Episcopal Diocese of East Tennessee, Resolution 2023-07, also known as the The Small Church Equity Task Force Resolution, passed after an energetic discussion and some amending motions from the floor of Convention. In the months following its passing, representatives for Bishop and Council have been conducting research and exploratory conversations to help provide resources and some guiding questions for the Task Force that will be charged with the “study of how clergy leadership is valued across the diocese specifically in relation to clergy serving large parishes versus those serving small parishes.”

Given the parameters of the resolution of an equal number clergy and laity and an equal number of members of small (ASA 75 or less) and large (ASA 76 or more) parishes, it became clear that the Task Force would need to be made up of a total number of members that is divisible by the number four. After consulting with a Family Systems Therapist, it seemed that a viable committee could consist of eight members: two clergy from small parishes and two clergy from large parishes as well as two laity from small parishes and two laity from large parishes. With hopes of representing a variety of people and parish situations in a relatively small number for Task Force members various interests and settings were discussed as guidelines for choosing the Task Force. Factors considered are:

1. Representation that recognizes the variety of congregations within the designation large such as setting, various clergy roles such as rector, associate/ assistant rector, and clergy with additional responsibilities in that setting such as a school or other institution.
2. Representation that recognizes the variety of congregations within the designation of small such as setting and various clergy roles such as rector, priest in charge, vicar, deacon in charge, extended supply clergy, or clergy shared with another ministry.
3. Representation from both small and large congregations that includes a variety of service within the congregation and in the world such as warden, licensed lay minister, finance, human resources, health, education, creation care, not for profit, etc.
4. Representation that includes consideration of age, gender, race, and time in the parish.
5. At the suggestion of the Family Systems specialist, representation that considers birth order in one's family of origin.

In reflecting on the Resolution, the question of “What does ‘Valued’ mean” in the context of a congregation, of the Diocese, and of the wider community is an important discussion for the Task Force to consider. It may be important for the Task Force to set up listening sessions in various areas of the Diocese to explore this question with others. There are several factors mentioned in the Resolution, but also the invitation for other “information and additional data” to enter the conversation. We anticipate that conversation around this question will yield other factors, some of which might not be as readily measured as the five factors identified in the Resolution.



Given the variety of titles for clergy in service to a congregation, the Task Force is invited to consider the various designations for clergy serving a particular parish:

Rector  
Priest in Charge  
Deacon in Charge  
Vicar  
Interim Rector  
Supply Clergy  
Chaplain  
Assistant Rector  
Associate Rector  
Assisting Clergy  
Priest non-stipendiary  
Deacon non-stipendiary

In this consideration of clergy and congregation, how does the designation relate to the five factors given by the Resolution should be explored.

The Task Force will also need to discuss what year and/or years they want to consider in assessing the average Sunday attendance and annual operating income of each congregation. While these numbers are accessible from the annual Parochial Report of each congregation, Bishop and Council is aware that 2022's Parochial Report in our diocese saw an increase in the number of churches that fell into the small church category outlined in the Resolution. A given year's Parochial Report can be accessed with help from Diocesan Staff such as a print out of all the congregational reports. Still, the Task Force will need to decide which year or years to use given that 2020, 2021, and 2022 have had numbers significantly impacted by the pandemic from inability to attend in person, how Sunday attendance is counted in a given setting, and changes in budgets including some that had added income from the government Paycheck Protection Program.

In looking at clergy compensation including salary, total pension accessibility, and medical benefits, some numbers will be available through the Church Pension Fund. Because there are other elements included in some congregational clergy compensation line items such as phone, travel, etc., the Task Force may want to reach out to individual congregations for that information in addition to what Church Pension Fund may provide.

The above is based on initial conversations by Bishop and Council and others. We anticipate that more considerations and exploration by the Task Force will further the Diocesan wide conversation that the Resolution seeks to facilitate.

Respectfully submitted,

The Rev. Lou Parsons



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### **Justice in Banking Resolution Report from Bishop and Council**

At the beginning of the 2023 Diocesan Convention Business Meeting, the Rt. Rev. Brian Cole referred Resolution 2023-08 (“Justice in Banking”) to Bishop and Council (B&C) for further exploration. At their first meeting with the new class in 2023, B&C then referred it to the Becoming Beloved Community, who affirmed the impetus behind the resolution. However, they saw it as beyond the scope of their particular expertise, so they referred it back to B&C for further exploration.

B&C collected information from other dioceses as it was available, specifically policies addressing ethical investing, but in this process we have found that our diocese may be the first to explore this topic through the lens of demographics and equality in lending practice.

Fortunately, Ms. Jeanne Hogarth, a member of B&C from the South East area (Thankful Memorial, Chattanooga), has extensive professional experience with banking regulations. Her knowledge was indispensable in collecting further information and metrics; so when the resolution was referred to the Finance Committee for further exploration, she acted as liaison, shepherding the resulting draft policy through its construction.

The Finance Committee’s draft is now set to be taken up by Bishop and Council for implementation. Rather than a directive resolution, this has now taken the form of a comprehensive set of guidelines and points of education for parishes to implement and research. This policy has also been presented to other interested community partners who regularly engage in this work- including the original proposer, Mr. Rick Roach (St. Luke’s, Knoxville)- for any comments they may have.

Because there is no one metric or listing of financial institutions with good practices in these complicated areas, this policy will always be a work in progress; but we hope it can be a starting point for important conversations in your communities and with your financial institutions as the Church continues to pursue our Baptismal call to “respect the dignity of every human being.”

Respectfully submitted,

Mr. Jon Humber  
*Episcopal Engagement Specialist*  
*Secretary, Bishop and Council*



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## Mission & Lay Ministry Report to Diocesan Annual Convention #40

All baptized Christians are called to ministry, and some are called to be more deeply formed for specific ministries. The Episcopal Church in East Tennessee provides discernment and formation for lay ministers as Preachers, Pastoral Care Leaders, Worship Leaders, Evangelist Facilitators, Pastoral Leaders, and Catechists at sponsoring parishes.

*Here We Are, all of us*

*Living our baptismal covenant as a community through discernment, formation, and practice of ministry  
And as individuals, proclaiming, Here I Am*

We continued to partner with **Bexley-Seabury**, an Episcopal seminary in Chicago. This relationship provides online formation for most of the licensed lay ministries we support, leveraging gifts of some of the best instructors from across the country through a robust infrastructure. As members of their Wisdom Circle, we meet with Bexley leadership as well as diocesan leaders from all over The Episcopal Church (TEC) to discuss how their formation is impacting our local ministry as well as ways to evolve it. This membership also provides for scholarships where tuition assistance is needed. Popular courses in 2023 included Worship Leader Training and Preaching: Claiming Your Voice. In 2024 we commend to you Evangelist Leadership, Pastoral Leader, Faith Formation Leaders, Discernment & Personal Enrichment, and courses that make up Fundamentals of Faith - Foundations of Baptismal Living, Theology & Ethics, and Engaging God's Story.

We continued to recognize The University of the South, Sewanee's **Education for Ministry** (EfM) as the ideal foundational formation for all lay ministers, especially years 1 & 2 of the 4-year program to meet the prerequisite for courses in specific licensed lay ministries. Contact our EfM Diocesan Coordinator, Mr. Adam Wilson for details about an EfM class near you.

The diocese renewed their membership in **Forma**, a ministry of Lifelong Learning at Virginia Theological Seminary (VTS), and a Network for Christian Formation for the Episcopal Church and beyond. Forma hosts an annual conference, which most recently (will have) occurred in January 2024 as A Way in the Wilderness in a "radically hybrid" format. Our membership provides access to a private online platform with a searchable resource library and discussion thread, opportunities to connect leaders working in similar roles, and regular programming. Through a scholarship award, we attended Forma's Returning & Becoming, featuring Pádraig Ó Tuama, at Kanuga in June. Through LPTI grant funds, we spoke at and participated in Forma sponsored It's All About Love: A Festival for the Jesus Movement in Baltimore in July.

Last year we told you the national Episcopal Preaching Foundation (EPF) had invited our diocese and five others (from 30+ applicants) to participate in a pilot offering, **Lay Preacher Training Initiative** (LPTI), supported by a grant from Trinity, Wallstreet. We began the two-year curriculum in January 2022, allowing us to join others in leveraging talented preaching instructors from all over the world, including materials from The Iona Collective, in EPF's first focus on forming lay preachers. In November 2023, we commissioned Courtney Shea (Good Shepherd, Knoxville), Ed Hochnedel (Good Samaritan, Knoxville), Kimberly Kilgore (St Peter's, Chattanooga), and Freida Heron (St Andrew's, Maryville) along with 26 others at The National Cathedral in D.C. EPF has learned from this pilot and are currently revising the curriculum for a 12-month format. We plan to make the new curriculum available to a cohort of participants in the Fall of 2024.

We were invited into another pilot with the EPF, supported by a Lilly grant. **The Preaching Congregation (TPC)** is a collaborative engagement of the laity in exegesis and preaching feedback. TPC serves as rich engagement in study of scripture, a deeper connection to the congregation, discernment for preaching the Good News by the laity, and support for preachers in the evolution of their craft for the context. Early participants include Christ Church, South Pittsburgh, St Francis, Norris, and St Francis, Ooltewah.

We promised to return to offering regional, in-person formation, like had been available before the pandemic and for the preceding 15+ years. Unfortunately, there wasn't enough interest in **Foundations in Holy Scriptures**, and three classes were cancelled.

We had just enough interest in in-person instruction by The Rev. Amy Morehous and have four students of **Preaching** that currently meet in Knoxville. We hope to commission them all as preachers this Summer.

The diocese purchased a subscription to a large library of video courses through **ChurchNext**. Check out all they have to offer at <https://www.churchnext.tv/library/> and let us know if there is a course you, your small group, or your parish would be interested in adding to our own custom library for East Tennessee. In August, September, and October of 2023, we offered facilitated online courses for Eucharistic Ministers, Eucharistic Visitors, and Worship Leaders with great success. This was especially helpful for some of our smaller parishes.

At the invitation of The Episcopal Church (TEC), we co-hosted with The University of the South, Sewanee's Center for Religion and Environment (CRE) **Learning to Lead from the Land**. This environmental workshop was offered to educators and community gardeners as well as other environmentalists from TN and AL in September at St Mary's, Sewanee. Bishop Cole, Andy Thompson (CRE), and Jerusalem Greer (TEC) provided participants with an expanded agrarian community and ways to take their learning back to their own context.

In August 2023, the diocese held its first **Leadership Summit** at Grace Point Retreat Center. The Bishop, Council, Standing Committee, and chairs of the Commission on Ministry (CoM) and Disciplinary Board gathered as 21 decision makers for the diocese to increase understanding, trust, and engagement. All enjoyed Grace Point's new retreat facilities and took something of value back to their roles in diocesan leadership. Plans for more leadership development are in the works. Bishop Cole and Jon Humber were hosts. Archdeacon Askew, Emily Kirk, plus Canons Bolt and Hurley Hill were facilitators.

This year, we will, with God's help:

- continue to support the **CoM** in discerning with individuals and contributing to the Here I Am discernment retreat, assuring pathways for all ministers, lay and ordained
- reconvene a **Christian Formation Working Group** to respond to parish needs by leveraging resources, gifts, and talents throughout the diocese
- continue to **foster a culture of learning** through feedback, reflection, discernment, experimentation, and formation
- listen to all who desire **formation for ministry of the laity**, and identify then procure the best possible resources available

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

Respectfully submitted,  
Canon Beverly Hurley Hill  
*Canon for Mission and Lay Ministry*



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## Report from the Evangelism Working Group

The Evangelism Working Group used the 2023 program year for reflection, discernment, and searching for our stories as East Tennessee Episcopalians. We also dedicated our 2023 budget to Invite, Welcome, Connect coaching stipends for small parishes that participated in the 2022 Invite, Welcome, Connect workshop. While the working group decided that diocesan-wide evangelism workshops should be offered only periodically, citing the year 2025 as a potential year for another diocesan-wide workshop, the group discerned that we should foster local evangelism efforts and help collect local stories.

While our year did not have any diocesan-hosted formation for evangelism, one of our working group members provided an excellent follow-up to the Evangelism for a Whole New World workshop held in 2022. In a gracious act, Mr. Drew Jeske-Polyak offered to facilitate a six-session offering of the Episcopal Church's Embracing Evangelism series to any parish in the diocese in either in-person or online format free of charge or cost. One parish, St. Francis, Norris, took the leap and signed on for the series. Mr. Jeske-Polyak has agreed to continue offering this opportunity for all our parishes. He will be hosting a workshop on Embracing Evangelism at the 40th annual convention. Please stop by to hear about this continued offering and how you can bring the work of evangelism to your parish.

We are all called to evangelism as Christians. Whether you're a lay member of the congregation, a vowed religious, or ordained clergy, you and your journey are part of the broader mission of evangelism in The Episcopal Church.

If you are interested in learning more about evangelism in East Tennessee or about becoming a license lay evangelist, contact Bro. Andrew Morehead at [amorehead@dioet.org](mailto:amorehead@dioet.org).

We wish to give thanks for Ms. Kelly Johnson's years of service with the Evangelism Working Group. We thank Ms. Sherri Bishop, Mr. John Blanch, Canon Beverly Hurley Hill, Mr. Drew Jeske-Polyak, Ms. Cindy Shelby, The Rev. Johnny Tuttle, and Mr. Adam Wilson for continuing to serve on the working group.

Respectfully submitted,

Bro. Andrew Aelred Morehead, OC  
*Missioner for Communications and Evangelism*



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## Grace Point Report to the 40th Annual Convention



Greetings from the shore of Watts Bar Lake and the grounds of Grace Point Camp! We are overjoyed to inform you about all the growth and improvements that have occurred in 2023.

This year we completed the new Retreat Village. Everyone who has had the opportunity to use the new facilities have been impressed and most groups have already rescheduled for the upcoming year. We have been blessed by the enthusiasm of all our guests and because of this we have doubled our bookings from the year before.

This summer we hosted over 500 people during our summer camp season. Our camper participation increased again this year by over 10%. Additionally, we were able to offer over \$18,000 in scholarships, which was 35% of our campers.

Opportunities for Grace Point campers extended beyond traditional scholarships. We hosted a record high 38 campers in our outreach camp, Jim Muir Kamp 4 Kids. This outreach camp is designed for children with an incarcerated family member so that they might spend time in an intentional community and experience the love of Christ. Each camper received a full scholarship to attend Grace Point, which was an additional \$13,300 in scholarships. This would not be possible without the love and support of the parishes and individuals within the Diocese of East Tennessee.

We also hosted Sunshine Camp. This camp is for individuals of all ages with physical or intellectual disabilities. We were all blessed to spend a day with these wonderful people, kayaking, swimming, dancing, and experiencing the love of one another.

As you can see, growth at Grace Point extends beyond building new facilities and making physical improvements. Our numbers alone are proof that our campers and our retreat guests are experiencing the love of Christ here on the banks of Watts Bar lake in this thin place we all can call home away from home, Grace Point!

In Christ,

The Rev. Brad Jones  
*Executive Director*





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## Emmaus Episcopal Campus Ministry

2023 has been a year that the Emmaus Episcopal Campus Ministry has been pursuing our goals that the board laid out for the ministry at the Annual meeting at the beginning of 2023. We are experiencing resurrection. We are currently in official discussions with the Presbyterian Church and the Lutheran Church to begin working on an Ecumenical Campus Ministry. There have been discussions with Bishop Cole, Pastor Russell, the Executive Presbyter of the Holston Presbytery, and Pastor Michael Jannett, Assistant to the Bishop for Formation and Communication of the Lutheran Synod. I understand that these conversations are ongoing to reach the goal of forming an Ecumenical Campus Ministry with the three denominations.

We have added a monthly worship service to our Emmaus Episcopal Campus Ministry gatherings. This service offers Eucharist once a month. The Rev. Jon Hermes, Rev. Johnny Tuttle, and Rev. Dr. Laura Bryant have a rotation of celebrating with us. We are also grateful to Brother David Butzu, OSB for bringing music to our worship services every month. This addition is a warm welcome and enhances our worship.

Our ministry may continue to be in a season of transition; however, it is an exciting time, and we look forward to seeing what God has already has for us to find and enter into.

I am truly grateful to serve with the young adults that join us. We have folks that are hungry for the Gospels and how to make sense of what they hear from them and how it as any context in their world today. We travel the Emmaus Road every time we gather together, and the Holy Spirit is in the midst of us.

We have open minds, open hearts, and a great imagination. We are excited to see what 2023 and beyond holds for the Emmaus Episcopal Campus Ministry.

Submitted with Joy and Hope.

The Rev. Chris Harpster  
*EEM Campus Chaplain*



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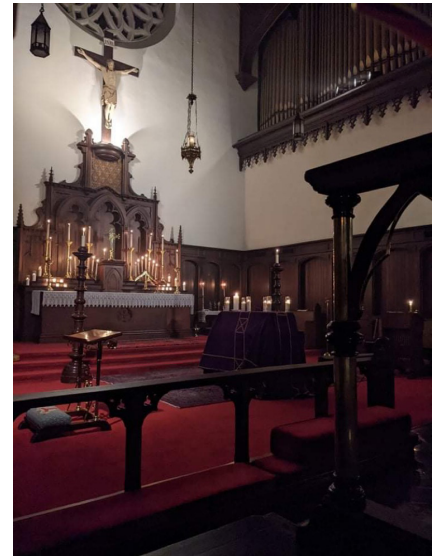
## Project Canterbury, UTC, Report to Diocesan Convention

Project Canterbury has continued to grow and to witness in our corner of Chattanooga. We have been able to maintain a ministry of presence to the UTC campus and the wider academic community in the city by keeping our doors open and coffee ready.

We continue to gather on Sunday nights for discussion and worship in Christ Church. Our time together begins with discussion where we can ask questions and share our faith. This time includes a meal usually brought in by a local church or prepared by the students themselves. After this time together, we move to the Lady Chapel at Christ Church for compline by candlelight. Our chanting is coming along with some help from Christ Church choral scholars.

Our intrepid intern, Brandon Pruitt, has wrangled an espresso machine into our newly refurbished space. This has allowed us to open up our space to passing students for coffee and discussion during the week.

Vastly improved coffee quality has raised our profile on campus and the quality of our discussions. We started meeting regularly for Morning Prayer on Tuesdays and Thursdays during the school year. The midweek community has started to form its own core group who are often on campus during the week but away on the weekend.



Our major worship events this past year included our usual All Souls service. This eucharist gives the local community an opportunity to mourn those lost in the past year whether they are part of a church or not. We spend the weeks leading up to it collecting names on campus so that people know we are here for them whatever their church affiliation.

We hosted our Shrove Tuesday pancake dinner jointly with Christ Church this year. We welcomed students, parishioners, and members of the homeless community to eat together. Once a semester we meet at Fr. Will's house for food and fellowship. Before Christmas we came together for chili and gingerbread house decorating. Fr. Will's daughters, Teddy and Tallulah, helped to judge the results.

Respectfully submitted,

The Rev. Will Levanway  
*Chaplain, Project Canterbury*



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## Tyson House Student Foundation

Life on a university campus is one of constant beginnings and endings in the regular procession of academic careers. This year on the campus of UT Knoxville, we met many new faces and learned new stories of folks who have come to call Tyson House their own community, including one who was baptized and four confirmations this Eastertide. The weekly rhythm at Tyson House consists of daily fellowship and prayer at the House, weekly Bible Study, Catechism classes, regular service and social events, and Dinner and Worship (Eucharist) on Sunday evenings at 6:04. Smokey's Pantry – a FISH Hospitality food pantry ([smokeyspantry.wordpress.com](http://smokeyspantry.wordpress.com)) and an Alcoholics Anonymous group are regular ministries that connect us to the needs of our community. In November, we gathered with campus ministries from ETSU, Tusculum, Lee, and Georgia Tech for a retreat at Grace Point, with Br. David Butzu, OSB leading our worship. Tyson House has benefitted from the work and ministry of Br. David for many years, especially stemming from his work with the Adoration community ([adorationonline.wordpress.com](http://adorationonline.wordpress.com)) in Johnson City, TN.



As many of you know, the Tyson House building is being put on the market with the proceeds of a sale ear-marked for continued campus ministry at UTK. Though we do not yet have a timeline, we do have a contingency plan in the works for office and worship space on campus. Part of this plan involves deepening our relationship with the Wesley Foundation, the United Methodist campus ministry at UT, with whom we have co-labored for many, many years. We do expect to be in our current building through the Spring semester. This change will certainly reshape how we approach ministry on the UT campus, giving us an opportunity for self assessment and repositioning for a vibrant future in ministry. We are especially encouraged by the continued and increased commitment and funding for campus ministry by the Southeastern Synod of the ELCA and the Episcopal Diocese of East Tennessee for the crucial work of outreach to and discipleship of college students at UTK and young adults throughout our region.



But at the end of the day, Tyson House is really your ministry because so many of you keep showing up over and over again: Parish ministries bring meals on Sunday evenings. Youth groups collect food for the Pantry. Representatives from our parishes serve on our Council. Br. Andrew Morehead, OC generously gives his gifts of music every Sunday night. The Sweany's cut the grass. Bishops Cole and Strickland generously find funding. And especially each of our students who embody Christ to each other and this campus. Christ is truly in our midst!

Gratefully your partner in ministry,

The Rev. RJ Powell, *Chaplain*





## **Reports: Diocesan Partners and Non-Profit Organizations**



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**Episcopal Church Women of East Tennessee**

This year, the diocesan ECW has become reactivated, following the Covid pandemic.

In the fall, the ECW held an in-person annual meeting at the Church of the Ascension, Knoxville. The Rt. Rev. Brian Cole celebrated the eucharist, and the Rev. Claire Brown preached. Following the service, the women enjoyed lunch and heard educator Sylvia Peters present an inspiring program. During the business meeting, Pat Rutenberg gave a presentation on the history of the ECW and United Thank Offering, and new officers were elected.

The new officers are:

President: Mary Lee-Baer, St. Paul's Athens

President-Elect: Karen McKinney, Church of the Ascension, Knoxville

Secretary: Donna Wertz, Church of the Ascension, Knoxville

UTO Chair: Pat Rutenberg, Church of the Ascension, Knoxville

Mollie Tucker Scholarship: Mary Lee-Baer, St. Paul's, Athens

Treasurer: Nancy Bosson, Church of the Ascension, Knoxville

Parliamentarian: Arline Caliger, St. Francis of Assisi, Ooltewah

The ECW is looking forward to the new year and continued involvement on the diocesan level, and we hope that additional parishes will establish ECW chapters and become involved in the diocese.

Respectfully submitted,

Ms. Mary Lee Baer

*President of East Tennessee ECW*



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### Report on Companion Diocese Relationship with Kondoa

Our companion diocese of Kondoa, Tanzania, continues to grow despite the issues of poverty and the ongoing severe drought. East Tennessee's relationship with Kondoa continues via emails, What's App calls, and a pilgrimage in June 2023.

The Diocese of Kondoa, under the leadership of Bishop Given Gaula continues to grow through evangelism and sharing the love of our Lord, Jesus Christ. The bishop's wife, the Rev. Lilian Gaula is also instrumental in this work. This area is predominantly Muslim, but by living examples of Christ's love, many people are being baptized and confirmed into the Anglican Church.

Last year's pilgrims, led by Rev. Dorrie Pratt, included two parishioners from Good Shepherd, Heidi Timmerman and her daughter, Sophia Timmerman-Pelensky, Elizabeth Colonna, the Kondoa communication coordinator for our diocese, Drew Jeffrey (Good Samaritan) and 2 granddaughters from New Hampshire. This was the first time that teenagers were among the pilgrims! Soccer balls were taken the villages, which initiated an impromptu game. The game of Pick-Up Sticks was introduced and shared in each village. In these villages, children do not have toys, so the game was enjoyed by all. The three girls also attended choir practice throughout the week, then sang with one of the choirs at the cathedral the final Sunday.

Sophia chose as her Girl Scout Gold award to raise funds for books for St Peter - St Paul primary school. The pilgrims saw the "library" at the school, which had about 5 books on the shelf and the school has had one book per classroom from which the children are taught. Sophia has raised **\$7,785.21** toward her goal to provide a book for each child in each subject. A book costs \$5; the hope is to have an ongoing fund to supply books for St Peter - St Paul primary school and for Chemba. Photos have been shared of smiling children each holding a book!

The school in Chemba is still under construction. This will be a secondary level school, both a day school as well as a residential school once the government of Tanzania allows it to open. The hope is that St Peter-St Paul students will feed into Chemba. They would also like to build a conference gathering space and a medical clinic for the diocese at the site in Chemba. Bishop Gaula sees education as an important part of his ministry with his people.

The new cathedral continues to be a proud accomplishment. It has a predominant spire visible as you enter Kondoa. The old, much smaller cathedral space continues to be used as a holy space.

Our diocese has generously sent funding throughout this year in the amount of **\$41,400.00**. Bishop Given and his people are grateful for the support received. East Tennessee continues to work with the diocese of Rochester, England as well as a missionary group in New Zealand to help Kondoa grow as a missionary diocese into hopefully sustaining itself in the future.

Plans are underway for Bishop Given and Lilian to come to East Tennessee in spring 2024. They will visit several parishes in East Tennessee. Stay tuned! Additionally, plans for a pilgrimage in 2025 are being discussed. Please prayerfully consider coming along for a life changing experience.

Respectfully submitted,

Ms. Elizabeth Colonna





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## Metropolitan Ministries (MetMin) 2023: A Brief Review

Metropolitan Ministries (MetMin) is a community hub where people in crisis find help for today and stability for tomorrow. Now entering its 44th year. In 2023, Metropolitan Ministries was named United Ways Non-profit of the year, welcomed the Cempa Community Care Clinic, launched its rapid rehousing and diversion from homelessness initiatives, expanded our services for those experiencing homelessness, and navigating pathways for recovery for those experiencing addiction.

MetMin has secured funding for our new jobs and education director for 2024-26. The director will be providing opportunities for job opportunities, collaborating with companies and agencies for employment, providing training and certification courses, and education programs like GED or Google certificates. We have secured partnerships with the Tennessee American Jobs Center and Chattanooga State Community College. MetMin is excited to welcome McKamey Animal Center as our new on-site partner to provide pet services for those in our community.

MetMin's response to these challenges in 2022 saw significant impact of support for 8,832 households throughout the Southeast Tennessee and North Georgia region. Of those households, 13,276 adults and 6,467 children were supported through our home eviction prevention, utility disruption, emergency shelter and our supplemental nutrition grocery store. MetMin help to secure housing for 34 households through our rapid rehousing and our diversion from homelessness initiatives. MetMin provide supportive services for transportation, bikes, gear, medical services, daily nutrition, and showers. The Impact Hub shower program is providing a basic human need for those experiencing homelessness and our guests report this is very therapeutic experience for them each week.

MetMin's strategic plan has identified 5 areas of focus as we continue to grow and expand our services. Currently we are in year 2 of our strategic plan and we have accomplished 50% of our identified tasks towards accomplishing these goals. The 5 goals are: People – to create a robust and diversified board, staff and volunteers, Service – to develop and enhance the guest service experience, Partnerships – to identify, recruit, and formalize intentional collaborations and partnerships to advance the services of the Impact Hub, Mission Impact – to develop an annual communications and marketing strategy to advance the mission of Metropolitan Ministries Impact Hub, and Fiscal development – to create fiscally sound financial practices for long-term stability and advancement.

MetMin is continuing to expand our services at the Impact Hub by recruiting a new partner for behavioral health and a chaplain program. One of our most sought after requests is for prayer. In 2024, the chaplain and prayer programs are a way to increase volunteers and serve our guests with the humble spirit of Christ. From all of us here at MetMin we want to thank you for your support and prayers. Each day brings new challenges and opportunities. We ask for your continued prayers for our guests, our staff, and our volunteers. You matter.™

Respectfully submitted,

Mr. Bill Rush  
*CEO*



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Report of Sewanee Trustees to the 2024 Diocesan Convention

The University of the South is the only institution of higher education founded and governed by the dioceses of the Episcopal Church. The bishops, clergy, and laity of more than two-dozen dioceses form the core of the University's Board of Trustees. The annual meeting of the Board of Trustees was held October 18-19, 2023. On October 19, Robert Pearigen was installed as the 18th Vice Chancellor and President of the University. Vice Chancellor Pearigen's remarks to the more than 150 Trustees gathered reminded us that we are among the University's most important recruiters to both the College and the Seminary.

### **How does the Diocese of East Tennessee engage with the University?**

One hundred and one students from the Diocese of East Tennessee are enrolled in the College, with an additional 7 Seminarians from the Diocese. Currently, 24 School of Theology alumni serve in the diocese, and there are 12 EFM groups. Diocesan and parish support for FY 23 totaled \$21,223, with 12% of parishes making a gift to Sewanee. Support from our Diocese helps Sewanee meet the financial need of its students.

### **How do your Trustees serve the Board and the University?**

Your Trustees are active, serving on the following committees: Agenda Committee (Anna Graham) Church Support & Relations (The Rev. Matthew Farr), Constitution & Ordinances (David Sanders), Enrollment & Student Success (Anna Graham), Orientation & Trustee Development (Anna Graham). Our very own Bishop Brian Cole, who in January 2023 was elected to fill an unexpired clergy term on the Board of Regents, was elected in October as a Bishop Trustee Regent. Regents of the University establish, maintain, and govern the University in all ways other than those powers that are expressly reserved for the Board of Trustees.

### **An update of the School of Theology:**

Renovation of Hamilton Hall for the School of Theology is expected to be completed in time for the opening of semester in August 2024. The Rev. Kevin Goodman has been hired as the new Executive Director of Education for Ministry (EfM) and is working to update EfM's delivery mode to expand its audiences. The Rev. Matt Farr, Chair of the Church Support & Relations Committee, encourages all parishes to serve as ambassadors to the University, encouraging their youth to consider Sewanee and to "wave the Sewanee banner" at diocesan conventions.

### **An update on the College of Arts & Sciences:**

The University received the largest applicant pool in its history, with the University enrolling 452 first year students and 24 transfer students, hailing from 31 states and 14 foreign countries.

Respectfully submitted,

Ms. Anna Graham, Mr. David Sanders (Lay Trustees) and The Rev. Matthew Farr (Clergy Trustee)

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## Financial Reports



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**2024 Proposed Budget**

	2023	Proposed	2024	
	Annual Budget	Adjustments	Proposed Budget	
1 Voluntary Commitments	1,881,720	83,456	1,965,176	Congregational giving
2 E.E.C. Support (Episcopate)	132,242	-8,113	124,129	Support for the Bishop's ministry (Episcopal Endowment Corp.)
3 Miscellaneous	10,166	12,204	22,370	Undesignated trust funds, interest, other
4 Trust Fund Income (Seminarians)	14,361	-2,859	11,502	Trust funds. designated
5 Prior Year Voluntary Commitments		0		2023 Voluntary Commitments received in 2024
6 Revenue	2,038,489	84,688	2,123,177	
7 Release of Reserve Funds	35,706	-21,233	14,473	To balance budget
8 Curacy Fund	0	45,000	45,000	Reserve Fund
9 Fund Transfers	35,706	23,767	59,473	
<b>10 Total Funds Available</b>	<b>2,074,195</b>	<b>108,455</b>	<b>2,182,650</b>	

11 DIOCESAN MINISTRY				
12 Bishop & Council	1,440	0	1,440	Meetings and retreats
13 Community Partnerships	32,000	0	32,000	MetMin, Neema
14 Stewardship	3,500	0	3,500	Meetings, annual conference, TENS
15 Christian Spiritual Formation	7,275	-1,000	6,275	
16 Grace Point Camp & Retreat Center	134,665	-1,078	133,587	Executive Director & program support
17 Episcopal Institutions	1,500	0	1,500	Sewanee/St. Andrew's
18 Liturgical Commission	750	0	750	Liturgy for Diocesan services
19 Office of Communications	103,656	-603	103,053	Communications, Evangelism, and IT
20 Standing Committee	4,500	0	4,500	Meetings,
<b>21 Total DIOCESAN MINISTRY</b>	<b>289,286</b>	<b>-2,681</b>	<b>286,605</b>	

22 MISSION WITHIN THE DIOCESE				
23 Support for Mission and Lay Ministry	113,929	3,856	117,785	Canon for Mission & Lay Ministry/Licensed Ministry
24 Becoming Beloved Community	15,000	0	15,000	Diocesan Antiracism Training
25 Support for Camp Scholarships	4,000	0	4,000	Scholarships to Grace Point summer camp
26 Support for Congregations	51,610	0	51,610	Congregational assistance
27 Support for Campus	179,030	972	180,002	Chaplains & program support 3 campuses
28 Support for Youth	110,564	-2,230	108,334	Youth Ministry Facilitator & program
29 Support for Young Adults	7,000	0	7,000	Vocare / Convention social
<b>30 Total MISSION WITHIN THE DIOCESE</b>	<b>481,133</b>	<b>2,598</b>	<b>483,731</b>	





THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**2024 Proposed Budget**

31	MISSION BEYOND THE DIOCESE				
32	Sustainable Development Goals	14,481	853	15,334	Based on .7% of budget
33	TEC Pledge	260,505	-11,540	248,965	Support of The Episcopal Church 15% of 2021 income
34	General Convention Deputies	10,000	0	10,000	Funds set aside for three years between conventions
35	ECW	1,000	0	1,000	Funds set aside for ECW Triennial
36	General Convention Bishop	3,000	0	3,000	Funds set aside for three years between conventions
37	Lambeth Conference	1,000	0	1,000	Funds set aside for 10 years
38	Province IV Synod Pledge	2,187	0	2,187	Province IV pledge
39	Synod Deputies	3,000	0	3,000	Expenses for deputies to
40	Total MISSION BEYOND THE DIOCESE	295,173	-10,687	284,486	

41	CLERGY SUPPORT				
42	Clergy Transition	147,921	5,964	153,885	Expenses of C-to-O, deployment, transition ministries
43	Clergy Professional Development	5,500	0	5,500	Assistance provided at discretion of Bishop
44	Commission on Ministry	203,541	44,413	247,954	Meetings, discernment, seminarian support, priest in training
45	Medical Insurance - Retired	9,408	1,488	10,896	Medicare supplement retired Dio. Lay staff (4)
46	Sabbatical Scholarship	1,000	0	1,000	Annual addition to clergy sabbatical fund
47	Support of Clergy & Family	2,500	5,200	7,700	Clergy-spouse events
48	Support for Retired Clergy	500	0	500	Communication with
49	Total CLERGY SUPPORT	370,370	57,065	427,435	

50	SUPPORT FOR THE EPISCOPATE				
51	Bishop's Ministry	179,476	0	179,476	Bishop's stipend & housing
52	Support for the Bishop's Ministry	80,000	0	80,000	Expenses of serving the Diocese and beyond (add \$10k - auto reserve)
53	Bishop Search & Transition Reserve	10,000	0	10,000	Build reserve for future
54	Office Salaries	246,177	26,715	272,892	Administrative Staff
55	Staff Continuing Education	10,000	0	10,000	Workshops & training
56	Total SUPPORT FOR THE EPISCOPATE	525,653	26,715	552,368	





THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**2024 Proposed Budget**

57	FIXED COSTS FOR MINISTRY				
58	Accounting & Audit	9,000	29,500	38,500	Annual audit 2021-2022-2023
59	Convention & Journal	8,078	2,172	10,250	Diocesan convention and annual journal
60	Diocesan House Expenses	65,000	0	65,000	Utilities, hospitality, maintenance
61	General Insurance	20,502	3,773	24,275	Property and Liability Insurance
62	Maintenance Reserve	10,000	0	10,000	Diocesan House
63	Property & Taxes	0	0	0	Property not currently
64	Total FIXED COSTS FOR MINISTRY	112,580	35,445	148,025	
65	CONTINGENCIES / RESERVES		0		
66	<b>Total Expenses</b>	<b>2,074,195</b>	<b>108,455</b>	<b>2,182,650</b>	
67	FUNDS REMAINING	0		-	



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

## Budget vs. Actual 2023 (unaudited)

	Actual to Date	Budget to Date	Over / (Under)	Variance	Annual Budget	
1	Voluntary Commitments	1,859,649	1,881,720	(22,071)	99%	1,881,720
2	Prior Year Voluntary Commitments	11,161		11,161	0%	
3	E.E.C. Support (Episcopate)	129,755	132,242	(2,487)	98%	132,242
4	Miscellaneous	12,910	10,166	2,744	0%	10,166
5	Trust Fund Income (Seminarians)	8,896	14,361	(5,465)	62%	14,361
6	Revenue	2,022,370	2,038,489	-16,119	99%	2,038,489
7	Excess Voluntary Commitments			0	0%	
8	Release of Reserve Funds	0				35,706
9	Total Funds Available	2,022,370	2,038,489	-16,119		2,074,195
10	<b>DIOCESAN MINISTRY</b>					
11	Bishop & Council	4,475	1,440	3,035	311%	1,440
12	Community Partnerships	33,626	32,000	1,626	105%	32,000
13	Stewardship	1,199	3,500	(2,301)	34%	3,500
14	Christian Spiritual Formation	2,750	7,275	(4,525)	38%	7,275
15	Grace Point Camp & Retreat Center	128,366	134,665	(6,299)	95%	134,665
16	Episcopal Institutions	1,500	1,500	0	100%	1,500
17	Liturgical Commission	750	750	0	100%	750
18	Office of Communications	104,064	107,256	(3,192)	97%	103,656
19	Standing Committee	5,072	4,500	572	113%	4,500
20	Total DIOCESAN MINISTRY	281,801	292,886	(11,085)	96%	289,286
21	<b>MISSION WITHIN THE DIOCESE</b>					
22	Support for Ministry and Congregational Development	95,384	113,929	(18,545)	84%	113,929
23	Missional Process -Becoming Beloved Community	9,302	15,000	(5,698)	62%	15,000
24	Support for Camp Scholarships	4,000	4,000	0	100%	4,000
25	Support for Congregations	36,610	51,610	(15,000)	71%	51,610
26	Support for Campus Ministries	167,704	179,030	(11,326)	94%	179,030
27	Support for Youth	90,839	110,564	(19,725)	82%	110,564
28	Support for Young Adults	6,525	7,000	(475)	93%	7,000
29	Total MISSION WITHIN THE DIOCESE	410,363	481,133	(70,770)	85%	481,133
30	<b>MISSION BEYOND THE DIOCESE</b>					
31	Sustainable Development Goals	14,481	14,481	0	100%	14,481
32	TEC Pledge	260,505	260,505	0	100%	260,505
33	General Convention Deputies	10,000	10,000	0	100%	10,000
34	ECW	1,000	1,000	0	100%	1,000
35	General Convention Bishop	3,000	3,000	0	100%	3,000
36	Lambeth Conference	1,000	1,000	0	100%	1,000
37	Province IV Synod Pledge	2,187	2,187	0	100%	2,187
38	Synod Deputies	3,000	3,000	0	100%	3,000
39	Total MISSION BEYOND THE DIOCESE	295,173	295,173	0	100%	295,173
40	<b>CLERGY SUPPORT</b>					
41	Clergy Transition	151,939	147,921	4,018	103%	147,921
42	Clergy Professional Development	3,150	5,500	(2,350)	57%	5,500
43	Commission on Ministry	168,716	203,541	(34,825)	83%	203,541
44	Medical Insurance - Retired	9,408	9,408	0	100%	9,408
45	Sabbatical Scholarship	1,000	1,000	0	100%	1,000
46	Support of Clergy & Family	854	2,500	(1,646)	34%	2,500
47	Support for Retired Clergy	1,233	500	733	247%	500
48	Total CLERGY SUPPORT	336,300	370,370	(34,070)	91%	370,370
49	<b>SUPPORT FOR THE EPISCOPATE</b>					
50	Bishop's Ministry	184,475	179,476	4,999	103%	179,476
51	Support for the Bishop's Ministry	61,372	80,000	(18,628)	77%	80,000
52	Bishop Search & Transition Reserve	10,000	10,000	0	100%	10,000
53	Office Salaries	254,958	246,177	8,781	104%	246,177
54	Staff Continuing Education	4,255	10,000	(5,745)	43%	10,000
55	Total SUPPORT FOR THE EPISCOPATE	515,060	525,653	(10,593)	98%	525,653
56	<b>FIXED COSTS FOR MINISTRY</b>					
57	Accounting & Audit	9,000	9,000	0	100%	9,000
58	Convention & Journal	2,821	8,078	(5,257)	35%	8,078
59	Diocesan House Expenses	73,518	65,000	8,518	113%	65,000
60	General Insurance	26,248	20,502	5,746	128%	20,502
61	Maintenance Reserve	10,000	10,000	0	100%	10,000
62	Total FIXED COSTS FOR MINISTRY	121,587	112,580	9,007	108%	112,580
63	<b>CONTINGENCIES</b>					
64	Total Expenses	1,964,950	2,082,460	(117,510)	94%	2,074,195
65	NET FUNDS RECEIVED OVER EXPENSES	57,421	-43,971	101,392		



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**December 2023 Fund Balances (unaudited)**

<b>FUND BALANCES</b>				
	OPERATING FUND			\$1,461,267.53
	BISHOP & COUNCIL RESOURCE FUND (09/30/2023)			\$302,185.71
	GRACE POINT CAMP FUND			\$77,538.19
	NEW GP LODGE FUND			\$96,679.11
	OPPORTUNITY FUND (See detail below)			\$4,107,065.13
	MISSION GROWTH FUND			\$268,719.82
	TRANSIT FUND			\$71,092.17
	Z.C. PATTEN TRUST			\$29,662.49
	ST. THOMAS FUND			\$218,142.69
	ST. BARNABAS FUND			\$120,036.53
	KONDOA DONATION FUND			\$11,803.72
	SOPHIA'S KONDOA KNOWLEDGE FUND			\$4,425.21

<b>TRUST FUNDS: (Restricted)</b>		<b>(09/30/2023)</b>		
	1. MISCELLANEOUS INCOME FUND			\$195,446.45
	2. THEOLOGICAL EDUCATION FUND			\$269,972.61
	3. EAST TENNESSEE MISSIONARY FUND			\$28,537.82
	4. ROBINSON FUND			\$2,913,477.73
	5. STEVENSON MEMORIAL BOOK FUND			\$4,300.01
	6. W.S. KEESE MEMORIAL FUND			\$42,120.07
	7. BISHOP SANDERS SCHOLARSHIP FUND			\$194,489.13
	8. GOLDIE MAYFIELD FUND			\$153,161.16
	9. MIDDLE EAST MISSION FUND			\$32,775.58
	10. GRACE POINT SCHOLARSHIP FUND			\$57,375.75
	11. INNOVATIVE COMMUNITY MINISTRY FUND			\$468,017.07

<b>OPPORTUNITY FUND LOANS</b>					<b>Original Loan</b>	
<b>as of 09/30/2023</b>	<b>Date</b>	<b>Rate</b>	<b>Term</b>	<b>Amount</b>	<b>Balance</b>	
Dubose Conference Center	Aug-22			50,000.00	0.00	
Grace, Chattanooga	Nov-10	2.93%	15	50,000.00	8,643.51	
Grace Point Camp & Conference Ctr	Jul-22	3.33%	15	1,100,000.00	338,355.31	
St. James, Greeneville	Apr-22	2.93%	15	150,000.00	136,395.53	
St. James, Knoxville	Dec-22	3.35%	15	500,000.00	478,310.29	
St. Peter's, Chattanooga	Jun-11	2.93%	15	500,000.00	121,051.12	
St. Barnabas	Aug-12	2.28%	15	35,844.51	0.00	
St. Paul, Seymour	Dec-22	4.37%	15	29,750.00	24,880.43	
St. Paul, Kingsport	Sep-16	2.93%	15	31,793.00	19,860.97	
St. Paul, Kingsport - HVAC	Feb-20	2.93%	15	35,000.00	28,012.69	
St Joseph the Carpenter, Sevierville	Dec-22	4.37%	15	72,000.00	69,682.04	
Ascension, Knoxville	Dec-17	2.93%	15	350,000.00	239,179.01	
All Saint's School, Morristown	Jul-22	2.93%	15	402,000.00	315,467.39	
<b>Total Loans</b>				<b>\$3,306,387.51</b>	<b>\$1,779,838.29</b>	
<b>Cash and Equivalents</b>					<b>\$2,327,226.84</b>	
<b>Total Portfolio</b>					<b>\$4,107,065.13</b>	



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**2023 & 2024 Voluntary Ask Report**

Parish	City	2023			2024		
		Ask	Commitment	Over / (under)	Ask	Commitment	Over / (under)
St Paul's Episcopal Church	Athens	34,249	34,249	-	30,358	30,358	-
St John the Baptist	Battle Creek	914	914	-	726	-	(726)
St Columba's Episcopal Church	Bristol	4,999	4,800	(199)	4,237	4,260	23
Christ Episcopal Church	Chattanooga	23,795		-	25,117	25,117	-
Grace Episcopal Church	Chattanooga	47,654	47,653	(1)	55,362	55,362	-
St Martin's Episcopal Church	Chattanooga	37,057	37,057	-	38,614	38,614	-
St Paul's Episcopal Church	Chattanooga	246,030	246,030	-	222,007	222,007	-
St Peter's Episcopal Church	Chattanooga	68,214	68,214	-	67,086	67,086	-
St Thaddeus Episcopal Church	Chattanooga	9,030	9,030	-	10,175	-	(10,175)
Thankful Memorial Church	Chattanooga	14,813	13,000	(1,813)	17,030	13,000	(4,030)
St Luke's Episcopal Church	Cleveland	57,651	57,651	-	64,954	64,954	-
St Mark's Episcopal Church	Copperhill	6,490	6,490	-	6,731	6,731	-
St Raphael's Episcopal Church	Crossville	13,437	13,437	-	14,866	14,866	-
St Thomas Episcopal Church	Elizabethton	4,577	4,577	-	5,076	5,076	-
Church of the Nativity	Fort Oglethorpe	21,762	21,762	-	22,591	22,591	-
Trinity Episcopal Church	Gatlinburg	10,631		-	8,615	8,000	(615)
St James Episcopal Church	Greeneville	20,732	20,732	-	19,439	19,439	-
St Andrew's Episcopal Church	Harriman	9,137	9,137	-	10,639	10,639	-
St Alban's Church	Hixson	10,970	10,970	-	13,073	-	(13,073)
St Barnabas' Episcopal-Lutheran Church	Jefferson City	1,806		-			-
St John's Episcopal Church	Johnson City	46,807	46,807	-	43,301	43,301	-
St Mary the Virgin Episcopal Church	Jonesborough	650		-	690	600	(90)
St Michael's Episcopal Church	Kingsport	7,747	7,747	-	15,307	15,307	-
St Paul's Episcopal Church	Kingsport	56,614	56,614	-	54,438	54,438	-
St Timothy's Episcopal Church	Kingsport	4,126	4,126	-	-		-
Ascension	Knoxville	174,507	161,750	(12,757)	170,728	-	(170,728)
Good Samaritan	Knoxville	77,057	77,057	-	81,629	81,629	-
Good Shepherd Church	Knoxville	32,438	32,438	-	27,203	27,203	-
St Elizabeth's Episcopal Church	Knoxville	55,943	55,943	-	49,373	49,373	-
St James Episcopal Church	Knoxville	65,619	55,000	(10,619)	67,753	56,000	(11,753)
St John's Cathedral	Knoxville	302,295	248,508	(53,787)	311,046	311,046	-
St Luke's Episcopal Church	Knoxville	4,906	4,906	-	4,084	4,084	-
St Clare's Episcopal Church	Lafollette	1,729	1,729	-	24	24	-
Good Shepherd Church	Lookout Mountain	158,067	158,067	-	185,093	185,093	-
Resurrection	Loudon	30,534	30,534	-	31,290	31,290	-
St Andrew's Episcopal Church	Maryville	38,108	38,108	-	42,721	42,721	-
All Saints Episcopal Church	Morristown	40,310	40,310	-	43,487	43,487	-
Annunciation	Newport	7,451	7,451	-	6,802	6,802	-
St Francis Episcopal Church	Norris	17,372	17,372	-	18,296	20,874	2,578
St Stephen's Episcopal Church	Oak Ridge	62,195	62,195	-	71,251	71,251	-
St Francis of Assisi Church	Ooltewah	34,615	34,615	-	33,398	33,398	-
Christ Episcopal Church	Rugby	3,231	3,240	9	3,685	3,700	15
St Joseph the Carpenter	Sevierville	8,006	8,006	-	6,598	6,598	-
St. Paul Episcopal Church	Seymour	3,075	3,331	256	3,864	3,900	36
St Timothy's Episcopal Church	Signal Mountain	109,423	109,423	-	113,309	113,309	-
Christ Episcopal Church	South Pittsburg	15,056	15,060	4	11,810	11,820	10
<b>Total</b>		<b>2,001,829</b>	<b>1,886,040</b>	<b>(78,907)</b>	<b>2,033,876</b>	<b>1,825,348</b>	<b>(208,528)</b>



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

## 2020-2022 Parish Audit Report

	Parishes	Audit Year			Parochial Report
		2020	2021	2022	2022
1	Athens, St. Paul's	Yes	Yes	Yes	Yes
2	Battle Creek, St. John the Baptist				Yes
3	Bristol, St. Columba's		Yes	Yes	Yes
4	Chattanooga, Christ Church			Yes	Yes
5	Chattanooga, Grace Church	Yes	=====<<<<<<In Process>>>>>=====		Yes
6	Chattanooga, St. Martin's	Yes	Yes	Yes	Yes
7	Chattanooga, St. Paul's	Yes	Yes		Yes
8	Chattanooga, St. Peter's				Yes
9	Chattanooga, St. Thaddeaus	=====<<<<<<In Process>>>>>=====			Yes
10	Chattanooga, Thankful Memorial		Yes	Yes	Yes
11	Cleveland, St. Luke's	=====<<<<<<In Process>>>>>=====			Yes
12	Copperhill, St. Mark's	Yes	Yes	Yes	Yes
13	Crossville, St. Raphael's	Yes	Yes	Yes	Yes
14	Elizabethton, St. Thomas'	Yes	Yes	Yes	Yes
15	Farragut, St. Elizabeth's	Yes	=====<<<<<<In Process>>>>>=====		Yes
16	Fort Oglethorpe, Nativity				Yes
17	Gatlinburg, Trinity				Yes
18	Greeneville, St. James'	Yes	=====<<<<<<In Process>>>>>=====		Yes
19	Harriman, St. Andrew's	Yes	Yes	Yes	Yes
20	Hixson, St. Alban's				Yes
21	Jefferson City, St/ Barnabas				
22	Johnson City, St. John's	Yes	Yes	Yes	Yes
23	Jonesborough, St. Mary the Virgin				Yes
24	Kingsport, St. Christopher's	Yes	Yes	Yes	Yes
25	Kingsport, St. Paul's	Yes	Yes	Yes	Yes
26	Kingsport, St. Timothy's	Yes	Yes	Yes	Yes
27	Knoxville, Ascension	Yes	Yes	Yes	Yes
28	Knoxville, Good Samaritan	Yes	Yes	Yes	Yes
29	Knoxville, Good Shepherd	Yes	Yes	Yes	Yes
30	Knoxville, St. James'	Yes	Yes	Yes	Yes
31	Knoxville, St John's	Yes	Yes	Yes	Yes
32	Knoxville, St. Luke's	Yes	Yes	Yes	Yes
33	LaFollette, St. Clare's	Yes	=====<<<<<<In Process>>>>>=====		Yes
34	Lookout Mountain, Good Shepherd	Yes	Yes	Yes	Yes
35	Loudon, Resurrection	Yes	Yes	Yes	Yes
36	Maryville, St. Andrew's			Yes	Yes
37	Morristown, All Saints'	Yes	Yes	Yes	Yes
38	Newport, Annunciation			Yes	Yes
39	Norris, St. Francis'	Yes	Yes	Yes	Yes
40	Oak Ridge, St. Stephen's	Yes			Yes
41	Ooltewah, St. Francis of Assisi				Yes
42	Rugby, Christ Church	Yes	Yes	Yes	Yes
43	Sevierville, St. Joseph the Carpenter				Yes
44	Seymour, St. Paul				Yes
45	Signal Mountain, St. Timothy's	Yes	Yes	Yes	Yes
46	South Pittsburg, Christ Church	Yes	Yes	In Process	Yes
47	All Saints School		Yes	Yes	
48	Episcopal School of Knoxville				
49	DOET	Yes	=====<<<<<<In Process>>>>>=====		
50	St. Peter's School, Chattanooga				
51	St. Nicholas School				



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**2023 Opportunity Fund Grants**

Episcopal Diocese of East Tennessee  
 2023 Grants

**Opportunity Fund**

The yearly income from the fund is divided and made available to the Bishop and Council for grants: one-half to church expansion and one-half to social ministries. Throughout its history, the Opportunity Fund has awarded grants for **Church Expansion** in the amount of **\$1,885,595** and for **Social Ministry** in the amount of **\$1,660,264**.

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

Grants awarded in 2023 were as follows:

**Church Expansion**

St. Paul's, Kingsport	\$53,450
<b>Total Church Expansion</b>	<b>\$53,450</b>

**Social Ministry**

<b>Total Social Ministry</b>	<b>\$0</b>
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**Innovative Community Ministry Fund**

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

Grants awarded in 2023 were:

No ICMF Grant was awarded in 2023	
<b>Total ICMF</b>	<b>\$0</b>





THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**Grace Point Financial Reports: 2024 Budget**

	Accounts	Budget
<b>Revenues</b>		
Usage Fees		
	5-400200- Camp Fee	\$96,185.00
	5-400201- Lodging	\$120,000.00
Contributions		
	5-400100- Gifts	\$2,000.00
	5-400101- Scholarship	\$3,000.00
	5-400103- Annual Fund	\$15,750.00
Fund Transfers		
	5-400200- Executive Director	\$87,353.00
	5-300200- Grace Point Operational Support	\$33,000.00
<b>Total Revenues</b>		<b>\$357,288.00</b>
<b>Expenses</b>		
Food Service		
	5-500100- Food Service Staff	\$8,500.00
	5-500101- Camp Meals	\$25,000.00
<b>Total Food Service</b>		<b>\$33,500.00</b>
Lodging Expense		
	5-500102- Lodging (Retreat) Food	\$10,000.00
	5-500106- Retreat Supplies	\$600.00
	5-500107- Contract Cleaning	\$15,000.00
	5-500108- General/Cleaning Supplies	\$2,000.00
	5-500109- Equipment Purchase	\$1,500.00
	5-500110- Equipment Upkeep	\$1,500.00
	5-500111- Lodging Food Service	\$5,000.00
<b>Total Lodging</b>		<b>\$35,600.00</b>
Camps		
	5-500115- Dean Staff Supplies	\$100.00
	5-500120- Program Supplies	\$6,500.00
	5-500125- Uniforms	\$1,400.00
	5-500130- Staff Training	\$800.00
	5-500135- Grace Point Day	\$1,500.00
	5-500210- Annual Fund Expense	
Outreach Camps		
	5-500143- Camp Jim Muir	\$1,200.00
<b>Total Camps</b>		<b>\$11,500.00</b>
Utilities		
	5-500145- Telephone	\$4,000.00
	5-500150- Water & Sewer	\$8,000.00
	5-500155- Electric / Propane	\$25,300.00
<b>Total Utilities</b>		<b>\$37,300.00</b>



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**Grace Point Financial Reports: 2024 Budget**

Building & Grounds		
	5-500160- Building Repairs & Maintenance	\$4,600.00
	5-500161- Water Treatment Facility Maintenance	\$12,000.00
	5-500165- Painting	\$500.00
	5-500170- Equipment Purchase	\$1,700.00
	5-500171- Equipment/Small Hardware	\$1,500.00
	5-500172- Equipment Upkeep	\$2,000.00
	5-500180- Grounds Upkeep	\$750.00
	5-500181- Garbage & Pest Control	\$8,750.00
	5-500182- Swimming Pool Expense	\$6,000.00
<b>Total Building &amp; Grounds</b>		<b>\$37,800.00</b>
Vehicles / Equipment	5-500206- Truck Insurance/Registration	\$2,100.00
	5-500208- Boat License	\$200.00
		<b>\$2,300.00</b>
<b>Total Vehicles / Equipment</b>		
Gas & Lubricants	5-500201- Tractor	\$1,000.00
	5-500202- Mowers/Weedeaters	\$1,000.00
	5-500203- Truck	\$1,100.00
	5-500204- Boats	\$1,000.00
		<b>\$4,100.00</b>
<b>Total Gas &amp; Lubricants</b>		
General Administrative	5-500215- Salaries / Program Support	\$116,553.00
	5-500216- Part-time Services	\$20,800.00
	5-500225- Continuing Education	\$5,000.00
	5-500230- Travel - Job Related	\$10,000.00
	5-500235- Hospitality	\$700.00
	5-500240- Publicity / Development	\$200.00
	5-500245- Office Equipment/ Supplies	\$250.00
	5-500250- Postage	\$250.00
	5-500255- Printing	\$600.00
	5-500257- Professional Services	\$4,000.00
	5-500260- General Insurance	\$34,835.00
	5-500265- Property Taxes	\$2,000.00
<b>Total General &amp; Administrative</b>		<b>\$195,188.00</b>
<b>Total Expenses</b>		<b>\$357,288.00</b>
<b>Total Income</b>		<b>\$357,288.00</b>
<b>Total Expense</b>		<b>\$357,288.00</b>
<b>Diocesan Support</b>		<b>\$33,000.00</b>



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**Grace Point Financial Reports: 2023 Balance Sheet (unaudited)**

ASSETS

Current Assets	Total
<b>Bank Accounts</b>	
5-100100 - GP Operating (Suntrust)	1,819.57
5-100101 Grow in Mission (Suntrust)	100.00
5-10010102 GP Camp Retreat (Pinnacle)	73,379.41
5-100115- DIOET Grow in Mission (Pinnacle)	96,579.11
<b>Total Bank Accounts</b>	<b>\$ 171,878.09</b>
<b>Other Current Assets</b>	
Episcopal Endowment Corporation	51,136.14
<b>Total Other Current Assets</b>	<b>\$ 51,136.14</b>
<b>Total Current Assets</b>	<b>\$ 223,014.23</b>
<b>Fixed Assets</b>	
5-100400- Furniture and Fixtures	13,413.16
5-100401 - Equipment Purchase	143,241.57
5-100402- Tractor	28,041.00
5-100403 - Art Barn	24,510.39
5-100404- Commons Remodel	163,556.37
5-100405- New Pool/Pavilion	584,760.80
5-100410- General Capital Maint.& Improvements	5,212.00
5-100420- Construction in Progress	798,002.28
2022 Retreat Construction	2,299,565.59
2022 Retreat Furnishings	92,096.72
<b>Total 2022 Retreat Construction</b>	<b>\$ 2,391,662.31</b>
2023 Retreat Construction	279,448.82
2023 Retreat Furnishings	16,258.89
<b>Total 2023 Retreat Construction</b>	<b>\$ 295,707.71</b>
<b>Total 5-100420- Construction in Progress</b>	<b>\$ 3,485,372.30</b>
5-100499- Accumulated Depreciation	-178,143.07
<b>Total Fixed Assets</b>	<b>\$ 4,269,964.52</b>
<b>TOTAL ASSETS</b>	<b>\$ 4,492,978.75</b>

LIABILITIES AND EQUITY

Current Liabilities

<b>Other Current Liabilities</b>	
Opportunity Fund Loan	806,708.58
<b>Restricted Funds</b>	
5-500400- Scholarships	38,256.84
5-500401 Jonah Massey Scholarship	955.00
5-800600- Retreat Village Funds	683,791.11
5-800605- Chapel Maintenance Fund	5,800.00
5-800620- Discretionary Fund	9,233.39
5-800630- Outdoor Education Grant	\$ 12.06
<b>Total Restricted Funds</b>	<b>\$ 738,048.40</b>
<b>Total Other Current Liabilities</b>	<b>\$ 1,544,756.98</b>
<b>Total Current Liabilities</b>	<b>\$ 1,544,756.98</b>
<b>Total Liabilities</b>	<b>1,544,756.98</b>
<b>Equity</b>	
Opening balance equity	1,626,593.48
Retained Earnings	1,180,025.92
Net Income	\$ 141,602.37
<b>Total Equity</b>	<b>\$ 2,948,221.77</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>4,492,978.75</b>



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**Grace Point Financial Reports: 2023 Budget vs. Actual (unaudited)**

Accounts	Total Budget	ACTUAL	% of Budget
<b>Revenues</b>			
Usage Fees			
5-400200- Camp Fee	\$ 95,000.00	\$96,002.80	101.06%
5-400201- Lodging	\$ 55,535.00	\$145,719.14	262.39%
5-400202- Day Use	\$ 2,000.00	\$450.00	22.50%
Contributions			
5-400100- Gifts	\$ 500.00		0.00%
5-400101- Scholarship	\$ 2,000.00	\$1,431.81	71.59%
5-400103- Annual Fund	\$ 12,000.00	\$10,342.03	86.18%
5-400110- Outreach Camps	\$ 10,000.00	\$0.00	0.00%
Fund Transfers			
5-400200- Executive Director	\$ 83,193.00	\$83,193.00	100.00%
5-300200- Grace Point Operational Support	\$ 43,000.00	\$42,999.46	100.00%
<b>Total Revenues</b>	<b>\$303,228.00</b>	<b>\$380,138.24</b>	<b>125.36%</b>

<b>Expenses</b>			
Food Service			
5-500100- Food Service Staff	\$ 8,500.00	\$8,504.38	100.05%
5-500101- Camp Meals	\$ 24,000.00	\$24,188.11	100.78%
<b>Food Service Total</b>	<b>\$ 32,500.00</b>	<b>\$32,692.49</b>	<b>100.59%</b>
Lodging Expense			
5-500102- Lodging (Retreat) Food	\$ -	\$8,456.54	
5-500106- Retreat Supplies	\$ 300.00	\$761.26	253.75%
5-500107- Contract Cleaning	\$ 8,000.00	\$23,917.88	298.97%
5-500108- General/Cleaning Supplies	\$ 1,000.00	\$1,515.00	151.50%
5-500109- Equipment Purchase	\$ 1,500.00	\$1,804.47	120.30%
5-500110- Equipment Upkeep	\$ 1,500.00	\$1,499.94	100.00%
5-500111- Lodging Food Service	\$ -	\$8,525.75	0.00%
<b>Lodging Total</b>	<b>\$ 12,300.00</b>	<b>\$46,480.84</b>	<b>377.89%</b>
Camps			
5-500115- Dean Staff Supplies	\$ 100.00	\$48.52	48.52%
5-500120- Program Supplies	\$ 6,500.00	\$4,883.48	75.13%
5-500125- Uniforms	\$ 1,400.00	\$910.25	65.02%
5-500130- Staff Training	\$ 800.00	\$265.00	33.13%
5-500135- Grace Point Day	\$ 1,500.00	\$0.00	0.00%
Outreach Camps			
5-500143- Camp Jim Muir	\$ 1,200.00	\$1,050.00	87.50%
<b>Camps Total</b>	<b>\$ 11,500.00</b>	<b>\$ 7,157.25</b>	<b>62.24%</b>
Utilities			
5-500145- Telephone	\$ 4,000.00	\$5,629.60	140.74%
5-500150- Water & Sewer	\$ 8,000.00	\$8,211.74	102.65%
5-500155- Electric / Propane	\$ 25,300.00	\$30,814.81	121.80%
<b>Utilities Total</b>	<b>\$ 37,300.00</b>	<b>\$ 44,656.15</b>	<b>119.72%</b>



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**Grace Point Financial Reports: 2023 Budget vs. Actual (unaudited)**

Building & Grounds				
	5-500160- Building Repairs & Maintenance	\$ 2,500.00	-\$14,236.83	-569.47%
	5-500161- Water Treatment Facility	\$ 8,400.00	\$9,650.00	114.88%
	5-500165- Painting	\$ 500.00	\$0.00	0.00%
	5-500170- Equipment Purchase	\$ 1,500.00	\$1,383.11	92.21%
	5-500171- Equipment/Small Hardware	\$ 1,500.00	\$910.35	60.69%
	5-500172- Equipment Upkeep	\$ 2,000.00	\$1,436.40	71.82%
	5-500180- Grounds Upkeep	\$ 750.00	\$360.43	48.06%
	5-500181- Garbage & Pest Control	\$ 5,500.00	\$6,600.89	120.02%
	5-500182- Swimming Pool Expense	\$ 6,000.00	\$4,297.26	71.62%
<b>Total Building &amp; Grounds</b>		<b>\$ 28,650.00</b>	<b>\$ 10,401.61</b>	<b>36.31%</b>
Vehicles / Equipment	5-500206- Truck Insurance/Registration	\$ 2,100.00	\$816.27	38.87%
	5-500208- Boat License	\$ 200.00	\$0.00	0.00%
<b>Total Vehicle / Equipment</b>		<b>\$ 2,300.00</b>	<b>\$816.27</b>	<b>35.49%</b>
Gas & Lubricants	5-500201- Tractor	\$ 1,000.00	\$320.69	32.07%
	5-500202- Mowers/Weedeaters	\$ 1,000.00	\$1,019.29	101.93%
	5-500203- Truck	\$ 1,100.00	\$1,107.62	100.69%
	5-500204- Boats	\$ 1,000.00	\$880.61	88.06%
<b>Total Gas &amp; Lubricants</b>		<b>\$ 4,100.00</b>	<b>\$ 3,328.21</b>	<b>81.18%</b>
General Administrative	5-500215- Salaries / Program Support	\$114,378.00	\$102,931.91	89.99%
	5-500216- Part-time Services	\$ 19,800.00	\$19,721.52	99.60%
	5-500220- ECCC Dues	\$ -	\$0.00	
	5-500225- Continuing Education	\$ 3,000.00	\$655.00	21.83%
	5-500230- Travel - Job Related	\$ 8,500.00	\$9,064.55	106.64%
	5-500235- Hospitality	\$ 500.00	\$639.15	127.83%
	5-500240- Publicity / Development	\$ 200.00	\$0.00	0.00%
	5-500245- Office Equipment/ Supplies	\$ 250.00	\$144.74	57.90%
	5-500250- Postage	\$ 200.00	\$261.99	131.00%
	5-500255- Printing	\$ 250.00	\$460.48	184.19%
	5-500257- Professional Services	\$ 6,000.00	\$2,902.08	48.37%
	5-500260- General Insurance	\$ 19,800.00	\$26,787.76	135.29%
	5-500265- Property Taxes	\$ 1,700.00	\$1,720.16	101.19%
<b>Total General &amp; Administrative</b>		<b>\$174,578.00</b>	<b>\$165,289.34</b>	<b>94.68%</b>
<b>Total Expenses</b>		<b>\$303,228.00</b>	<b>\$310,822.16</b>	<b>102.50%</b>
<b>Total Income</b>		<b>\$303,228.00</b>	<b>\$380,138.24</b>	<b>125.36%</b>
<b>Total Expense</b>		<b>\$303,228.00</b>	<b>\$310,822.16</b>	<b>102.50%</b>
<b>Diocesan Support</b>		<b>\$ 43,000.00</b>	<b>\$42,999.46</b>	<b>100.00%</b>





**Additional Information**

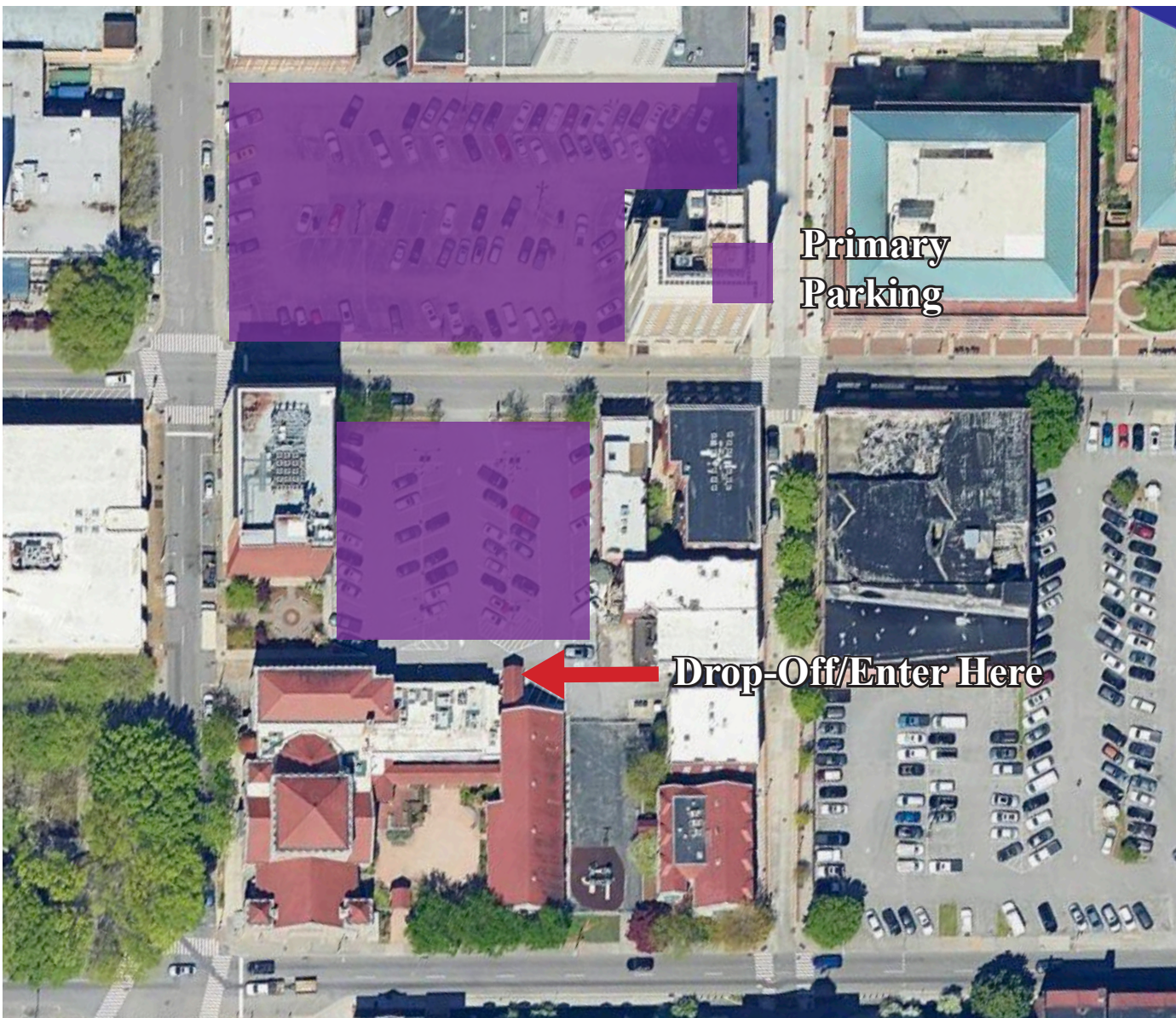




# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

## St. John's Cathedral Parking Map



### Parking and Entry Notes

The parking lots closest to the cathedral may be found by navigating to 414 W Church Ave, Knoxville. Please carpool whenever possible from your hotels. The lots marked in purple, while not monitored from 4:00-8:00 pm, will not be reserved exclusively for our Convention Eucharist. Please arrive well ahead of time to ensure parking. If you plan to dine downtown, we suggest parking close to the restaurant of your choice for ease of walking after dinner. Please also move vehicles if planning for a late or long dinner. You may drop-off at the port cochère before parking. Additional parking information is available [on the www.visitknoxville.org website.](http://www.visitknoxville.org)





## Episcopal School of Knoxville Parking Map



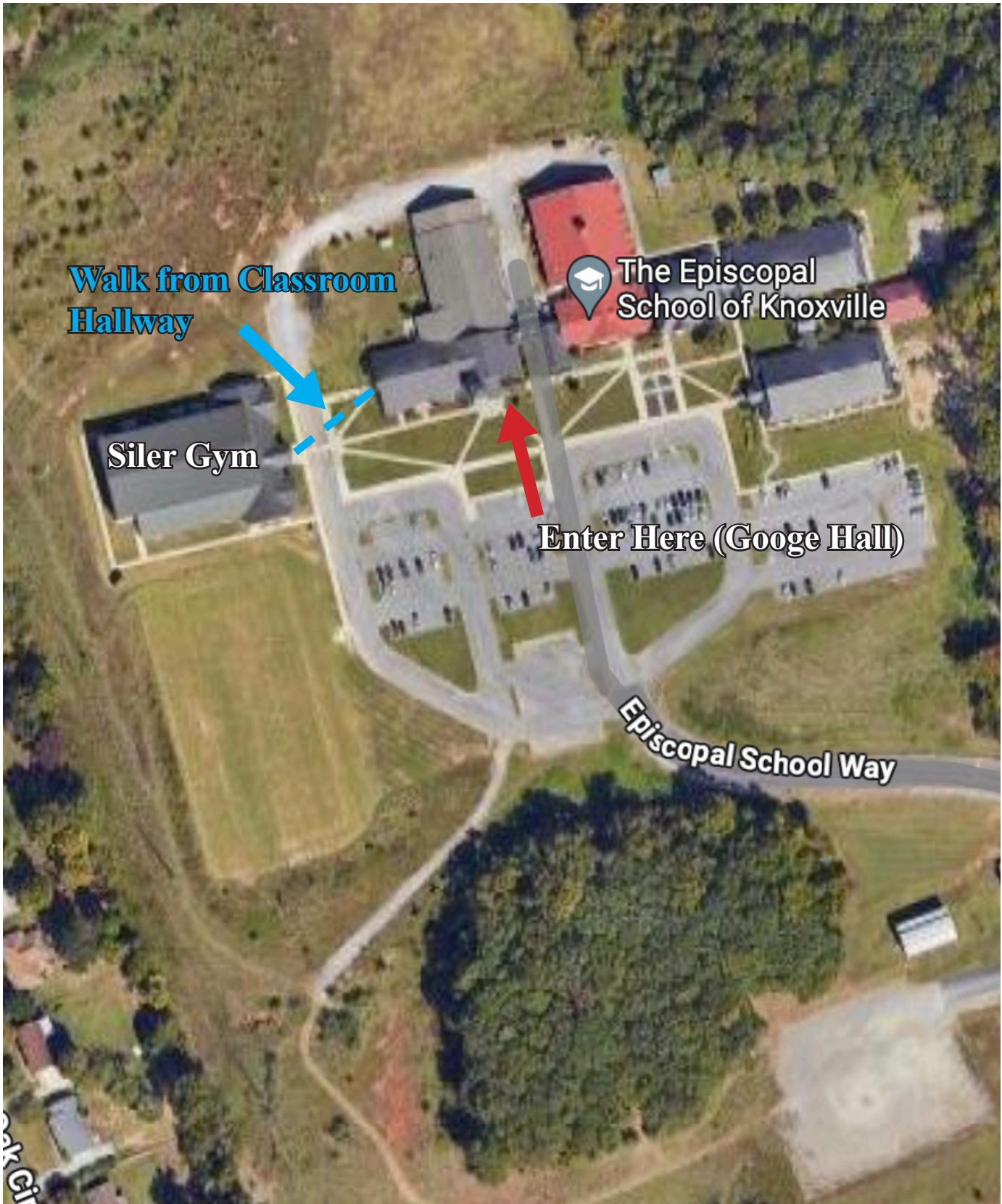
### Parking and Entry Notes

Please carpool whenever possible from your hotels. The lots marked in purple are the primary parking lots for delegates, alternates, ex-officio, and visitors. The lots marked in blue are additional parking on gravel or grass. Please be aware that Episcopal School Way ascends a steep hill for those who wish to walk from the lower lot closest to the diocesan office. Please see next page for entry points of Googe Hall and Siler Gym.





**Episcopal School Entry Map**





# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Table Assignments

**As we gather for our business sessions in Siler Gymnasium, please proceed to your table as assigned by delegation. Lay and Clergy delegates as well as ex-officio members may be seated at numbered tables. Visitors and alternates may be seated at additional un-numbered tables, seats, and the bleachers.**

**Microphones will be labeled and the chair will remind delegates of speaking protocol. The microphones in the main aisle are for speaking For and Against. The microphones in front of each side of the gym are for points of order, questions, or other designated purposes.**

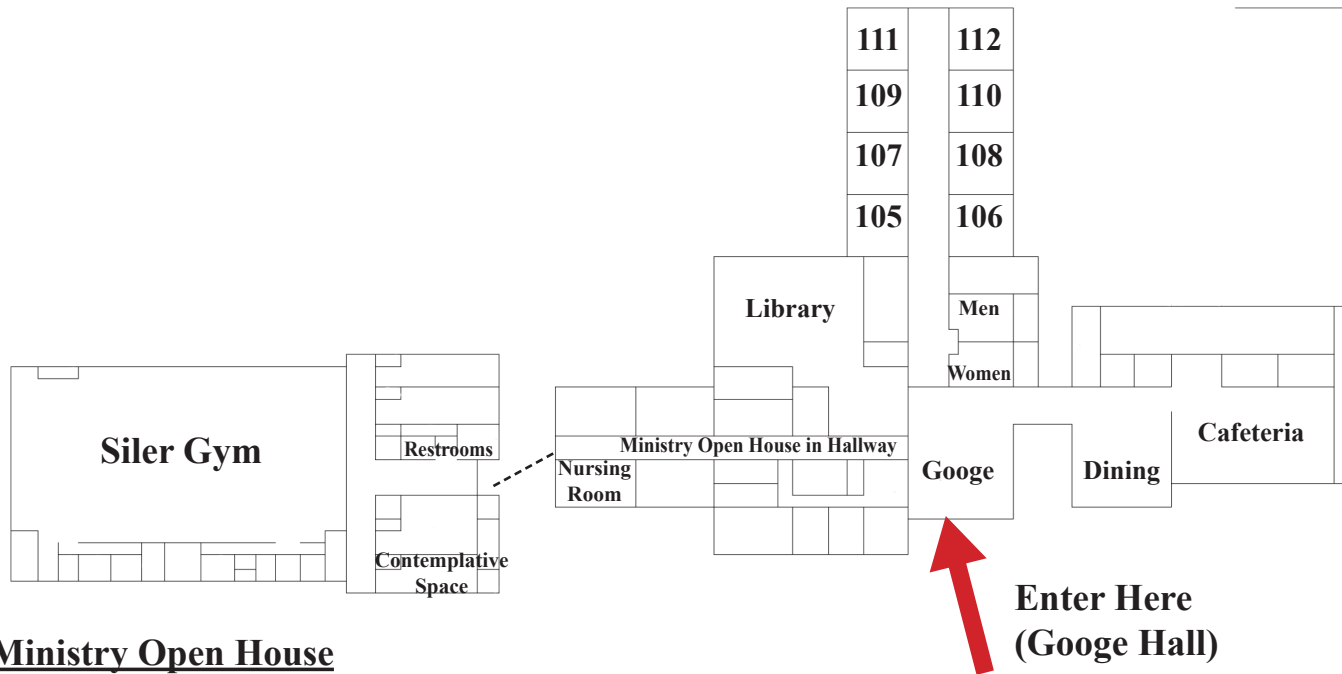
**Hearing assistance devices are available at the AV table in the rear of the gym.**

### In Alphabetical Order by Common Name

All Saints, Morristown – 21  
Annunciation, Newport – 7  
Ascension, Knoxville – 2  
Christ Church, Chattanooga – 6  
Christ Church, Rugby – 15  
Christ Church, South Pittsburg – 1  
Emmaus Episcopal Campus Ministry – 22  
Good Samaritan, Knoxville – 4  
Good Shepherd, Knoxville – 26  
Good Shepherd, Lookout Mountain – 17  
Grace, Chattanooga – 27  
Nativity, Fort Oglethorpe – 28  
Project Canterbury, Chattanooga – 6  
Resurrection, Loudon – 8  
Southside Abbey – 27  
St. Alban's, Hixon – 3  
St. Andrew's, Maryville – 12  
St. Andrews, Harriman – 19  
St. Clare's, LaFollette – 23  
St. Elizabeth's, Farragut – 7  
St. Francis of Assisi, Ooltewah – 9  
St. Francis, Norris – 26  
St. James, Greeneville – 11  
St. James, Knoxville – 24  
St. John's Cathedral, Knoxville – 18  
St. John's, Johnson City – 23  
St. John the Baptist, Battle Creek – 25  
St. Joseph the Carpenter, Sevierville – 14  
St. Luke's, Cleveland – 14  
St. Luke's, Knoxville – 6  
St. Mark's, Copperhill – 9  
St. Martin of Tours, Chattanooga – 8  
St. Michael's, Kingsport – 16  
St. Paul, Seymour – 28  
St. Paul's Kingsport – 22  
St. Paul's, Athens – 11  
St. Paul's, Chattanooga – 13  
St. Peter's, Chattanooga – 24  
St. Raphael's, Crossville – 15  
St. Stephen's, Oak Ridge – 25  
St. Thaddeus, Chattanooga – 3  
St. Thomas, Elizabethton – 1  
St. Timothy's, Signal Mountain – 20  
Thankful Memorial, Chattanooga – 12  
Trinity, Gatlinburg – 2  
Tyson House, Knoxville – 17  
Youth – 19  
Ex-Officio – 5, 10



## Episcopal School of Knoxville Facility Map and Workshop Locations



### Ministry Open House

The Ministry Open House will take place in the Siler Hallway, the passage from Googe Hall to Siler Gym. There you will find tables featuring information for a number of Episcopal ministries from across our diocese and nation.

### Workshop Locations \*

#### 8:30-9:45 AM

- Spiritual Discernment & Social Justice - Library
- Energy Efficiency for Congregations - Room 105
- Walking Pilgrimage: The Camino Experience - Room 106
- Expanding Beyond Ally-ship - Room 108

#### 12:15-1:30 PM

- Practical Tools for Leadership While Navigating Changing Times - Library
- Liminality & the End of Life - Room 105
- Youth Programming in East Tennessee: A Round Table Discussion - Room 106
- LGBTQ+ Inclusion & Affirmation - Room 108
- Embracing Evangelism - Room 112

\* The location of workshops may be subject to change depending upon the needs of presenters and audience demand.

### Nursing Room

For those who need added privacy for nursing, please feel free to use Room 134 (last classroom on left going to Siler Gym). The room features curtains that may be drawn.

### Contemplative Space

For those who may need a respite from the activities of the day, or who need a space for prayer and contemplations, we have designated Room 120 in the Siler Gym building as a contemplative space.





# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## **Morning Workshop Information**

### **Spiritual Discernment & Social Justice - 8:30 AM - Library**

*with The Rev. Claire Brown*

Our world and communities are struggling and it seems that there is injustice everywhere we turn. In the face of brokenness, it can be overwhelming and difficult to know where to begin, and how to keep watch for hope along the way. Through spiritual practice, reflection, and facilitated content, this workshop provides opportunity to explore the challenge of St. Francis, to discern “what is ours to do.”

### **Energy Efficiency for Congregations - 8:30 AM - Room 105**

*with Ms. Courtney Shea and Mr. Rick Held*

Tennessee Interfaith Power and Light will present a workshop on Energy Efficiency for Congregations, focused on reducing the carbon footprint of our facilities and saving money on utility costs. Does our building need an energy audit? How do we get one and what do we do with it? Come and hear about tools for evaluating energy usage in church facilities, federal incentives and financing options for energy upgrades. Rick Held, Project Development Consultant of SOULar Equity Project, Jennifer Alldredge, Energy Use Educator, and Courtney Shea, current president of Tennessee Interfaith Power and Light, will get specific on these issues and look forward to working through your questions. Tennessee Interfaith Power & Light is an inter-denominational group responding to climate change through upholding the sacredness of all life, protecting vulnerable communities, and caring for the Earth.

### **Walking Pilgrimage: The Camino Experience - 8:30 AM - Room 106**

*with Ms. Margaret Bickley, The Rev. Erik Broeren, and The Rev. Derrick Hill*

Have you wondered what it's like to discern, plan, and take a walking pilgrimage? Have you wondered specifically about the Camino de Santiago - the Way of St James - in Spain? Come hear from recent East Tennessee pilgrims of The Camino, see photos, and ask questions as you discern your own walking pilgrimage.

### **Expanding Beyond Ally-ship - 8:30 AM - Room 108**

*with Ms. Freida Herron*

As Christians we are called to love our neighbors as we love ourselves. When it comes to living that out in the context of race, people who are White are faced with choices. Should they charge ahead with the best of intentions? Or, should they hold back on taking action to avoid making a mistake that might be hurtful to those who are Black, Indigenous, or Persons of Color? The concept of White people becoming “Allies” with minoritized racial groups has become popular, but these efforts often fall short. This workshop will explore the continuum of thoughts, beliefs and behaviors from “Actor” to “Ally” to “Accomplice” in the journey of working together for justice and equity. The workshop will be interactive and will include breakout group activities to explore practical applications of the ideas we discuss. All materials will be made available electronically at the conclusion of the workshop.





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Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## **Afternoon Workshop Information**

### **Practical Tools for Leadership While Navigating Changing Times - 12:15 PM - Library**

*with The Rev. Canon Michael Spear-Jones and The Rev. Canon SuzeAnne Silla*

A workshop designed for lay leaders, including vestry and congregational ministries. We will review some foundational tools together and be reminded of our personal, organizational, and spiritual responsibilities. Open to all, but first-timers in these roles are especially welcome.

### **Liminality & the End of Life - 12:15 PM - Room 105**

*with Dr. Greg Phelps*

When crossing thresholds, be it baptisms, marriages or funerals, the church is involved for believers. But what of the times before, as parishioners' approach these thresholds, particularly death? Our population is aging, the average Episcopalian is 56 and yet we Americans are a particularly a 'death denying' culture. What can we do as a church to prepare those in our care for this final transition?

### **Youth Programming in East Tennessee: A Round Table Discussion - 12:15 PM - Room 106**

*with Ms. Julie Novak, Ms. MacKenzie Teal, and Youth Delegates*

Join Julie Novak, St. Timothy's Signal Mountain; MacKenzie Teal, St. Paul's Chattanooga; and the youth delegates for Convention in a sharing session about successes and failures in youth programming. How can we grow our individual churches and regional communities (ChattEY, KEY, TricEY) and continue to support all things related to Grace Point Summer Camp and Diocesan Conferences? This is a great opportunity to collaborate and brainstorm about the future whether you are a youth leader, parent, or priest.

### **LGBTQ+ Inclusion & Affirmation - 12:15 PM - Room 108**

*with The Rev. Amy Bradley and The Rev. Claire Brown*

The Episcopal Church has a legacy of inclusion around gender and sexual diversity, most notably in regard to ministry leadership (lay and ordained) and marriage. But sometimes we need support in our conversations and understanding, so that we can better live into our diverse and abundant community. This workshop invites us to explore our assumptions about gender and sexuality, learn a shared vocabulary, and consider how our church's commitments of full inclusion and affirmation of all persons call us today.

### **Embracing Evangelism - 12:15 PM - Room 112**

*with Mr. Drew Jeske-Polyak*

A transformative event designed to equip and empower individuals with effective evangelism strategies. Participants will learn practical techniques for sharing their faith, engaging with non-believers, and spreading the message of love and salvation. Through interactive workshops, inspiring talks, and real-life examples, attendees will gain confidence in their ability to reach out to others and make a positive impact in their communities. This seminar is perfect for anyone passionate about spreading the Gospel and making a difference in the world.



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## Notable Knoxville Restaurants

Knoxville has never been short on restaurants. Here are a few of our favorite restaurants in the downtown area for your Friday festivities. Click the name of the restaurant to visit their website for more information.

### Downtown

#### Babalu

Open: 11 AM-10 PM

Latin-inspired tapas and tacos tango in the cozy, bohemian remodeled J.C. Penny building. Grab a reservation to tuck into a tasty time with friends.

#### The Brass Pearl

Open: 4-10 PM

Crafty cocktails meet opulent oysters in this newly favorite restaurant of Knoxville. Reservations encouraged.

#### Cafe 4

Open: 11 AM-10 PM

We have two things for you in one dish, lobster and mac-and-cheese. What else do you need? Known as a staple of Knoxville cuisine, Cafe 4 brings urban flare to southern staples. Not too hungry? Stop by their coffee shop! Reservations encouraged.

#### Chesapeake's

Open: 4:30-11 PM

Straight from the sea to your table, Knoxville's classic seafood restaurant will have something to please the whole crowd.

#### Chivo Taqueria

Open: 11 AM-11 PM

If you consider yourself a taco connoisseur, Chivo is the place for you.

#### Dazzo's Pizzeria

Open: 11 AM-11 PM

Pizza, pasta, and subs at a classic pizzeria cafe a short walk from St. John's Cathedral.

#### Emilia

Open: 5-9:30 PM

Regional Italian dishes with fresh, house-made pasta collide in this unique experience in the heart of Market Square. Reservations strongly encouraged.

#### The French Market Crêperie

Open: 9 AM-9 PM

Have a pension for the Parisian? Pop into Knoxville's favorite Paris-inspired Creperie and Pâtisserie.

#### Fin-Two Japanese Ale House

Open: 11 AM-11 PM

Steeped in the Izakaya culture, Fin-Two will transport you to the streets of Tokyo where you can unwind after a long day of hobnobbing with delegates.

#### The Frothy Monkey

Open: 7 AM-9 PM

You read that right! The Frothy Monkey is now in Knoxville. If you're a Chattanooga who can't make it another day without the Frothy Monkey, look no further. From early morning breakfast to dinner, the Frothy Monkey will surely delight.

#### J.C. Holdway

Open: 5-10 PM

Inspired by rural Appalachia, J.C. Holdway brings fire to classic southern dishes with their modern wood-fired kitchen. Reservations strongly encouraged.

#### Koyo

Open: 5-10 PM

Elevated classic Japanese dishes beyond the usual sushi restaurant in an intimate environment. This restaurant will expand your horizons of Japanese cuisine. Reservations are highly encouraged.

### **Lilou**

Open: 5 PM-1 AM

The latest venture of the dynamic duo, Aaron Thompson and Jessica King (of Brother Wolf and Osteria Stella), Lilou brings the festive foodie into the realm of the French brasserie with classic and contemporary French dishes. Reservations highly encouraged.

### **Myrtle's Chicken and Beer**

Open: 11 AM-11 PM

Word on the street is that this is a favorite of cathedral musicians. Southern classic dishes in cozy environs, what more could you ask?

### **Nama Sushi Bar**

Open: 11 AM-10:30 PM

Boasting both the classic and the creative, this Japanese sushi restaurant will delight those looking for a fun sushi dinner in either downtown or Bearden districts. Reservations encouraged.

### **Not Watson's Kitchen and Bar**

Open: 11 AM-11 PM

If you're looking for locally sourced, Not Watson's is your place. Organic, farm to table meets culinary creativity. Reservations are encouraged.

### **Oliver Royale**

Open: 4-10 PM

Serving fresh and bold flavors from locally sourced ingredients. Part of the historic Oliver Hotel. Reservations highly encouraged.

### **Soccer Taco**

Open: 11 AM-12 AM

Knoxville's classic mexican sports bar featuring all your favorites. No reservations, just check it out!

### **Stock & Barrel**

Open: 11 AM-11 PM

Burgers and Bourbon meet in this library of rich flavor. Reservations are highly suggested.

### **The Tomato Head**

Open: 11 AM-9:30 PM

A hip, casual pizzeria serving light, hearty, and vegetarian fare. Sandwiches, salads, pizza, and more!

### **Tupelo Honey**

Open: 10 AM-9 PM

A popular southern comfort food destination. Reservations are highly encouraged.

### **Downtown (But a longer walk to the 100 Block and the Old City)**

### **Boyd's Jig and Reel**

Open: 11:30 AM-12:30 AM

Craving a classic Scottish pub experience? Look no further than Boyd's Jig and Reel. You'll think you've travelled across the pond!

### **Harvest**

Open: 11 AM-11 PM

Land, sea, and vine collide in this seasonally fresh Knoxville favorite of both downtown and Bearden districts. Reservations are encouraged.

### **Lonesome Dove**

Open: 5 PM-11 PM

This creative culinary treat comes from the heart of Texas and is served with modern sophistication. Reservations are highly encouraged.

### **Kefi**

Open 4 PM-12:00 AM

Kefi, or "Profound Passion," is the root philosophy of this gastronomic Greek dive in the heart of Knoxville's Old City. Reservations available online.

### **Osteria Stella**

Open: 5 PM-10 PM

Authentic Italian dishes paired with classic aperitivo beverages in Knoxville's Old City. You won't want to miss this star among the many downtown favorites.

### **West Knoxville**

West Knoxville boasts of many classic American chain restaurants as well as some local favorites like Calhoun's, Chesapeake's, Smoky Mountain Brewery, Firebirds, Parkside Grill, Abridged Beer Company, Mellow Mushroom...the list goes on! Check out all Knoxville has to offer on Google or ask around the delegations to see what stands out amongst the many restaurants in Knoxville.





# Minutes

**Minutes of the 40th Annual Convention  
of the Episcopal Diocese of East Tennessee**

**Appendix 1 - Nominations Made After the Publication Deadline**

**Appendix 2 - Copy of General Convention Resolution A087**

**Appendix 3 - Bishop's Address**

**Appendix 4 - Resolutions of Appreciation and Affectionate Greetings from  
the 40th Annual Convention of the Diocese of East Tennessee**

**Appendix 5 - Links to Convention Videos**



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**Minutes**

**Saturday, February 10, 2024**

**Episcopal School of Knoxville, Gooze Hall**

**10:00 AM Morning Prayer**

**The Rev. Matt Farr**  
*Chaplain, The Episcopal School of Knoxville*

**10:30 AM Call to Order**

**The Rt. Rev. Brian L. Cole**  
*Diocesan Bishop*

- The Convention was Called to Order by Bishop Cole at 10:27 am and took care of some housekeeping items.

**Welcome to Middle East Tennessee**

**Dr. Jack Talmadge**  
*Head of School, The Episcopal School of Knoxville*

- The Convention was welcomed to ESK by Dr. Jack Talmadge who invited those in attendance to explore the grounds of the school.

**Welcome New Cures, Postulants, and Candidates**

**The Rt. Rev. Brian L. Cole**

- New Cures to the diocese were introduced by the bishop.
  - The cures were acknowledged with “hooting, hollering, and clapping”.
- Postulants in the diocese were introduced by the bishop.
  - Postulants were acknowledged with “hooting, hollering, and clapping”.
- Newly ordained transitional deacons were introduced to the convention as well and postulants not in attendance were welcomed to the convention.
  - All were acknowledged with “hooting, hollering, and clapping”:

**Report from Committee on Credentials**

**Mr. Chris Cone**  
*Committee on Credentials*

- Clergy Delegates: 74
- Lay Delegates: 124
- Total Delegates: 198
- 3 provisional delegates
- 145 visitors
- Total registered in attendance: 346
- The newly formed Parish of St. Michael's, Kingsport, was welcomed to the convention.
  - The Rev. Jon Hermes spoke about the merger of the parishes of St. Timothy's and St. Christopher's and spoke of the resurrection of the new congregation.
  - He noted that it has been an extremely positive and affirming endeavor and thanked the diocese for their support.
    - The Rev. Hermes read Title IV. Section II to the convention.
- Bishop Cole moved the convention to adopt by acclamation the welcoming of St. Michael's as a parish in the diocese, and to fully certify their delegates: Liz Martin, Doug Keen, and Anne Davis.
  - The motion was fully accepted with no opposition.
- With the addition of St. Michael's, the total number of voting delegates is now 201.



## **Resolution regarding Order of Business**

**The Rev. Mark Holland**  
*Parliamentarian*

- Moved to adopt the resolution to adopt the order of business for the day.
- It passed by acclamation.

## **Resolution regarding Rules of Order**

**The Rev. Mark Holland**

- Moved to adopt the Rules of Order.
- Rules of Order passed by acclamation.

## **Consent Agenda**

**The Rev. Christopher Hogin**  
*Secretary to Convention*

- Rev. Hogin spoke about the Consent Agenda before the convention.
- Bishop Cole affirmed all of this by blowing his pontifical kazoo.
- Rev. Hogin explained the process of voting and debating the consent agenda.
- Rev. Hogin moved to adopt the consent agenda.
- The Consent Agenda was adopted by acclamation.

## **Last Call for Resolutions**

**The Rev. Christopher Hogin**

- Rev. Hogin noted that no resolutions were received from the floor. Two additional nominations were received (see Appendix 1: Nominations Made After the Publication Deadline).
- Three resolutions will be addressed at this convention.
  - Two from Constitution and Canons
  - One from General Resolutions
- Bishop Cole spoke about the Justice in Banking resolution that was brought to the convention last year. He noted that it was forwarded to Bishop and Council and Becoming Beloved Community. Bishop Cole acknowledged there was a breakdown in the communication process regarding this resolution and that Bishop and Council will be renewing their work on this resolution and will be offering their findings to the diocese.
- Bishop Cole noted that racism is an ongoing factor in our community.

## **Report from Commission on Ministry**

**The Rev. Amy Morehous & The Rev. Derrick Hill**  
*Co-Chairs, Commission on Ministry*

- The Rev. Derrick Hill and the Rev. Amy Morehous gave their report from the Commission on Ministry.
  - The theme of their presentation was “Here We Are”.
  - They noted that for us to say “Here we Are” someone must say “Here I Am”.
  - Discernment is best done in community with others.
  - The discernment process was summarized.
  - The Commission on Ministry is not just for those ordained, but also for lay ministry and religious life.
  - Three Ordinations were celebrated in 2023
  - Four have taken place so far in 2024
  - Several individuals are in the process currently.
  - The next Here I Am Day will be at ESK on April 27th.

## **Election & Balloting Instructions**

**Mr. David Sanders & Dr. Adam Bean**  
*Co-Chairs, Committee on Elections*

- Mr. David Sanders introduced the elections at the Convention:
- Two non-contested elections
  - The committee recommended election by acclamation for the non-contested elections.
  - All were elected by acclamation and the bishop invited the convention to “hoot, holler, and clap”.
- Two elections
  - Standing Committee, Lay members
  - Trustee of the University of the South, Lay
- Dr. Adam Bean explained the voting procedures to the Convention.
- The convention was then put on recess until 11:35 am.

## **Report from University of the South**

**Dr. Robert W. Pearigen**  
*Vice-Chancellor, University of the South, Sewanee*

- The Convention resumed with a report from the Vice-Chancellor of the University of the South.
- See the attached document for his words.

## **Report from Committee on Elections**

**Mr. David Sanders & Dr. Adam Bean**

- Voting closed at 11:35 am.

## **Report from Committee on Constitution & Canons**

**The Hon. L. Marie Williams**  
*Chair, Committee on Constitution & Canons*

- The Hon. L. Marie Williams addressed the convention.
- She spoke about the two resolutions that the committee had brought before the convention.
  - In addition, to these resolutions, she reported that the committee has discussed modifying the canons to better respond to changing demographics across the diocese.
- Resolution 2024-03 was then presented to the convention.
  - Canons regarding lay ministers’ language updated and revised.
  - Time for questions from the floor was then given.
  - No questions were presented.
- Resolution 2024-04 was then presented to the convention.
- This resolution would amend and add to the canons regarding places of worship and the mergers of parishes.
- Canon three has been added under this section of the canons regarding the merger of parishes.
- Time for questions from the floor was given.
- No questions were presented.
- The Hon. L. Marie Williams motioned to adopt 2024-03 as reported.
- The motion passed with no opposition.
- 2024-04 was then motioned.
- The motion passed with no opposition.

## **Report from Committee on Elections**

**Mr. David Sanders & Dr. Adam Bean**

- Mr. David Sanders and Dr. Adam Bean then presented the results to the convention.
  - Abby Haase was elected to the Standing Committee with 131 votes. Melissa Everett received 59 votes.
  - Sarah Johnson was elected as Trustee to the University of the South with 119 votes. Troy Eichenberger received 71 votes.

## **Report from Committee on General Resolutions**

**The Rev. Matthew Farr**  
*Chair, Committee on General Resolutions*

- The Convention resumed at 2:00 pm.
- The Rev. Matt Farr reported from the Committee on General Resolutions.
  - The General Resolutions Committee held a hearing on February 6th.
  - The Committee presents Resolution 2024-05
    - The resolution asks for the creation of a diocesan task force on achieving carbon net neutrality (see Appendix 2: Copy of General Convention Resolution A087).
      - Tom Anderson was the resolutions representative to the Convention and gave a synopsis of the resolution.
      - In this resolution, the diocese would be creating a resource for parishes who would like to learn more about achieving carbon neutrality to turn to within the diocese.
    - Rev. Farr stated that this resolution presents a goal and not a mandate.
    - Bishop Cole presented the resolution for questions from the floor.
      - There were no questions.
    - Grace, Chattanooga moved to adopt the resolution.
      - There were no votes against the resolution.
    - The resolution was adopted.
- Bishop Cole then said that more information regarding the Small Church Taskforce adopted at the last convention will be coming soon.

## **Report from Finance Committee & Treasurer**

**Mr. John Hicks**  
*Chair, Finance Committee*

- Mr. John Hicks gave a brief report on the proposed Diocesan Budget.
- A motion was made to pass the proposed budget.
  - The budget was passed by acclamation, with no votes in opposition.

## **Report from Standing Committee**

**The Rev. Dr. Ken Saunders**  
*President, Standing Committee*

- The Rev. Dr. Ken Saunders gave a report from the Standing Committee.
- The committee consented to 9 bishop elections in the past year.
- The Standing Committee worked on several property sales over the past year.
- The Standing Committee consented to the ordination of several individuals as well.

## **Bishop's Address**

**The Rt. Rev. Brian L. Cole**

- The Rev. Dr. Ken Sanders took the bishop's seat as the bishop began his address.
- See the attached document for the text of his address.

## **Resolutions of Greetings & Affection**

**Mr. Jon Humber**  
*Diocesan Episcopal Engagement Specialist*  
**Ms. Emily Kirk**  
*Diocesan Parish Support Specialist*

- Resolutions of Greetings and Affection were given. See attached for the document containing them.
- The bishop moved for one more Hooting, Hollering, and Clapping.

## **Invitation to 41st Annual Diocesan Convention**

**The Rt. Rev. Brian L. Cole**

- ESK will be hosting the convention again next year on February, 8th.

## **Closing Prayer**

**The Rev. RJ Powell**  
*Chaplain, Tyson House Campus Ministry*  
**Mr. Thomas Bleeker**  
*Tyson House Delegate*

## **Convention Adjourns**

**The Rt. Rev. Brian L. Cole**

- The convention was adjourned at 2:57 pm.



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**Appendix 1: Nominations Made After the Publication Deadline and Before the Close of Nominations from the Floor, February 9, 12:00 PM**

**BISHOP AND COUNCIL**

Lay Middle East Area Nominee

**Ms. Courtney Manrod**, St. Stephen's, Oak Ridge

*Nominated by the Rev. Bailey Norman, St. Stephen's, Oak Ridge*



Courtney has been a parishioner of St. Stephen's Episcopal Church in Oak Ridge TN since 1985.

Through the years she has served St. Stephen's in multiple capacities, multiple times including elementary Sunday School teacher, Stewardship Chair, Christian Formation Director, Calling Committee Chair as well as Junior and Senior Warden. She is both delighted and grateful to be a member of the East Tennessee Episcopal Cursillo (ETEC) 4th Day community, having completed Cursillo #44 in October 2015. She previously served the Diocese of East Tennessee (DIOET) in 2003 -2005 timeframe as a member of a diocesan task group coordinating conversations about human sexuality and the church.

Courtney is widowed. She has an adult daughter, two adult stepsons, and 7 grandchildren. A few years ago, she retired from program and operations management at the Department of Energy Oak Ridge facilities to farm life in West Knoxville where she keeps busy raising dogs, chickens, goats and, occasionally, vegetables. She would be delighted to serve the DIOET on Bishop and Council.

**TRUSTEE, UNIVERSITY OF THE SOUTH**

Lay

**Ms. Sarah Johnson**, St. Paul's, Chattanooga

*Nominated by the Mr. Kilby Allen, Grace, Chattanooga*



Sarah Johnson graduated from the University of the South in 2006 with a B.A. in history and a minor in classics. As a student, she was active in many on-campus organizations and sang in the University choir. After graduating, she moved back to Sewanee and spent four years working for the University in the student life department. She is an active member of St. Paul's, Chattanooga, and has sung in the St. Paul's choir for over a decade. She currently works as a CPA in the tax department of a regional public accounting firm. Sarah has worked with and served on the boards of a number of charitable organizations in the Chattanooga area, including the Boys and Girls Club, the Jr. League, the Choral Arts Society, and Northside Learning Center. She's married to Joshua Johnson (Sewanee C'05) and has a 9 year old daughter. She is a first-time nominee and is excited about the opportunity to give back to the university that has played such an important role in her life.





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**Appendix 2: Copy of General Convention Resolution A087**

***Resolved,* That the Episcopal Church commit to a goal of net carbon neutrality in its operations and the work of staff, standing commissions, interim bodies, and General Convention by 2030, through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; and be it further**

***Resolved,* That the General Convention encourage the Presiding Bishop's staff to take concrete actions to reduce fossil fuel emissions from travel by said groups, such as through online meetings or regional gatherings; and be it further**

***Resolved,* That the General Convention encourage the Presiding Bishop's staff to draft a policy to offset one hundred percent of fossil fuel emissions from unavoidable travel by said groups, either through an internal offset program or through purchase from duly investigated, responsible, and ethical partners, with appropriate accountability and oversight; and be it further**

***Resolved,* That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$70,000 per year for the implementation of this resolution, taken from existing travel budgets, in order to offset approximately 3500 tons of carbon dioxide equivalent (the average annual travel emissions of said groups from previous years) at a rate of \$20 per ton; and be it further**

***Resolved,* That the General Convention encourage the Presiding Bishop's staff to establish an internal offset program including such activities as carbon forestry and regenerative agriculture, with appropriate oversight to ensure that the program meet the five commonly accepted traits of responsible offset programs: real, permanent, verifiable, additional, and enforceable; and be it further**

***Resolved,* That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$25,000 to establish this internal offset program, comprising \$15,000 to cover wages and benefits for a part-time Offset Specialist and \$10,000 for implementation and promotion of the program; and be it further**

***Resolved,* That the General Convention encourage parishes, dioceses, schools, camps, and other Episcopal institutions to pursue their own goal of net carbon neutrality by 2030 through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; and be it further**

***Resolved,* That the General Convention request the diocesan bishops of every diocese to begin to build networks of landowners and creation trustees in each diocese who will devote portions of their land to reforestation, prairie restoration, wetland and coastland preservation; adopt and share regenerative agricultural and ranching practices; collaborate with neighboring dioceses for best water practices to protect our watersheds; collaborate on creative means of distributing food; and pray for future generations dependent on the land and water we steward; and be it further**

***Resolved,* That The Episcopal Church support and advocate for the subsistence rights of Indigenous people and policies that protect and preserve land and resources solely for subsistence use; and be it further**

***Resolved, That the General Convention encourage the Presiding Bishop's staff to develop and share resources for parishes and dioceses to commit to and work toward this goal, such as the online carbon tracker already created by the Diocese of California, as well as other online and print resources; and be it further***

***Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$50,000 to fund the development and promotion of these resources.***



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## Appendix 3: Bishop's Address

The Bishop's Address 2024  
February 10th  
Episcopal School of Knoxville  
The Right. Rev. Brian L. Cole

Good afternoon. Before I begin, I would ask that we pray. The Lord be with you.

Almighty and everlasting God, by whose Spirit the whole body of your faithful people is governed and sanctified: Receive our supplication and prayers, which we offer before you for all members of your holy Church, that in their vocation and ministry they may truly and devoutly serve you; through our Lord and Savior Jesus Christ, who lives and reigns with you, in the unity of the Holy Spirit, one God, now and forever. Amen.

When Bishop William Sanders began to serve as Bishop Diocesan in the Diocese of Tennessee in 1977, after 15 brief years as Bishop Suffragan, the idea of a new diocese in East Tennessee was first suggested. In 1984 and 1985, Conventions were held which formally established this Diocese. Since then, each year in Convention, through worship and business, through budget discussion and passage, through conversations and elections and formation and fellowship, we have been invited to answer the call to ministry for the year ahead. Today, we do so for the 40th time. So, from our beginning, we have been called again and again.

Here We Are: Heeding God's Call Again and Again is our theme for this 40th Convention of the Episcopal Diocese of East Tennessee. I was present at the communal brainstorm when members of the Commission on Ministry, while reflecting on what they have learned regarding how the shape of Christian ministry is changing, first said out loud this phrase which is today's theme.

I believe I am recalling it correctly when I note a few things about that morning's conversation.

Your Commission on Ministry, COM for short, is clear that all baptized Christians are called to ministry. While the Commission is primarily charged to support persons discerning a call to the diaconate or priesthood, that work is rooted with the conviction that God's call to ministry is one that all of us can answer. The COM is not seeking to say yes or no. The COM has embraced the wisdom of the comedy improvisation game of "Yes, And..." YES, God is moving in your life, AND how might this moment, and those listening and learning with you, help add to what is the next faithful step?

Here We Are also embraces the deep wisdom that the call to ministry is best sustained in community. Ministry that is shared and that invites others to join is a ministry for the long-haul. Unless you have the rare call to be a solitary, the Christian life is meant to be lived in community. We need each other.

Also, our location in East Tennessee matters. I believe I have shared the Flannery O'Connor quote before that, "somewhere is better than anywhere."

So much of the call to ministry is rooted in rootedness. A particular place calls you. A particular ministry in a local context enlivens you. The somewhere that we encounter in East Tennessee, be it city or countryside, is deserving of our listening before speaking, of learning what is in front of us before teaching the lesson we already had prepared. For many of our children and youth, that place in them is Grace Point. East Tennessee is the place where we stand.

In my tenure as your bishop, I have had the opportunity to hear many of your stories, of who you are, and how you have been called. It is the rare story about call which does not include a call to this place, either a call to stability in staying home or a call from away to journey here to these mountains. God is calling you here.

While we are situated in East Tennessee, it is from this place that we encounter the rest of the world. This May, our Diocese will welcome Bishop Given Gaula and Mother Lillian from the Diocese of Kondoia in Tanzania for a week-long visit, as a part of a longer trip they are making in the United States. Plans for their time with us are still being developed. For the years that we have been in companion relationship together, our pilgrimages there have been an opportunity for East Tennesseans to witness how God is equipping the Church in a Muslim-majority region of Tanzania. We both have much to learn from each other.

I have also had a recent conversation with The Right Rev. Jonathan Folts, Bishop of the Diocese of South Dakota. For some years, our relationship with South Dakota has been lying fallow, though I am aware that many of our parishes here pray for the parishes in South Dakota. I am planning to make a trip sometime later this year to South Dakota, with the hope of considering what a renewed connection might mean for us. How might we learn from each other about life and ministry in the respective lands that shape us?

This year, 2024, we answer the next call to minister together while the Episcopal Church prepares to elect a new Presiding Bishop. While the House of Bishops will choose one person to serve as Presiding Bishop, I believe every bishop is discerning how the work of the episcopate remains constant, while also changing.

My prayer is that the next Presiding Bishop will surprise us by inviting Episcopalians to imagine, design, and inhabit an Episcopal Church that is able to meet the moment of 2024, not otherwise trapped in the nostalgia of sometime past.

I can also report that the bishops of Province IV, also known as the Province of Sewanee, the twenty dioceses in the southeastern United States, have begun meeting monthly for an early morning zoom call, for prayer and conversation about what feels most urgent in our respective work. Recent conversations have dealt with more offerings to support lay ministry and formation, creative ways to support small parish churches without consistent clergy leadership, and the need continually to revisit how the entire Episcopal Church funds and finances ministry and mission.

No matter how large and well-resourced a diocese is, every diocese is experiencing the changes and chances of this present moment. And just as a parish church can reach a moment of discernment to consider whether it is vital and viable, so too a diocese. Currently, in Wisconsin, Indiana, Michigan, and Pennsylvania, processes are underway where neighboring dioceses are exploring models for reunion, merger, or deep collaboration to sustain ministry in the days ahead. As those processes go forward, I believe we will see more dioceses enter those kinds of conversations.

Since the Commission on Ministry suggested our theme, it is worth noting the persons we have in process right now for ordination. At present, we have twelve postulants, four candidates, and five seekers in discernment. Those numbers include both for the diaconate and priesthood.

We currently have seminarians in residence at Sewanee, Virginia Seminary, and Berkeley at Yale Divinity. Along with traditional programs, we also have persons who are studying through distance-learning at Church Divinity School of the Pacific, Bexley Seabury, Mercer School of Theology, and the ACTS program at Sewanee.

Currently, we are funding two aided curacies through our Diocesan budget. Our aided curacy program supports half of the cost of a curate's compensation and benefits for two years, with the understanding that the parish church will take on the full cost of the curate for the third year while the curate searches for their

next call. This program is only open to persons who have discerned from the Diocese of East Tennessee.

Later this year, we are anticipating that two additional aided curacies will begin in our diocese. This is only possible because we have set aside additional funds beyond our operating budget to afford a third and fourth aided curacy.

The aided curacy program still operates with a traditional model of a newly ordained curate serving alongside a rector. While I would argue that this is an ideal way for a priest to begin parish ministry, I am aware there may come a time when we will need to explore some kind of aided vicar program, where a newly minted priest serves in a small parish that can only afford half of the full compensation of a full-time parish priest. For that possibility to succeed, we would have to create a means by which this new solo priest is mentored and supported by more seasoned colleagues beyond that parish. We do this work together.

God is calling all of us to ministry. The Diocese of East Tennessee continues to support equipping lay ministers in all our parishes. We do not equip lay ministers because there is a lack somewhere of ordained clergy. We equip lay ministers because we believe in equipping people who are being called.

In the area of lay ministry, I want to highlight three things. This past year, the first class of lay preachers from East Tennessee who participated in the Lay Preacher Training Initiative, supported by Trinity Wall Street, graduated and were commissioned at the National Cathedral in Washington DC in November. Canon Beverly Hurley Hill and The Rev. Amy Morehous served as local preaching instructors in this effort. At present, The Rev. Morehous is teaching a new class of lay preachers which meets at Diocesan House.

To preach is to tell a story, a story of the Good News, a story of where the preacher sees Scripture showing up in the world. To preach is to see the needs of the world and show us how the Word which we encounter in the words of Holy Scripture still speaks now. As a people who live in this region, we are a people of story, gifted storytellers, and people able to love a good story, and where a good story can take us.

The story of God, the story of the Good News, is a story that belongs to all of us, and our stories are rooted in the divine story. So, while we might not all have the gift of preaching, we all have a story. The more we learn to tell that story of God in us, the more gifts for preaching we will discover.

In August, a Leadership Summit was held at Grace Point Camp and Retreat Center, which brought together members of Bishop & Council, Standing Committee, Commission on Ministry Co-Chairs, and the President of the Disciplinary Board, with the goal of understanding how our respective work and decision-making impact each other. We left with a better sense of how we are called to share work together, appreciating that these different leadership bodies hold separate roles in this common work.

In September, the Diocese of East Tennessee served as a co-host with Sewanee's Center for Religion and Environment in a pilot project called, Learning to Lead from the Land. Dr Andy Thompson, who teaches at the School of Theology also serves as the Director of the Center. With financial support from the Episcopal Church, a small group of leaders from our diocese, as well as the Dioceses of West Tennessee, Tennessee, and Alabama gathered for two days at St Mary's Sewanee, with the intent of learning how Sewanee stewards the farm, food systems, trails, and lands that make up the Domain. How might the lands we are called to steward contribute towards healing? Also, how have we hurt the lands under our trust and what steps might we take to redeem that hurt, healing both land and the people on those lands?

I can report that it is the intent to offer another gathering like this at Sewanee, with the possibility of expanding the number of dioceses which participate. Sewanee is an Episcopal institution which belongs to all of us. In 2024, as we live with more harmful impacts from climate change, we need to learn what the land can teach us, in making amends and seeking justice, in living more simply and rightly with the resources entrusted to us by the Creator God.



Earlier today, we welcomed St. Michael's Kingsport into our diocesan life as a new parish, born out of the history of two older parishes. For me, the St. Michael's story this year has been an example of how people already called have been called again into something new.

For several years, there have been conversations regarding the existence of three parish churches in Kingsport, and how might they best minister, both individually and together. For the last few years, The Rev. Jon Hermes served as the priest to St. Timothy's and St. Christopher's. Beginning in late 2022, Fr. Jon reached out to Canon Bolt, alerting us that the Vestries of those two parishes were discerning whether they might be better together, as one parish church.

This began a series of conversations and meetings, with Canon Bolt and Archdeacon Askew and I meeting with Fr. Jon and the combined vestries to consider what was and what might be. Working closely with Chancellor Arrants, the lay leadership of two parishes made careful, Holy Spirit-filled decisions. They decided to become new and one. They decided that all would be changed in the process. The people of St. Timothy's would move to the campus of St. Christopher's. Together, however, that campus changed, too. It became St. Michael's.

Over Thanksgiving weekend, a Saturday evening liturgy took place at St. Timothy's Kingsport to secularize the space, to hold a last Episcopal liturgy there. The fire from that evening's Paschal Candle then led us the next morning to the new St. Michael's. On that morning, we confirmed and received numerous new members.

For me, the experience has truly felt like what a lay-led, clergy supported church could be. It was the people of St. Christopher's and St. Timothy's who felt called to change, to do something new. Their priest supported them in that new thing. And the people and clergy of St. Paul's Kingsport have endorsed this new effort, too, with the hope that this new parish church in Kingsport will be a blessing well beyond parish church walls. We pray it will be a blessing to all of Kingsport.

Also, today, with the changes we made to our Canons regarding how parish churches may merge, you have helped create a pathway forward, to put down on paper our learnings from an initial process led by the Holy Spirit, while we all did our best to keep up.

In 1984, Bishop Williams Sanders, in his sermon for the Primary Convention of the Diocese of East Tennessee, or the Convention before the first Convention, used an alliteration in his remarks. He spoke of the need for recollection, recommitment, and renewal.

Forty years later, I would like to conclude my remarks to you with an alliteration of a sorts. Except that I only have one word. Listen, listen, listen, listen.

In 1991, I spent a summer in Berea, Kentucky, that changed the course of my life. It was my first journey to Appalachia. I was there to participate in a summer seminary program, with seminarians and divinity school students from across the country. The director of the summer program and the organization that sponsored it was a Presbyterian clergyperson. The Rev. Dr. Mary Lee Daugherty, a daughter of a West Virginia coal miner, she had founded the organization.

In Fairchild Hall on the campus of Berea College, she began her remarks to us by saying, "Listen, listen, listen, listen." She went on to say that too many people with too many intentions, either good or ill, had traveled to Appalachia with preconceived ideas about the region and its people. Appalachia did not need any more people to come to her aid if they were not willing or able to listen. For, if we listened, we might learn that she did not need us to come to her aid.

That speech, that summer, changed my life. It changed it to the point that I am now here with you, in this work together.

So, going from here, I would simply repeat Mary Lee's words. Listen, listen, listen, listen.

In the classic book, *Listening*, by the Church of England deacon Anne Long, we see a four-fold approach to listening.

We listen to self. How do you listen to self? Well, tell me your story. Or, first, tell it to yourself. Write it down. Write it all down. Be sure to recognize yourself on the page. Trust that we need you and your story as God prepares to call us again. So, listen to self, to true self.

We listen to others. That can be hard, for it so tempting to have others simply listen to us. But when we listen to others, in our parish communities, in our neighborhoods, we learn that more stories and more perspectives exist beyond our own. Those stories and those perspectives stretch us. With humility and grace, they can remake us. With time and trust, they can make more space, both in us and in our communities. Space for healing, justice, understanding, and mutual support. But, first, we must listen to others.

We listen to the world. We listen to the hurt and the need. We listen, both to those with and without power. We listen to those who consider us to be friend and to those who consider us to be foe. We listen to the world, and then we consider how the Word that enlivens us might call us to respond.

Finally, we listen to God. Listening to God invites us to seek places where being able to hear God is more likely. That would suggest a retreat space, a quiet church, that prayer corner in your house. Still, small voice, right?

But do not be surprised if God also speaks to you at Table Graces Pantry on a food pickup morning, or at a Pride Festival, at Green Magnet Academy, or when a lay catechist welcomes a class of new pilgrims into a healing, enlivening church home. We go to those quiet places to listen for God. But once we have been to those quiet places, God is able to tune our hearts to hear wherever God chooses to speak, to abide, to reside.

I believe, and I am persuaded that God is still calling us, the Episcopal Diocese of East Tennessee. God is calling us, not to do our best imitations of 1977 or 1985. God is calling us now, to go from here to what is next.

As St. Paul told the church in Corinth, we never know what is next, for we see in a mirror, dimly. We do know God sees us clearly, even now. Even now, God sees us and has equipped with faith, hope, and love. With faith, hope, and love, with a community of companions, we are being called again.

So, listen, listen, listen, listen. And then let's go. AMEN.



## THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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### **Appendix 3: Resolutions of Appreciation and Affectionate Greetings from the 40th Annual Convention of the Diocese of East Tennessee**

Feb 10, 2024, around 3:45pm on the Convention floor

#### **Resolutions of Appreciation:**

Be it here resolved that the 40th Convention of the Diocese of East Tennessee expresses its appreciation to those members of Convention Committees whose gifted leadership fostered this convention of connection, inspiration, and prayerful discernment:

**The Credentials Committee:** Chris Cone and Jon Humber

**Convention Finance Team:** Mary Emblar, John Hicks, Jim Anderson

**The General Resolutions Committee:** The Rev. Matt Farr, The Hon. Marie Williams, The Rev. Canon Chris Hackett, and Ms. Elizabeth Jones;

**Communications & Technology:** Bro. Andrew Morehead, HP Video, Danny Harb, Roger Harb, Alexander Thomas, Aubrey Langley, Jacob LaRose, Matthew Laesecke, and Charlie Kirk

Be it here resolved that gratitude be offered to Canon Beverly Hurley Hill, Canon for Mission and Lay Ministry and our official Diocesan project manager, and the Rev. Christopher Hogin, Secretary of Convention, for their organization and coordination of Convention and institutional knowledge of what goes into making this event successful.

Be it here resolved that our generous thanks be offered to all the exhibitors in the ministries open house who enriched our gathering with their presence. May their ministries continue to flourish.

Be it here resolved that our grateful affection be shared with those who contributed to the orderliness of our business in their services as elections coordinators: Mr. David Sanders and Dr. Adam Bean; as Registration personnel: Jon Humber, Mary Emblar, Dianne Britton, Kevin Jeske-Polyak, and Drew Jeske-Polyak; and as Welcome personnel: the Venerable Jerry Askew, Laura Nichols, Vernon Britton, and Jesse Stinnett

Be it here resolved that copious gratitude be offered to our catering coordinator Emily Kirk, the staffs of the Gourmet's Market and Holly's Catering, The Donut Shop, Wild Love Bakery, Olmstead Beverage Company, The Roaming Cup, Flik Dining, and Benefit Your Life Bakery who ensured that we have been well-fed and cared for us with grace and generosity.

Be it here resolved that our deep affection and appreciation be offered to those whose creative and faithful gifts contributed to our worship throughout convention, including our Convention Eucharist: the Very Rev. John Ross, The Rev. Canon Chris Hackett, The Rev. Canon Thom Rasnick, Jason Overall, EJ Choi and the St. John's Cathedral Choir; also our Morning Prayer: Dr. Jack Talmadge, The Rev. Matt Farr, Tracy Ward, Ashton Gallagher, and all the participating students here at The Episcopal School of Knoxville; and our closing prayer to come, from The Rev. RJ Powell and Mr. Thomas Bleeker of the Tyson House Campus Ministry at UT, Knoxville.

Special thanks also to those laypeople who served at the Eucharist: Stuart Sprouse, Lloyd Terry, Lee Moreland, David Stanislawski, and a special personal thanks to Courtney Hicks: who by unfortunate coincidence of being the mother of a Diocesan staff member, gets dragged against her will into serving on a regular basis.

Be it here resolved that we send words of gratitude to all those who facilitated our workshops, tirelessly committing themselves to educating members throughout our diocese on myriad topics to enhance our mission and ministry, including The Rev. Claire Brown, Ms. Courtney Shea, Mr. Rick Held, The Rev. Derrick Hill, Ms. Margaret Bickley, The Rev. Erik Broeren, Ms. Freda Herron, The Rev. Canon Michael Spear Jones, The Rev. Canon SuzAnne Silla, Dr. Greg Phelps, Ms. Julie Novak, Ms. Mackenzie Teal, The Rev. Amy Bradley, and Mr. Drew Jeske-Polyak

Be it here resolved that high praise and hearty appreciation be communicated to the numerous individuals we simply do not have time to name here, especially our congregational hosts of St. John's Cathedral and our hosts here today at The Episcopal School who have tirelessly and cheerfully volunteered their time and talent in volunteer support of this convention: especially the custodial and office staff here at ESK and all the classroom teachers that so generously granted access to their facilities for many varied and important purposes. And now, the

### **Resolutions of Affectionate Greetings:**

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

Be it here resolved that warmhearted greetings and our unceasing prayers for their next frontier go out to all those who are departing committee positions or appointments in the Diocese of East Tennessee this year, with sincere gratitude for the gifts of their time, talents, and engagement in matters of Diocesan governance.

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

Ms. Marlin Sanders,

Rt. Rev. Charles von Rosenberg and Annie vonRosenberg,

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

And finally, Be it here RESOLVED that our deepest gratitude be extended to Mrs. Susan Weatherford, who tirelessly and lovingly supports our own Bishop, and for all the families of those here present, who are tending to matters at home to allow us to be fully present for the 40th annual Convention of the Diocese of East Tennessee.

### **Invitation**

And be it RESOLVED that by the decision of Bishop and Council, the 40th annual convention of the Diocese of East Tennessee shall be hosted in the Middle East Region of the diocese on February 9-10, 2023. All parishes, worshipping communities, and campus ministries are hereby invited to send delegates in accords with diocesan canon and all clergy are invited to attend.

Respectfully submitted,

Mr. Jon Humber and Ms. Emily Kirk

On behalf of

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



# THE EPISCOPAL DIOCESE OF EAST TENNESSEE

Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

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## Appendix 4: Video Links

Delegate Orientation: <https://vimeo.com/908718251?share=copy>  
Budget Presentation: <https://vimeo.com/907615348?share=copy>  
Constitution and Canons Presentation: <https://vimeo.com/907485270?share=copy>  
General Resolutions Presentation: <https://vimeo.com/907507512?share=copy>  
Budget Hearing: <https://vimeo.com/910949670?share=copy>  
Constitution and Canons Hearing: <https://vimeo.com/910151851?share=copy>  
General Resolutions Hearing: <https://vimeo.com/910622239?share=copy>  
Meet the Nominees: <https://vimeo.com/911684856?share=copy>  
Eucharist Homily: <https://vimeo.com/917955012?share=copy>  
Bishop's Address: <https://vimeo.com/918355461?share=copy>



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# Approved Diocesan Budget



THE EPISCOPAL DIOCESE OF EAST TENNESSEE  
 Reconciling All Things in Christ: *Here We Are: Heeding God's Call Again & Again*

**2024 Approved Diocesan Budget**

<b>2024 Proposed Budget</b>		
1	Voluntary Commitments	1,965,176
2	E.E.C. Support (Episcopate)	124,129
3	Miscellaneous	22,370
4	Trust Fund Income (Seminarians)	11,502
5	Prior Year Voluntary Commitments	
6	Revenue	2,123,177
7	Release of Reserve Funds	14,473
8	Curacy Fund	45,000
9	Fund Transfers	59,473
10	<b>Total Funds Available</b>	<b>2,182,650</b>

11	<b>DIOCESAN MINISTRY</b>	
12	Bishop & Council	1,440
13	Community Partnerships	32,000
14	Stewardship	3,500
15	Christian Spiritual Formation	6,275
16	Grace Point Camp & Retreat Center	133,587
17	Episcopal Institutions	1,500
18	Liturgical Commission	750
19	Office of Communications	103,053
20	Standing Committee	4,500
21	<b>Total DIOCESAN MINISTRY</b>	<b>286,605</b>

22	<b>MISSION WITHIN THE DIOCESE</b>	
23	Support for Mission and Lay Ministry	117,785
24	Becoming Beloved Community	15,000
25	Support for Camp Scholarships	4,000
26	Support for Congregations	51,610
27	Support for Campus	180,002
28	Support for Youth	108,334
29	Support for Young Adults	7,000
30	<b>Total MISSION WITHIN THE DIOCESE</b>	<b>483,731</b>

31	<b>MISSION BEYOND THE DIOCESE</b>	
32	Sustainable Development Goals	15,334
33	TEC Pledge	248,965
34	General Convention Deputies	10,000
35	ECW	1,000
36	General Convention Bishop	3,000
37	Lambeth Conference	1,000
38	Province IV Synod Pledge	2,187
39	Synod Deputies	3,000
40	<b>Total MISSION BEYOND THE DIOCESE</b>	<b>284,486</b>

41	CLERGY SUPPORT	
42	Clergy Transition	153,885
43	Clergy Professional Development	5,500
44	Commission on Ministry	247,954
45	Medical Insurance - Retired	10,896
46	Sabbatical Scholarship	1,000
47	Support of Clergy & Family	7,700
48	Support for Retired Clergy	500
49	<b>Total CLERGY SUPPORT</b>	<b>427,435</b>
50	SUPPORT FOR THE EPISCOPATE	
51	Bishop's Ministry	179,476
52	Support for the Bishop's Ministry	80,000
53	Bishop Search & Transition Reserve	10,000
54	Office Salaries	272,892
55	Staff Continuing Education	10,000
56	<b>Total SUPPORT FOR THE EPISCOPATE</b>	<b>552,368</b>
57	FIXED COSTS FOR MINISTRY	
58	Accounting & Audit	38,500
59	Convention & Journal	10,250
60	Diocesan House Expenses	65,000
61	General Insurance	24,275
62	Maintenance Reserve	10,000
63	Property & Taxes	0
64	<b>Total FIXED COSTS FOR MINISTRY</b>	<b>148,025</b>
65	CONTINGENCIES / RESERVES	
66	<b>Total Expenses</b>	<b>2,182,650</b>
67	FUNDS REMAINING	-

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# 2023 Constitution and Canons

# CONSTITUTION & CANONS

OF THE DIOCESE OF EAST TENNESSEE



ADOPTED BY THE 2023 ANNUAL CONVENTION

The following is hereby certified to be the corrected text of the Constitution and Canons of the Diocese of East Tennessee as in effect at the conclusion of the Thirty-ninth Annual Convention, Feb. 3-4, 2023, and is published in accordance with the authorization of the said Convention.

A handwritten signature in black ink, appearing to read "L. Marie Williams". The signature is written in a cursive style with a large initial "L" and a long, sweeping underline.

L. Marie Williams,  
Chair Constitution and Canons Committee

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## **CONSTITUTION**

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

### **ARTICLE I. Name of Diocese**

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

### **ARTICLE II. Recognition of the Authority of The Episcopal Church**

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

### **ARTICLE III. Meetings of the Convention**

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

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

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

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

### **ARTICLE IV. The Membership of the Convention**

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

### **ARTICLE V. Quorum**

One-third of all Clergy canonically and physically resident in the Diocese and one-third of all the delegates entitled to seats and votes, including at least one Delegate from a majority of congregations in union with the Diocese, shall constitute a quorum for the transaction of business at meetings of the Convention. A majority of those present at a meeting of the Convention may adjourn.

### **ARTICLE VI. Clergy and Delegates to Deliberate in One Body**

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

## **ARTICLE VII. The President**

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

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

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

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

## **ARTICLE VIII. The Secretary and Treasurer**

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

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

## **ARTICLE IX. The Standing Committee**

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

## **ARTICLE X. Wardens and Vestry**

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

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

**ARTICLE XI. Election of a Bishop**

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

**ARTICLE XII. Constitution, How Amended**

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

## TITLE I ORGANIZATION

### CANON 1: Definitions

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

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

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

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

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

“The Bishop” means the Bishop of the Diocese.

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

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

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

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

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

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

“Cure” means a place of ordained ministry.

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

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

“Journal” means the Journal of the Annual Convention.

“Laity” means the body of worshippers as distinguished from clergy. One who has been and no longer is Clergy shall not be qualified to stand for election or appointment to a position reserved to the laity.

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

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



“Secretary” means the Secretary of the Diocese.

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

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

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

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

## **CANON 2: The Corporation**

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

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

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

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

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

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

## **CANON 3: Meetings of the Convention**

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

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

**(b)** All meetings of Convention shall be conducted in person, unless directed by the Ecclesiastical Authority. If so directed by the Ecclesiastical Authority, any meeting of the Convention, including meetings for the conduct of pre-Convention business, may be conducted in whole or in part through the use and by means of remote communication. A member participating in a meeting conducted by remote communication shall be deemed present in person and shall be entitled to vote at the meeting regardless of whether that meeting is at a designated place or conducted solely by remote communication.

**(c)** The Ecclesiastical Authority shall provide each member participating remotely with a reasonable opportunity to participate in the meeting, including the opportunity to vote on matters submitted to the members, and to read and hear the proceedings of the meetings substantially concurrent with those proceedings [as provided in the Rules of Order and Order of Business].

**(d)** Reasonable measures shall be implemented to verify that each member deemed present and permitted to vote at a meeting conducted by remote communication is entitled to vote, and that a record is maintained of each vote or official action taken [by a member] by remote communication means.

**(e)** The decision to convene a meeting of Convention through the use and by means of remote communication shall be within the sole discretion of the Ecclesiastical Authority, upon consideration of the physical risk(s) of gathering in person; the nature of special issues to be considered at such Convention; the existence of impediments to travel, facilities or accommodations; the timelines of notice, planning and preparation of Convention; or, consideration of emergency provisions that may be necessary. The decision to convene and operate by remote means shall be confirmed and notice provided at least sixty (60) days prior to the date of Convention.

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

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

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

**Sec. 6. (a)** Rules of Order and an Order of Business shall be adopted for the government of the Convention. The Rules of Order and Order of Business adopted at the previous Convention, if no action is taken to the contrary, shall be in force for the succeeding Convention, with any amendments as may be made thereto by the Convention.

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

**(c)** Voting by proxy is prohibited.

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

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

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

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

**(3)** A Worshipping Community, upon application to the Bishop, may be permitted to select one lay delegate with seat, voice and vote. The application shall be made to the Bishop by ninety days prior to the Convention. The

Bishop may grant or deny the application in his or her discretion. The application process shall be delineated by Diocesan policy and procedure.

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

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

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

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

**Sec. 9.** In case any Vestry shall fail to elect Lay Delegates, or in case all the Delegates and Alternates elected from any Parish shall fail to attend the Convention, the Rector of such Parish shall have the authority to appoint one Lay Person, who shall be a Confirmed Communicant of the Parish in Good Standing, to represent the Parish in the said Convention as a Lay Delegate.

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

#### **CANON 4: The Cathedral Church**

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

**TITLE II**  
**EXECUTIVE — Officers and Commissions**

**CANON 1: General Power**

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

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

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

**CANON 2: Secretary and Treasurer**

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

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

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

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

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

**CANON 3: Registrar**

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

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

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

**CANON 4: Chancellor**

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

**CANON 5: Deputies**

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

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

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

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

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

**CANON 6: Commission on Ministry**

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

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

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

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

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

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



## **CANON 7: Bishop and Council**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **CANON 8: Committee on Constitution and Canons**

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

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

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

#### **CANON 9: Agreements with Other Dioceses**

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

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

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

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

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

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

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

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

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

**CANON 1: Real and Personal Property**

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

## **CANON 2: Episcopal Endowment Corporation**

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

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

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

**Sec. 4.** The Corporation shall submit an annual audit performed by an independent Certified Public Accountant showing the status of the investments in the fund. This report shall be submitted to the Convention and those

institutions within the Diocese that have funds entrusted to the Episcopal Endowment Corporation for investment.

### **CANON 3: Church Funds and Audit**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **CANON 4: The Pension Fund**

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

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

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

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

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

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

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

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

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

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

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

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

### **CANON 5: Camp and Retreat Center**

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

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

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

**TITLE IV  
PLACES OF WORSHIP**

**CANON 1: Parishes**

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

## **CANON 2: New Parishes**

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

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

### ARTICLES OF ASSOCIATION OF PARISH

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

The name of this Parish shall be \_\_\_\_\_.

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

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

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

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

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

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

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

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

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

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

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

### **CANON 3: University and College Chapels**

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

#### **APPLICATION TO THE BISHOP**

Right Reverend Father in God:

We, the undersigned, members of the Academic Community of \_\_\_\_\_, the Diocese of East Tennessee, being desirous of obtaining the ministry of the Church, and ready according to our several ability, to sustain the same, do hereby request you to provide for us as you deem proper and expedient. We do hereby promise conformity to the Doctrine, Discipline, and Worship of the Church; and, further, we promise to obey

the Constitution and Canons of The Episcopal Church and of The Diocese of East Tennessee. We therefore ask to be established as a Chapel or Center of the Church under the name of: \_\_\_\_\_.

(Signed) \_\_\_\_\_

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

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

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

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

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

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

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

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

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

#### **CANON 4: Restrictions on Organization**

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

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

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

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

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

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

#### **CANON 5: Article IV Adjudications**

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

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

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

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

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

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

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

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

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

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

## TITLE V MINISTERS

### CANON 1: Calling to Cure of Souls

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

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

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

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

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

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

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

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

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

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

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

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

*Supply* - A Priest who conducts weekday and Sunday services.

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

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

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

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

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

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

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

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

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

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

## CANON 2: Lay Ministries

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

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

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

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



## TITLE VI LEGAL

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

### **CANON 2: Discipline Structure**

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

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

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

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

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

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

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

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

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

### **Sec. 2.06 Preserving Impartiality.**

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

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

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

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

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

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

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

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

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

### **CANON 3: Costs and Expenses**

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

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

### **CANON 4: Records**

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

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

## **TITLE VII REGISTERS AND REPORTS**

### **CANON 1: Diocesan**

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

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

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

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

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

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

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

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

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

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

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

**CANON 1: The Standing Committee**

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

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

**CANON 2: Assisting Bishop(s)**

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

**CANON 3: Pre-Election Process**

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

**(a) The Search Committee**

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

**(2) The Search Committee shall:**

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

**(B)** receive nominations;

**(C)** review the qualifications of those being considered;

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

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

**(b) The Episcopate Finance Committee**

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

**(2)** The Episcopate Finance Committee shall:

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

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

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

**(c) The Transition Committee**

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

**(2)** The Transition Committee shall:

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

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

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

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

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

**(d) Committee Nominations and Nominations by Petition.**

The Standing Committee shall announce publicly and in written format to all Clergy and Lay Delegates the names of those nominated. Nominations by petition may be received by the Standing Committee for fourteen (14)

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

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

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

#### **CANON 4: The Electing Convention**

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

#### **CANON 5: Testimonials**

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



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

**Preamble**

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

**CANON 1: Definition**

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

**CANON 2: Declaration**

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

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

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

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

**CANON 3: Emergency Powers**

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

**CANON 4: Notice and Quorum**

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

### **CANON 5: Effect of Emergency Canons**

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

**TITLE X  
AMENDMENTS**

**CANON 1: Amendment Procedure**

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

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

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

**CANON 2: Effective Date of Amendments**

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

**CANON 3: Grammatical and Punctuation Changes**

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