



**The Journal of
The 41st Annual Convention of the
Episcopal Diocese of East Tennessee**

**February 7 & 8 2025
The Episcopal School of Knoxville**

*The Journal of the Proceedings of the 41st Annual Diocesan
Convention of the Episcopal Diocese of East Tennessee*

Published on March 27, 2025

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.



WiFi and Table of Contents

WiFi Network: DioETConvention

WiFi Password: Convention2025!

Handy Tip: Each line below has a bookmark to let you jump to a page quickly.

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The 2024 Constitution & Canons were the most recent edition in force at the time of the 41st Annual Convention.



Program

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

Wednesday, January 29, 2025

6:00 PM Delegate Orientation Zoom

Monday, February 3, 2025

7:00 PM [Justice in Banking Webinar](#) Zoom

Tuesday, February 4, 2025

7:00 PM [Meet the Nominees](#) Zoom

Wednesday, February 5, 2025

11:30 AM [Budget Presentation](#) Online

12:00 PM [Budget Hearing](#) Zoom

Friday, February 7, 2025

12:00 PM [Safe Church Training](#) St. Elizabeth's, Farragut

2:00 PM Justice in Banking Forum St. Elizabeth's, Farragut

6:00 PM [Convention Eucharist](#) Episcopal School of Knoxville, Siler Gym

7:30 PM Social Hour Googe Hall

7:30 PM Dinner on Your Own

7:30 PM Youth Lock-In Episcopal School of Knoxville

Saturday, February 8, 2025

Episcopal School of Knoxville

8:00 AM Delegate Registration and Check-In Opens Siler Gym Lobby

8:00 AM Ministry Fair and Refreshments Googe Hall

9:00 AM Gathering and Morning Prayer ([Find Your Table Number Here](#)) Siler Gym

9:30 AM Business Meeting and Visioning Sessions Siler Gym

12:00 PM Lunch Break Cafeteria and Classrooms

Business Meeting Resumes after Lunch Siler Gym

Post-Convention Survey

The 41st Annual Convention of the Episcopal Diocese of East Tennessee is a continuation to our return to Knoxville. We continue to strive to learn a great deal to carry with us into future meetings.

Please take a moment to reflect on your experience and share your feedback by scanning this QR code or by visiting bit.ly/2025DioETConventionSurvey



**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



Order of Business

Saturday, February 8, 2025

Episcopal School of Knoxville, Siler Gym
Streaming to dioceseconvention.org

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

8:00 AM	Attendance & Registration Check-in	Siler Gym Lobby
8:00 AM	Ministry Fair Opens	Googe Hall
9:00 AM	Gathering with Music	Siler Gym
9:15 AM	Morning Prayer	ETNyouth
9:30 AM	Call to Order	The Rt. Rev. Brian L. Cole <i>Diocesan Bishop</i>
	Welcome to the Episcopal School of Knoxville	Dr. Jack Talmadge <i>Head of School, The Episcopal School of Knoxville</i>
	Welcome from Host Clericus	The Rev. Bill McGee, The Rev. Lou Parsons The Rev. Ann Weeks <i>Chattanooga Clericus Representatives</i>
	Welcome New Cures, Postulants, and Candidates	The Rt. Rev. Brian L. Cole
	Report from Committee on Credentials	Chris Cone <i>Committee on Credentials</i>
	Welcome New Parish	The Rt. Rev. Brian L. Cole
	Resolution regarding Order of Business	Sara Sheppard <i>Parliamentarian</i>
	Resolution regarding Rules of Order	Sara Sheppard
	Consent Agenda	The Rev. Christopher Hogin <i>Secretary to Convention</i>
	Last Call for Resolutions	The Rev. Christopher Hogin
	Report from Commission on Ministry	The Rev. Amy Morehous <i>Co-Chair, Commission on Ministry</i>
	Report from Grace Point Camp & Retreat Center	The Rev. Brad Jones <i>Executive Director, Grace Point Camp and Retreat Center</i>
	Report from ETNyouth	Jesse Adkins <i>Missioner for Youth and Young Adults</i>
	Diocesan Strategic Visioning Update and Question 1	The Rt. Rev. Brian L. Cole

Balloting Instructions & Election	Dr. Adam Bean <i>Co-Chair, 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	Dr. Adam Bean
Report from Committee on Constitution & Canons, Report from Committee on General Resolutions	The Rev. Christopher Hogin
Report from Finance Committee & Treasurer	John Hicks <i>Chair, Finance Committee</i>
Report from Justice in Banking	Rick Roach, Kim Wilson Owen, Adam Hughes <i>Justice in Banking</i>
Report from Carbon Neutral Task Force	Courtney Shea <i>Chair, Carbon Neutral Task Force</i>
Diocesan Strategic Visioning Question 2	The Rt. Rev. Brian L. Cole
Mid-Day Prayer	Episcopal School of Knoxville Students
Lunch	
Report from Small Church Equity Task Force	The Rev. Jon Hermes and Beth Luehrs <i>Co-Chairs, Small Church Equity Task Force</i>
Report from Standing Committee	The Rev. April Berends <i>President, Standing Committee</i>
Diocesan Strategic Visioning Question 3	The Rt. Rev. Brian L. Cole
Bishop's Address	The Rt. Rev. Brian L. Cole
Diocesan Strategic Visioning Question 4	The Rt. Rev. Brian L. Cole
Resolutions of Greetings & Affection	Jon Humber <i>Diocesan Episcopal Engagement Specialist</i>
	Emily Kirk <i>Diocesan Parish Support Specialist</i>
Invitation to 42nd Annual Diocesan Convention	The Rt. Rev. Brian L. Cole
Closing Prayer	Heather Holland <i>Seminarian, St. John's, Johnson City</i>
Convention Adjourns	The Rt. Rev. Brian L. Cole



Convention Rules of Order

THE EPISCOPAL DIOCESE OF EAST TENNESSEE
41st ANNUAL CONVENTION – FEBRUARY 7-8, 2025
RULES OF ORDER

For adoption by Convention at the opening of business Saturday, February 8, 2025
*(The Rules of Order presented herein remain unchanged since approval by Bishop and Council in 2023
except where dates and grammatical corrections have been applied)*

The 41st Annual Meeting of the Convention of the Episcopal Diocese of East Tennessee will be held in person at the Episcopal School of Knoxville, Tennessee, on February 7 & 8, 2025, 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 2025 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 7, 2025 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.



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 2025 Convention Officers
- Resolutions 2025-01, 2025-02
- Rules of Order (pages 10-16)
- Appointments to Convention and Diocesan Committees



2025 Convention Officers

SECRETARY	The Rev. Christopher Hogin
ASSISTANT SECRETARY	The Rev. William Simerly
DIOCESAN TREASURER	John Hicks
ASSISTANT TREASURER	Jim Anderson
CHANCELLOR OF THE DIOCESE	George Arrants, Jr.
VICE-CHANCELLORS	Robyn Askew Leaba Cash Chris Cone Sarah Sheppard The Hon. Neil Thomas The Hon. L. Marie Williams
PARLIAMENTARIAN	Sarah Sheppard
REGISTRAR OF THE DIOCESE	Jon Humber



Consent Agenda Resolutions

**THE DIOCESE OF EAST TENNESSEE
2025 DIOCESAN CONVENTION
Resolution # 2025-01**

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 41st 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 41st Convention by means of remote viewing or in-person attendance.

**THE DIOCESE OF EAST TENNESSEE
2025 DIOCESAN CONVENTION
Resolution # 2025-02**

To ratify Bishop and Council actions regarding the 2024 Budget

PROPOSED BY: Bishop and Council

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

WHEREAS, by its action, the Fortieth Annual Convention of The Diocese of East Tennessee convened at the Episcopal School of Knoxville, on Saturday, February 10, 2024, 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 2024 Convention was \$2,182,650; and

WHEREAS, the actual budgeted disbursements were \$2,074,273; 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 2024 budget as approved by their various actions during 2024, be and are hereby ratified by this Convention as authorized and approved.



Convention Committees

CREDENTIALS

Chris Cone

Jon Humber

ELECTIONS

Dr. Adam Bean

Sara Sheppard

GENERAL RESOLUTIONS

Elizabeth Jones, *Chair*

The Rev. Bailey Norman

The Hon. L. Marie Williams



Diocesan Committee Appointments

COMMISSION ON MINISTRY

3-year term

The Rev. Gordon Brewer and The Rev. Amy Morehous, *Co-Chairs*
Jon Humber, *Staff Liaison*

Term expires 2026

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

Term expires 2027

The Rev. Claire Brown
The Rev. Elizabeth Farr
Alan Ragsdale

Term expires 2028

The Rev. Gordon Brewer
The Rev. John Mark Wiggers

CONSTITUTION AND CANONS

3-year term

The Hon. L. Marie Williams, *Chair*

Term expires 2026

The Rev. Gary Callahan
Leaba Cash

Term expires 2027

Ned Boehm
The Rev. Murdock Jones

Term expires 2028

The Rev. Michelle Bolt
The Hon. Neil Thomas
The Hon. Marie Williams

CLERGY CONTINUING FORMATION COMMITTEE

2-year term

Term expires 2026

The Rev. Rick Carter
The Rev. John Mark Wiggers

Term expires 2027

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

CONGREGATIONAL CONSULTANTS

1-year term

The Rev. Cn. Joseph Woodfin, *Chair*

Term expires 2026

The Ven. Jerry Askew
The Rev. John Dukes
The Rev. Howard Hess
The Rev. Joel Huffstetler
The Rev. Mandy Lippe
The Rev. Wally Reynolds
The Rev. Cn. SuzeAnne Silla
The Rev. Cn. Michael Spear-Jones

DIOCESAN ORDINATIONS OFFICER

1-year term

Jon Humber

DIOCESAN SAFE CHURCH ADMINISTRATOR

1-year term

Emily Kirk

EPISCOPAL ENDOWMENT CORPORATION BOARD

1-year term

Henry Lodge
Andy Oakes
Hugh Sharber

EXAMINING CHAPLAINS

2-year term

The Rev. Michelle W. Bolt, *Chair*

Term expires 2026

The Rev. Michelle Bolt
The Very Rev. Ward Ewing
The Rev. Dr. Howard Hess
The Rev. Claire Keene
The Rev. Dr. Will Levanway

Term expires 2027

The Rev. Zac Settle

FINANCE COMMITTEE

3-year term

Jimmy Stewart, *Treasurer*
Jim Anderson, *Assistant Treasurer*

Term expires 2026

Mr. Jim Milburn
O. E. “Sonny” Schow, IV

Term expires 2027

The Rev. Michele Simmons

Term expires 2028

John Hicks
Pete Hodges
The Rev. Mark Holland
Marilyn Roddy
Jeannie Rodgers

GRACE POINT CAMP AND RETREAT CENTER BOARD OF MANAGERS

3-year term

Margaret Bickley, *Chair*

Term expires 2026

The Rev. Brett Backus
The Rev. Elizabeth Farr
Erica Kramer
Julie Novak

Term expires 2027

Jim Anderson
Margaret Bickley
Jan Lewis
Kelly Maierhofer
MacKenzie Teal

Term expires 2028

Sara Hunt
Sara Norman
Jessica Wilds

INTAKE OFFICERS

1-year term

The Rev. Cn. Joseph Woodfin, *Canon to the Ordinary*

Laura Beasley

The Rev. Gordon Brewer

The Rev. Bill McGee

OPPORTUNITY FUND COMMITTEE

3-year term

Term expires 2026

The Rev. Brett Backus

The Rev. Jon Hermes

Term expires 2027

The Rev. Maribeth Manoff

John Mayo

The Rev. Ashton Sims

Term Expires 2028

Tommy Siler

RETIRED CLERGY CHAPLAINS

1-year term

The Rev. Gordon Brewer, *Upper East*

The Revs. Ken and Donna Brown, *Middle East*

Janet Hale, *South East*



Diocesan Task Force Appointments

CARBON NEUTRAL TASK FORCE

Courtney Shea, *Chair*

Sherry Burch

Kyle Lewis

Courtney Manrod

Bro. Andrew Morehead, OC

Jessica Posey-Dowty

SMALL CHURCH EQUITY TASK FORCE

The Rev. Jon Hermes and Beth Luehrs, *Co-Chairs*

John Mayo

The Rev. Amy Morehous

Andy Oakes

The Very Rev. John Ross

The Rev. Michele Simmons

Betty Vickers



Diocesan Working Group Appointments

BECOMING BELOVED COMMUNITY WORKING GROUP

1-year term

Amy Arrowsmith	Venice Peek
John DiDiego	Sylvia Peters
The Rev. Gayle Browne	The Rev. RJ Powell
Canon Beverly Hurley Hill	The Very Rev. John Ross
John Mayo	The Rev. Johnny Tuttle
The Rev. Lou Parsons	

CHRISTIAN FORMATION WORKING GROUP

1-year term

Canon Beverly Hurley Hill, *Chair*

Ann Backus	The Rev. Amy Morehous
The Rev. Kat Chappell	The Rev. Zac Settle
Kathleen Crevasse	The Rev. Johnny Tuttle
The Rev. Sean McEwen	Mr. Adam Wilson
Bro. Andrew Aelred Morehead, OC	

EVANGELISM WORKING GROUP

1-year term

Bro. Andrew Aelred Morehead, *Chair*

The Rev. Art Bass	Drew Jeske-Polyak
Sherri Bishop	John Blanch
The Rev. Johnny Tuttle	

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	The Rev. Ken Saunders
Mr. Jason Overall	



**Leadership Nominations
and Elections**



Leadership Nominations

BISHOP AND COUNCIL

Bishop and Council Positions Open

1 Clergy Middle East

1 Lay Middle East

1 Clergy South East

1 Lay South East

Term: Three-year terms ending in 2028.

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 Middle East Area Nominee- Vote for ONE



The Rev. Sean McEwen, St. Andrew's, Maryville

Nominated by the Rev. April Berends, Grace, Chattanooga

Sean McEwen is the Curate at St. Andrew's, Maryville, where he has served since 2024. He was ordained to the priesthood in June of 2024 having earned a Master of Divinity from the School of Theology at Sewanee where he served as class representative and Sewanee Community Council representative. He also holds degrees in history and religious studies, and served as a licensed lay preacher and catechist before entering seminary. He is a member of the diocesan task force on Christian Formation. Sean lives in Maryville with his husband, Lance.

Lay Middle East Area Nominee- Vote for ONE



Marilyn Roddy, Church of the Ascension, Knoxville

Nominated by the Rev. Amy Morehous, Church of the Ascension, Knoxville

Marilyn Roddy is a lifelong educator. She recently retired from the Pellissippi State Foundation as Director of Major Gift Development. Marilyn has been a member of the Church of the Ascension since 1988, serving as senior warden, altar guild member, Sunday school teacher and lay reader. She served two terms on the Episcopal School of Knoxville board of trustees. Marilyn and Patrick Roddy have been married for 39 years and have three daughters and two grandsons. Their daughters are active in their Episcopal parishes, currently serving on vestry and flower guild. Their grandchildren sing in the children's choir.

Clergy South East Area Nominee- Vote for ONE



The Rev. Maribeth Manoff, Church of the Nativity, Ft. Oglethorpe

Nominated by the Rev. Zac Settle, PhD, Grace, Chattanooga

Maribeth is the Priest in Charge at the Church of the Nativity in Fort Oglethorpe, Georgia. She is a 2020 graduate (M.Div.) of Sewanee's School of Theology, served a year as a resident chaplain at the UT Medical Center in Knoxville, and as a curate for two years at St. Paul's Episcopal Church in Chattanooga where she was ordained to the priesthood in 2022. Maribeth is grateful for her call to Nativity, "the little church with the big, big heart," where she has been serving since November of 2023.

Lay South East Area Nominee- Vote for ONE



Brent Hobby, Christ Church Episcopal, South Pittsburg

Nominated by Rob Woodfin, Delegate, Christ Church, South Pittsburg

Proven information technology leader with extensive experience in risk management, regulatory compliance, policy development, network and data center engineering and operations, incident response, sales support, and solution consulting. A leadership career marked by developing successful organizations through collaboration, communication, mentoring, and an understanding of shared governance; with a demonstrated history of successfully managing relationships with internal and external clients including Fortune 100 companies.



Dusty Kent, Church of the Good Shepherd, Lookout Mountain

Nominated by Elizabeth Jones, Delegate, Good Shepherd, Lookout Mountain

I have been a member of Good Shepherd for 17 years. My family and I have been involved with most everything Good Shepherd offers from services, Youth events, EfM, serving pancakes at our pancake supper and just about anything in between. In my first term on Vestry, I served as Junior Warden and Senior Warden. Currently, I'm serving my second term on Vestry where I've helped with our stewardship campaign and other areas like Parish Camp, Parish cookouts and our annual Mass in the Grass service. I am also a Verger and served as an Usher for many years.

STANDING COMMITTEE

Standing Committee Positions Open

1 Clergy

1 Lay

Term: Three-year terms ending in 2028.

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.

Lay Standing Committee Nominee- Vote for ONE



Daniel Ellis, Church of the Ascension, Knoxville

Nominated by the Rev. Amy Morehous, Church of the Ascension, Knoxville

I grew up on a farm in East Tennessee, baptized in the kitchen sink by a priest from St. Francis Episcopal Church, Norris. Beth and I have two children, Audrey(7) and Sam(2); we all serve as greeters. I recently finished my first vestry term at Ascension, where we've attended for nine years. I've served on several boards, including the Knoxville Bar Association, where I was honored for my service to the Access to Justice committee. When not injured, I enjoy running; when injured, I still enjoy nature, Legos and whatever my kids are into at the moment.

Clergy Standing Committee Nominees- Vote for ONE



The Rev. RJ Powell, Tyson House, Knoxville

Nominated by the Rev. Drew Bunting, St. Peter's, Chattanooga

The Rev. RJ Powell has served as a Chaplain at Tyson House, the Episcopal-Lutheran Campus Ministry at UTK, since 2016, full-time since 2022. He also serves as a priest associate at St. James, Knoxville. Fr. RJ has served our diocese in a number of capacities including as a member and president of the Standing Committee, member of the Becoming Beloved Community Anti-racism Taskforce, member of the Disciplinary Board, member of the Bishop Search and Transition Committees for our Fifth Bishop, and as a Clergy Deputy to the General Convention in 2018, 2022, and 2024.



The Rev. Ashton Sims, St. Martin of Tours, Chattanooga

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

Ashton first joined the Episcopal Church while finishing up college in 2013, and he's been here ever since. In fact, they even ordained him in September 2021 and he went on to serve as Curate at St. Stephen's in Oak Ridge. After completing his curacy, he has served as Priest-in-Charge at St. Martin of Tours Chattanooga since August of 2024. Something he has always remembered from seminary was a professor who said, "Administrative work is pastoral work." It is both from that principle, including a desire to learn more, that he is running for the Standing Committee.

DISCIPLINARY BOARD

Disciplinary Board Positions Open

- 1 Lay, term ending 2027
- 1 Lay, term ending 2028
- 2 Clergy, term ending 2028

* 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 Term Ending 2027- Vote for ONE



Mark Porter, St. Peter's Episcopal Church, Chattanooga

Nominated by the Rev. Drew Bunting, St. Peter's, Chattanooga

Mark Porter is a member of St. Peter's, Chattanooga, where he serves as acolyte master and a member of the youth committee. Professionally, he works as a nuclear engineer with the Tennessee Valley Authority.

Lay Disciplinary Board Nominees Term Ending 2028- Vote for ONE



John Bellamy, St. Paul's, Kingsport

Nominated by the Rev. Johnny Tuttle, St. Paul's, Kingsport

John is a communicant at St. Paul's in Kingsport. He is also a Eucharistic Minister and Lector. John has served his parish and diocese in multiple roles, including as Senior Warden, and as a member of Bishop and Council, the Diocesan Covid Task Force, and Disciplinary Board. He is a licensed lay pastoral counselor and worship leader. John is married to Tim Bradshaw who is also very active at St. Paul's. John and Tim have two sons, Rhys and Rowan Bradshaw-Bellamy. John is a Senior Attorney for Eastman in Kingsport.

Clergy Disciplinary Board Nominees Term Ending 2028- Vote for TWO



The Rev. Johnny Tuttle, St. Paul's, Kingsport

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

The Rev. Jonathan "Johnny" Tuttle is the rector of St. Paul's 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.



The Rev. Ann Weeks, Good Shepherd, Lookout Mountain

Nominated by the Rev. Michele Simmons, Good Shepherd, Lookout Mountain

Ann, a Chattanooga native, earned her interior design degree from the UT, Knoxville. She worked in the field for 40 years, owning her design firm for 16 years in the South Broad District. Ordained as an Episcopal deacon in 2007, Ann served at St. Paul's, Chattanooga, for a decade and is an active supply deacon and on the diocesan Disciplinary Board. A member of the Downtown Rotary Club, she also serves on boards for the Caldsted Foundation, South Broad Redevelopment Group, and Chattanooga Sports Authority. Ann and her husband Brad live on Lookout Mountain, enjoying their daughters and grandchildren.

TRUSTEE, UNIVERSITY OF THE SOUTH

Trustee Position Open

1 Lay, three-year term ending 2028

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



Anna Graham, Church of the Good Samaritan, Knoxville

Nominated by David Sanders, Delegate, Good Samaritan, Knoxville

A lifelong Episcopalian and product of secondary and post-secondary Episcopal education, Anna is a member of Good Samaritan in Knoxville, currently serving as a member of the Audio Visual team. A 1990 graduate of the University and parent of Ellie Graham, C'27, she remains engaged as a volunteer, mentoring students through the Office of Career Development. As Lay Trustee, she chairs the Enrollment & Student Success Committee and serves on the Orientation & Trustee Development and Agenda Committees. A long time educator, Anna currently serves as Dean of the Blount County Campus of Pellissippi State Community College.

Elections Worksheet 2025 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*

Bishop and Council				
<i>Term Ending 2025</i>	<i>Term Ending 2026</i>		<i>Term Ending 2027</i>	
Page Weddle*	Tim Bradshaw		Jon Hermes	
Elizabeth Jones	Tom Schneider		Zac Settle	
Brett Backus	Jeanne Hogarth		Courtney Manrod	
Maribeth Manoff*				
<u>Need to Elect for Term Ending 2028:</u>				
	<i>1 Lay Middle East</i>	<i>1 Clergy Middle East</i>	<i>1 Lay South East</i>	<i>1 Clergy South East</i>
Nominees:	Marilyn Roddy	Sean McEwen	Brent Hobby Dusty Kent	Maribeth Manoff
Nominations after publication deadline:	_____	_____	_____	_____

* Have been serving by appointment to fill vacant seats

Standing Committee		
<i>Term Ending 2025</i>	<i>Term Ending 2026</i>	<i>Term Ending 2027</i>
Cal Calhoun	April Berends	Ken Saunders
Christina Sjoberg	Doug Overbey	Abby Haase
<u>Need to Elect for Term Ending 2028:</u>		
	<i>1 Clergy</i>	<i>1 Lay</i>
Nominees:	Ashton Sims RJ Powell	Daniel Ellis
Nominations after publication deadline:	_____	_____

Disciplinary Board			
<i>Term Ending 2025</i>	<i>Term Ending 2026</i>		<i>Term Ending 2027</i>
John Bellamy	Dianne Britton		Murdock Jones
Ann Weeks	Mandy Lippe		Vacant
Johnny Tuttle *			
<u>Need to Elect for</u>	<i>Term Ending 2027:</i>	<i>Term Ending 2028:</i>	
	<i>1 Lay</i>	<i>2 Clergy</i>	<i>1 Lay</i>
Nominees:	Mark Porter	Johnny Tuttle Ann Weeks	John Bellamy
Nominations after publication deadline:	_____	_____	_____
	_____	_____	_____

* Has served by appointment to fill a vacant seat

Trustee, University of the South		
<i>Term Ending 2025</i>	<i>Term Ending 2026</i>	<i>Term Ending 2027</i>
Anna Graham	Matthew Farr	Sarah Johnson
<u>Need to Elect for Term Ending 2028:</u>		
	<i>1 Lay</i>	
Nominees:	Anna Graham	
Nominations after publication deadline:	_____	

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Resolutions



Resolutions

**THE DIOCESE OF EAST TENNESSEE
2025 DIOCESAN CONVENTION
Resolution # 2025-01
(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 41st 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 41st Convention by means of remote viewing or in-person attendance.

**THE DIOCESE OF EAST TENNESSEE
2025 DIOCESAN CONVENTION
Resolution # 2025-02**

To ratify Bishop and Council actions regarding the 2024 Budget

PROPOSED BY: Bishop and Council

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

WHEREAS, by its action, the Fortieth Annual Convention of The Diocese of East Tennessee convened at the Episcopal School of Knoxville, on Saturday, February 10, 2024, 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 2024 Convention was \$2,182,650; and

WHEREAS, the actual budgeted disbursements were \$2,074,273; 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 2024 budget as approved by their various actions during 2024, be and are hereby ratified by this Convention as authorized and approved.

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People



**Clergy, Lay Delegates & Alternates to the 41st Annual Convention
of the Diocese of East Tennessee**

Parish	Est.	Parish Status	Delegates	Alternates	Clergy
All Saints' Morristown		1969	Dustin Chandler Nickie Smith Rebecca Boatman	Alex Cross Kathlyn Wender Cindi Selby	The Rev. GiGi Sharp The Rev. Sarai Wender
Annunciation Newport		1997	Thomas Conway Bill Myers Cookie Ramsey		The Rev. Brian Austin
Ascension Knoxville		1957	Scott Childs Daniel Ellis Russ Van Patten Bill Wood Marilyn Roddy	Marsha Griswold	The Rev. Christopher Hogin The Rev. Amy Morehous
Christ Chattanooga		1901	Jennifer McKinney Rebecca Smith Ray Padron	Oren Whightsel	The Rev. Will Levanway
Christ Rugby	1880	2002	Lisa Donegan Bonnie Cassida Ryan Kicinski	Kathleen Hicks Jodie Manross JR Harris	The Rev. Joe Minarik
Christ South Pittsburg		1887	Mark Kelly Bailey Godwin Rob Woodfin	Matthew Rogers	The Rev. Kim Hobby
Good Samaritan Knoxville	1965	1971	David Sanders Angela Quick Maddie Bell	Sinéad Love Greg Phelps Grady Williams	The Rev. Cal Calhoun
Good Shepherd Knoxville		1961	Marilyn Cottrell Ruth Anne Hanahan Kevin Blue	Bruce Ragon Courtney Shea Kelly Geasland	The Rev. Dorrie Pratt The Rev. Rick Carter
Good Shepherd Lookout Mountain	1928	1945	Keith Sanford Elizabeth Jones Kara Van Brunt	Dusty Kent	The Rev. Michele Simmons
Grace Chattanooga	1885	1922	Kerri Williams Jim Milburn Eva Coleman	Rosy Milburn	The Rev. April Berends The Rev. Zac Settle The Rev. Casey Perkins
Holy Cross Hixson	1981	2024	Jim Shearouse Tommie Sivils Dee Taylor	Kelly Taylor Courtney Hicks Marianah Hurn	The Rev. Lynn Ronaldi (LTO) The Rev. Bill McGee
Nativity Ft. Oglethorpe, GA	1967	1975	Stan Mann Taylor Hinton-Ridling Nannette Brass		The Rev. Maribeth Manoff
Resurrection Loudon	1964	1985	Donna Bye Dawson Hope Sally Leonhard	Carl Bye Kim Strong	
St. Andrew's Harriman	1890	1957	Bill Barker Katy Stout Karen Boente	Mary Sullivan Mona Wright	The Rev. Brad Jones

Parish	Est.	Parish Status	Delegates	Alternates	Clergy
St. Andrew's Maryville	1923	1948	Freida Herron Doug Overbey Gretchen Prisock	Ken Colclough Sonya Marsh Jimmy Stewart	The Rev. Amy Bradley The Rev. Sean McEwen
St. Clare's LaFollette	1993	2002	Susan Monday Katherine Ayers Chris DeMott		
St. Columba Bristol	1961	2002			
St. Elizabeth's Farragut		1989	Rita Eden Dianne Britton Meg Evans	Amy Holweger Brent Stewart Melissa Kirk	The Rev. Brett Backus The Rev. William Simerly The Rev. Bo Davis
St. Francis Norris	1949	1984	Dianne Sowell Rodney Archer Marlene Kibler	Carolyn Lea Kay Davis Martha Shear	The Rev. Mandy Lippe
St. Francis Of Assisi Ooltewah	1991	2002	Lynn Armstrong Deris Bagli Larry Hartman	Jamie Hartman Gay Moore	The Rev. Lou Parsons The Rev. John Rouser
St. James Greeneville	1845	1848	Abigail Tiefenthaler Laura Wilson Barbara Heins		The Rev. Ken Saunders
St. James Knoxville	1923	1933	Patricia Hammer Libby Young Carla Livesey	Carol Yates Mark Abel	The Rev. John Mark Wiggers
St. John the Baptist Battle Creek	2000	2002			The Rev. Isaac Blevins
St. John's Cathedral Knoxville	1826	1844	Jarret Vance Lee Moreland Stuart Sprouse Andrea McDowell Will Root	Susannah Rogers Mark Love	The Rev. Cn. Chris Hackett The Rev. Cn. Thom Rasnick The Ven. Jerry Askew
St. John's Johnson City	1905	1907	Kathi Horne Theresa Bryant Lee Phillips	Reneau Dubberley Tom McGinnis Heather Holland	The Rev. Laura Bryant
St. Joseph the Carpenter Sevierville	1985	2002	Tonya Riley Clark Post Teddi Grace	Christine Trovato Darlene Kemp	The Rev. Smokey Oats (LTO)
St. Luke's Cleveland	1867	1875	Leslie Melton Jill Davis Lisa Harper	Stephanie Taylor Heather Jackson	The Rev. Joel Huffstetler The Rev. Art Bass
St. Luke's Knoxville	1936	2002	John Mayo Walter Williams James Banks	Annabel Henley Pamela Leskowsyk Catherine Trewhella	The Rev. Ron Morton

Parish	Est.	Parish Status	Delegates	Alternates	Clergy
St. Mark's Copperhill	1852	2002	Perry Turner Tina Dellaposta MaryKay Britzius	Lawrence Dellaposta Victoria Hartsock Kathleen Holt	
St. Martin of Tours Chattanooga	1960	1968	Reggie Weaver Donna Wall Chris Schutz	Colleen McGreevy Deborah DiStefano	The Rev. Ashton Sims
St. Michael's, Kingsport		2024	Carol Burleson Anne Davis Helen Rebmann	Doug Keen Debbie Gilchrist	The Rev. Jon Hermes The Rev. Cathy Johnston
St. Paul's Athens	1834	1959	Christina Sjoberg Debi Hyatt Gayle LaMariana	Becky Green Shelley Griffith Sheri Owen	The Rev. Claire Brown
St. Paul's Chattanooga		1854	Jeff Cleary Andrea Odle Ashleigh Pipes Beth Luehrs Randy Odle	Marie Williams William Hopping Greg Miller	The Rev. Ed Bacon (LTO) The Rev. Murdock Jones The Rev. Elizabeth Farr The Rev. Beth Janney
St. Paul's Kingsport	1916	1931	Brad Carter Mickey Shull Susan Tipton	Alan Ragsdale	The Rev. Jonathan Tuttle The Rev. Gordon Brewer
St. Paul Seymour		2012	David Thomas Brian Moore David Ventiere	David Peyton Karen Stadeck	
St. Peter's Chattanooga	1957	1958	Laura Burgess Tony Burgess Tammy Garland	John Trieber Susan Harris Aaron Wells	The Rev. Drew Bunting
St. Raphael's Crossville		1995	Sandi Harrison Flory Dunigan Holly Battle		The Rev. Thomas Schneider
St. Stephen's Oak Ridge		1951	Leah Bailey Betsy Ellis Bill Lawrence	Gary Dreier	The Rev. Bailey Norman The Rev. Laura Henrik (LTO)
St. Thomas Elizabethton	1941	2002	Kathy Smith Jewel Welch Haskel Morrell		The Rev. Tim Holder
St. Timothy's Signal Mountain	1955	2002	Rachael Crumbliss Bill Steverson Cathy Robbins Ruth Novak	Julie Novak Bess Steverson	The Rev. Mark Holland The Rev. Kat Chappell
Thankful Memorial Chattanooga		1904	Roger Layne Sue Wright Alice Thatcher		
Trinity Gatlinburg	1951	1974	Sandy Cover Sherilyn Cottrill		The Rev. Carol Westpfahl

Campus Ministries	Delegates	Alternates	Chaplain
Emmaus Episcopal Ministry at ETSU Johnson City			
Project Canterbury Chattanooga			The Rev. Will Levanway
Tyson House Knoxville	JD Joiner	Tristan Brown	The Rev. RJ Powell
Worshipping Communities	Delegates	Chaplain	
Southside Abbey, Chattanooga	Terry Burnett		
St. Mary the Virgin, Jonesborough			
Canonically Resident, Non-Parochial Clergy			
The Rev. Michelle Warriner Bolt The Rev. Mark Colbert The Rt. Rev. Brian Cole The Rev. Matt Farr The Rev. Robert Hartmans The Rev. Ryan Lockwood The Rev. Rebecca Paluzzi The Rev. Leigh Preston The Rev. Kay Reynolds The Rev. Jim Sharp The Rev. Ragan Schriver The Rev. Cn. SuzeAnne Silla The Rev. Ann Weeks The Rev. Cn. Joseph Woodfin			



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

John Hicks

ASSISTANT TREASURER OF THE DIOCESE

Jim Anderson

CHANCELLOR OF THE DIOCESE

George R. Arrants, Jr.

VICE-CHANCELLORS OF THE DIOCESE

Robyn Askew

Leaba Cash

Chris Cone

Sarah Sheppard

The Hon. Neil Thomas

The Hon. L. Marie Williams

CHAIR OF THE COMMITTEE ON CONSTITUTION AND CANONS

The Hon. L. Marie Williams

REGISTRAR OF THE DIOCESE

Jon Humber

LAY MEMBERS, BISHOP AND COUNCIL

Tim Bradshaw

Jeanne Hogarth

Elizabeth Jones

Courtney Manrod

Paige Weddle

LAY MEMBERS, STANDING COMMITTEE

Abby Haase
Doug Overbey
Christina Sjoberg

PRESIDENT OF THE BOARD, EPISCOPAL ENDOWMENT CORPORATION

W. A. “Pete” Stringer

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

Karl J. Sjolund

DEAN OF THE SCHOOL OF THEOLOGY, UNIVERSITY OF THE SOUTH

The Rev. Cn. James F. Turrell, PhD

VICE CHANCELLOR, UNIVERSITY OF THE SOUTH

Dr. Rob Pearigen

CHAPLAIN, UNIVERSITY OF THE SOUTH

The Rev. Leigh Preston, *Interim*

PARLIAMENTARIAN

Sarah Sheppard

DIOCESAN COUNCIL FOR YOUTH MINISTRIES DELEGATES

Quinn Holland, *St. Timothy’s, Signal Mountain*
Fletcher Kent, *Good Shepherd, Lookout Mountain*
Caroline Wanamaker, *Ascension, Knoxville*



2025 Convention Planning Committee

Project Manager

Canon Beverly Hurley Hill, *Diocesan Staff*

Communications and Technology

Bro. Andrew Aelred Morehead, OC, *Diocesan Staff*

Secretary to Convention

The Rev. Christopher Hogin, *Ascension, Knoxville*

Assistant to the Secretary

The Rev. William Simerly, *St. Elizabeth's, Farragut*

Registrar

Jon Humber, *Diocesan Staff*

Elections Assistance

Dr. Adam Bean, *St. John's, Johnson City*

Jon Humber, *Diocesan Staff*

Sara Sheppard, *Ascension, Knoxville*

Audio-Visual

HP Video

Danny Harb, *Church of the Ascension, Knoxville*

Roger Harb

Technology Support

Charlie Kirk, *St. Elizabeth's, Farragut*

Aubrey Langley

Alexander Thomas, *Ascension, Knoxville*

Facilities

Dr. Jack Talmadge, *Episcopal School of Knoxville*

Joe Fowler, *Episcopal School of Knoxville*

Susan Darby, *Episcopal School of Knoxville*

Jon Humber, *Diocesan Staff*

Finance

Canon Cheryl Bullis, *Diocesan Staff*

John Hicks, *Diocesan Treasurer*

Jim Anderson, *Assistant Treasurer*

Mary Embler, *Diocesan Staff*

Food and Catering

Emily Kirk, *Diocesan Staff*

Flik Dining, *Episcopal School of Knoxville*

Holly's Gourmet Catering

European Bakery

Morning Brew Co.

Benefit Your Life Gluten-Free Bakery

Logistics

Jon Humber, *Diocesan Staff*

Emily Kirk, *Diocesan Staff*

Worship Planning

The Rt. Rev. Brian Cole, *Diocesan Bishop*
The Rev. April Berends, *Grace, Chattanooga*
The Rev. RJ Powell, *Tyson House, Knoxville*

Full Planning Team**Convention Planning Committee**

The Rev. Brett Backus
Tim Bradshaw
Elizabeth Jones
The Rev. Zac Settle

Diocesan Staff

Jesse Adkins
The Ven. Jerry Askew, PhD
Canon Cheryl Bullis
The Right Rev. Brian Cole
Mary Embler
Canon Beverly Hurley Hill
Jon Humber
The Rev. Brad Jones
Emily Kirk
Bro. Andrew Aelred Morehead, OC
The Rev. Canon Joe Woodfin



Summary of 2024-2025 Clergy Information

ACTIVE CLERGY, CANONICALLY RESIDENT, LIVING OUTSIDE THE DIOCESE

The Rev. Robert Hartmans
The Rev. Derrick Hill

The Rev. Leigh Preston

RETIRED CLERGY, CANONICALLY RESIDENT

The Rev. Harry Bahlow
The Rev. Larry Beach
The Rev. Robert Beasley
The Rev. Jocelyn Bell
The Rev. Patrick Bone
The Rev. John Bonner
The Rev. Howard Bowlin
The Rev. Paige Buchholz
The Rev. Susan Butler
The Rev. Pat Cahill
The Rev. Margaret Caldwell
The Rev. Gary Callahan
The Rev. Robert Childers
The Rev. George Choyce
The Rev. Carl Crump
The Rev. Taylor Dinsmore
The Rev. Michael Doty
The Rev. Stephen Eichler
The Rev. Gary England
The Very Rev. Ward Ewing
The Rev. Charles Fels
The Rev. Jill Fisher
The Rev. Scherry Fouke
The Rev. David Garrett
The Rev. Canon Barbara Anne Harper
The Rev. Robert Henley
The Rev. Howard Hess
The Rev. Mark Holland*
The Rev. Harry Howard
The Rev. Hunter Huckabay
The Rev. Lee Humphreys
The Rev. Peggy Hunt
The Rev. Hal Hutchison
The Rev. Carolyn Isley
The Rev. Wendie Jakobsons
The Rev. Hugh Jones
The Rev. Craig Kallio

The Rev. Peter Kanyi
The Rev. Claire Keene
The Rev. Peter Keese
The Rev. Betty Latham
The Rev. Harry Lawrence
The Rev. Albert “Bo” Lewis
The Rev. Charles Livermore
The Rev. David Lovett
The Rev. Kathryn Mathewson
The Rev. Ellis Mayfield
The Rev. Edward “Jay” Mills
The Rev. Joe Minarik*
The Rev. Mary Moore
The Rev. Craig Morgan
The Rev. Felicity Peck
The Rev. Kay Reynolds
The Rev. Buckley Robbins
The Rev. Janice Robbins
The Very Rev. John Ross
The Rev. Perry Scruggs
The Rev. SuZanne Seavey
The Rev. Gigi Sharp*
The Rev. Jim Sharp
The Rev. Canon SuzeAnne Silla
The Rev. Suzanne Smitherman
The Rev. Henry Swann
The Rev. John Talbird
The Rev. Gordon Temple
The Rev. Lori Thompson
The Rt. Rev. Charles vonRosenberg
The Rev. James Wallace
The Rev. Ann Weeks
The Rev. Brad Weeks
The Rev. Brad Whitaker
The Rev. Canon Pat Wingo
The Rt. Rev. George D. Young, III
The Rev. Maggie Zeller

*Actively serving parishes in our Diocese

NON-PAROCHIAL

The Rev. Michelle Bolt
The Rt. Rev. Brian L. Cole
The Rev. Billy Daniel
The Rev. Matt Farr
The Rev. Chris Harpster
The Rev. Josh Weaver
The Rev. Cn. Joseph Woodfin

LICENSE TO SERVE

The Rev. Patricia Ortiz, *Diocese of West Tennessee*
The Rev. Jo Wilcoxson, *Diocese of Central Florida*

LICENSE TO OFFICIATE

The Rev. Andy Anderson, *Diocese of Alabama*
The Rev. Sara Ardrey-Graves, *Diocese of North Carolina*
The Rev. Ed Bacon, *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. Reed Carlson, *Diocese of Massachusetts*
The Rev. Valerie Carnes, *Diocese of Milwaukee*
The Rev. Steve Damos, *Evangelical Lutheran Church in America*
The Rev. Mary Davis, *Diocese of Newark*
The Rev. Tom Day, *Diocese of Texas*
The Rev. John Dukes, *Diocese of Atlanta*
The Rev. Laura Henrik, *Evangelical Lutheran Church in America**
The Rev. Deborah Jackson, *Diocese of Florida*
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. Lynn Ronaldi, *Diocese of Virginia**
The Rev. Marshall Scott, *Diocese of West Missouri*
The Rev. Jurinesz Shadrach, *Diocese of Colombo, Church of Ceylon*
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. Marc Strong, *Diocese of Chicago*
The Rev. Bo Townsend, *Diocese of Texas*
The Rev. Harrison West, *Diocese of Connecticut*
The Rev. Frank Wilson, *Diocese of Atlanta*

*Actively serving parishes in our Diocese



Letters Dimissory and Clerical Formation

Letters Dimissory

SENT

The Rev. Erik Broeren, *to the Diocese of the Great Lakes*
The Rev. Spencer Cantrell, *to the Diocese of Long Island*
The Rev. Jason Clark, *released and removed from ordained ministry*
The Rev. Sarah Hess, *to the Diocese of Maine*
The Rev. Lee Ragsdale, *to the Diocese of South Carolina*
The Rev. Caroline Vogel, *released and removed from ordained ministry*

RECEIVED

The Rev. Joseph Woodfin, *from the Diocese of Florida*
The Rev. Ragan Schriver, *from the Roman Catholic Church*

Clerical Formation

POSTULANTS FOR THE PRIESTHOOD

Kelsey Aebi, *Sewanee*
Adam Ballintoy, *Sewanee*
Whitney Kimball Coe, *Berkeley Divinity School at Yale*
Heather Holland, *Bexley-Seabury*
Tyler Jeffrey, *Sewanee*
Ryan Lockwood, *Sewanee*
Katelyn Printz, *Virginia Theological Seminary*
Rebecca Wright, *Sewanee*

CANDIDATES

The Rev. Mark Colbert, *Transitional Deacon, Virginia Theological Seminary*
The Rev. Ryan Lockwood, *Transitional Deacon, Sewanee*
The Rev. Rebecca Paluzzi, *Transitional Deacon, Sewanee*
Ms. Kelly Coffelt, *Vocational Deacon, Sewanee*



Clergy Changes February 10, 2024 to February 8, 2025

CLERGY NAME	FROM	TO
The Rev. Brian Austin, PhD	Newly Ordained	Vicar, Annunciation, Newport
The Rev. Ed Bacon	Retired/Newly Licensed	Interim Rector St. Paul's, Chattanooga
The Rev. Gordon Brewer	Unassigned	Deacon St. Paul's, Kingsport
The Rev. Erik Broeren	Vicar St. Mark's, Copperhill	Rector St. Paul's, St. Joseph, MI & St. Augustine, Benton Harbor, MI
The Rev. Drew Bunting	Vicar Thankful Memorial, Chattanooga	Priest-in-Charge St. Peter's, Chattanooga
The Rev. Suzanne Burch	Deacon St. Paul's, Chattanooga	Retired
The Rev. Robert Childers	Rector Good Shepherd, Lookout Mountain	Retired
The Rev. Billy Daniel, PhD	Rector Ascension, Knoxville	Nonparochial
The Rev. Taylor Dinsmore	Associate Rector St. Timothy's, Signal Mountain	Retired
The Rev. James Robert Hagler	Brother Holy Cross Monastery, West Park, NY	Deceased
The Rev. Robert Hartmans	Priest-in-Charge St. Alban's, Hixson & St. Thaddeus, Chattanooga	Interim Rector Holy Cross, Valle Crucis, NC
The Rev. Chris Harpster	Deacon St. Paul's, Kingsport	Currently Unassigned
The Rev. Laura Henrik	Newly Licensed (ELCA) Interim Chaplain, Episcopal School of Knoxville (Continuing)	Associate of Liturgy & Formation St. Stephen's, Oak Ridge

The Rev. Sarah Hess	Newly Ordained	Curate St. Alban's, Cape Elizabeth, ME
The Rev. Jon Hermes	Priest-in-Charge St. Timothy's & St. Christopher's, Kingsport	Priest-in-Charge St. Michael's, Kingsport
The Rev. Jon Hermes	Priest-in-Charge St. Michael's, Kingsport	Rector St. Michael's, Kingsport
The Rev. Derrick Hill	Rector St. Timothy's, Signal Mountain	Executive Director Camp McDowell, Nauvoo, AL
The Rev. Christopher Hogin	Associate Rector Ascension, Knoxville	Priest-in-Charge Ascension, Knoxville
The Rev. Mark Holland	Rector All Saints, Morristown	Retired
The Rev. Mark Holland	Retired	Interim Rector St. Timothy's, Signal Mountain
The Rev. Beth Janney	Newly Ordained (vocational deacon)	Deacon St. Paul's, Chattanooga
The Rev. Cathy Johnston	Deacon St. John's, Johnson City	Deacon St. Michael's, Kingsport
The Rev. Sean McEwen	Newly Ordained	Curate St. Andrew's, Maryville
The Rev. Amy Morehous	Rector Resurrection, Loudon	Associate Rector Ascension, Knoxville
The Rev. Bailey Norman	Priest-in-Charge St. Stephen's, Oak Ridge	Rector St. Stephen's, Oak Ridge
The Rev. Louis Oats	Nonparochial	Vicar St. Joseph the Carpenter, Sevierville
The Rev. Lynn Ronaldi	Retired/Newly Licensed	Extended Supply St. Alban's, Hixson & St. Thaddaeus, Chattanooga
The Rev. Lynn Ronaldi	Extended Supply St. Alban's, Hixson & St. Thaddaeus, Chattanooga	Extended Supply Holy Cross, Hixson

The Rev. Janice Robbins	Deacon Good Shepherd, Lookout Mountain	Retired
The Very Rev. John Ross	Dean St. John's Cathedral, Knoxville	Retired
The Rev. John Rouser	Deacon St. Peter's, Chattanooga	Deacon St. Francis of Assisi, Ooltewah
The Rev. Cn. SuzeAnne Silla	Interim St. Martin of Tours, Chattanooga	Retired
The Rev. William Simerly	Newly Ordained	Curate St. Elizabeth's, Farragut
The Rev. Michele Simmons	Associate Rector Good Shepherd, Lookout Mountain	Locum Tenens Good Shepherd, Lookout Mountain
The Rev. Ashton Sims	Curate St. Stephen's, Oak Ridge	Priest-in-Charge St. Martin of Tours, Chattanooga
The Rev. Brad Whitaker	Rector St. Paul's, Chattanooga	Retired
The Rev. Cn. Joseph Woodfin	Rector St. Peter's, Ferdinandina Beach, FL	Canon to the Ordinary Diocese of East Tennessee

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**Reports: Diocesan Ministries
and Programs**



Report from the Standing Committee

The Standing Committee of the Diocese of East Tennessee is composed of six members, three clergy and three lay, who are elected by the Diocesan Convention to serve three-year terms. The primary function of the Standing Committee is to serve as a council of advice to the Bishop, and to give both advice to the Bishop and consent for persons seeking Ordination to Holy Orders and for 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). The Standing Committee also gives consent to the election of bishops throughout the Episcopal Church.

This year the Standing Committee alternated meeting in-person and on Zoom.

- **Episcopal Elections and Consents**

In 2024, the Standing Committee consented to the elections of the Rev. Dr. Dorothy Sanders Wells as Bishop of the Diocese of Mississippi, the Very Rev. Kara Anne Marie Wagner Sherer as Bishop of the Diocese of Rochester, the Rev. Angela Maria Cortiñas as Bishop Suffragan of West Texas, the Rev. Phil LaBelle as Bishop of the Diocese of Olympia, the Rev. Julia Whitworth as the Bishop of Massachusetts, and the Very Rev. Amy Dafler Meaux as Bishop of West Missouri.

The Standing Committee also consented to the reorganization of the Diocese of Bethlehem and the Diocese of Central Pennsylvania into the Diocese of Susquehanna, which will come into effect on January 1st, 2026.

- **Property Consents**

This year, we approved the sale of the property formerly occupied by St. Timothy's, Kingsport, as well as the sale of five parcels of property held by St. Andrew's, Harriman.

The Standing Committee did not receive any requests for encumbrance of property in 2024.

The Standing Committee continues to keep apprised of ongoing conversations regarding properties held by diocesan entities.

- **Parish Merger**

The Standing Committee as a whole, as well as individual members, met several times with leadership of St. Alban's, Hixon, and St. Thaddaeus, Chattanooga, to discuss challenges those parishes faced and to chart a way forward for the future. The Standing Committee approved the merger of these two parishes into a newly formed parish, Holy Cross Episcopal Church, Hixson, at our December meeting.

- **Ordination Consents and Clergy Status Changes**

This year, the Standing Committee consented to Candidacy the Ordination to the Vocational Diaconate of Kelly Coffelt and Beth Janney; Candidacy and Ordination to the Transitional Diaconate of Marcus Colbert, Ryan Lockwood, and Rebecca Lile Palluzi; Ordination to the Priesthood of Brian Austin, Sarah Hess, Sean McEwen, Sarah Hess, and William Simerly; and the reception of Holy Orders for Ragan Shriver. The Standing Committee approved the release and removal from ordained ministry (at the request of the members of the clergy seeking to be released) for Jason Clark and Caroline Vogel.

- **Strategic Planning and Visioning**

Members of the Standing Committee participated along with other diocesan leaders at the Diocesan Leadership Summit, which took place September 5-6 at Grace Point. We devoted the majority of our January, 2025, meeting to providing input into the strategic visioning process.

- **Membership**

The members of the Committee in 2024 were: Ms. Christina Sjoberg, St. Paul's Athens, Vice-President; Mr. Doug Overbey, St. Andrew's, Maryville, Clerk; The Rev. Kenneth Saunders, St. James', Greeneville; the Rev. Cal Calhoun, Good Samaritan, Knoxville; Ms. Abigail Haase, St. Alban's, Hixon; and myself.

I am both grateful and honored to have served with each of these faithful Episcopalians. Each of them has gone about our work with the shared mission, sustainability, and vitality of the communities of East Tennessee at the forefront of our decision making.

Respectfully submitted,

The Rev. April Berends, *President of the Standing Committee*
Rector, Grace Episcopal Church, Chattanooga



Report from the Commission on Ministry

Your Commission on Ministry has been at its thoughtful work this past year, walking alongside people as they discern their callings into ministry, both lay and ordained. We walk alongside clergy as they meet with individuals in their parishes, and with people in all parts of their process, from the first wonderings of “Here I Am” Day, held each year, through their discerning the right ministry for them at the time—whether that is a robust and engaged lay ministry, or a call to ordination to the diaconate or priesthood.

The Commission spends time at each meeting in prayer. We pray for the clergy and congregations of East Tennessee, for all the people discerning their calls all across this diocese, and we pray for each other, as we listen faithfully for God’s leadings.

This year, we are especially grateful for the ministries of the Rev. Derrick Hill, former Commission on Ministry Co-Chair, who rotated off at the end of 2024 with his call to Camp McDowell in Alabama, and Richard Hyatt, lay member from Grace, Chattanooga, who finished his term as well. While Beverly Hurley Hill is still with the diocese for a few more months, we will miss her wise counsel and input in the area of lay ministry and engagement. We are thankful for all they each brought to the work we were able to do together.

We celebrate the new ministries of the Rev. Beth Janney, (St. Paul’s, Chattanooga) ordained to the vocational diaconate this year, as well as those ordained to the priesthood: the Rev. Brian Austin, PhD, (Annunciation, Newport), the Rev. Sean McEwen (St. Andrew’s, Maryville), and the Rev. William Simerly (St. Elizabeth’s, Farragut). In December, we ordained the Rev. Mark Colbert, the Rev. Ryan Lockwood, and the Rev. Rebecca Paluzzi to the transitional diaconate.

Each of these faithful discerners have prayed, studied, and been shaped by the congregations that raised them up. We are especially thankful to all the faithful people who joined them along the way as part of their Companions in Discernment committees. Serving on one of these committees is life changing, not only for the discerners, but for all involved.

In the year ahead, your Commission on Ministry will continue to do the work before us. We will engage with people in all steps of their discerning. This year’s “Here I Am” Day will take a different format. Instead of one meeting for all in the diocese, usually held at the Episcopal School of Knoxville, we will be convening regional conversations. We envision these gatherings will be smaller and more relaxed, with intentional time for questions and answers with seekers and lay and clergy ministry leaders over a shared dinner. Look for more details to come as we shape these different ways of encouraging conversation about calls to ministry.

We will be revisiting our Discernment Handbook for those curious about a call to ordained ministry. The current version is found on the diocesan website here: <https://dioet.org/wp-content/uploads/2021/08/Discernment-Handbook-COM-2021.pdf>. We also look forward to supporting and working with the new Canon for Formation and Lay Ministry, and will be praying for those who are even now discerning that call.

In the year to come, we will be looking at formation opportunities for the vocational diaconate, comparing our current process to best practices of dioceses around us. In the years ahead, we hope to encourage the ministry of the diaconate in the Diocese of East Tennessee. Deacons bring the cares of the world into the church. There are so many cares in this hurting world, and deep and rich opportunities to care and to serve for all the deacons yet to come.

We encourage all those contemplating a call into lay or ordained ministry to begin conversations with their local parish clergy. We invite you to *Imagine Our Possibilities*, and to be curious about God's call to YOU in the year ahead. Where might God be imagining something for you that you haven't even dreamed of just yet? A new ministry? A new call?

How might the Commission on Ministry help you imagine our possibilities—together?

Respectfully submitted,

The Rev. Amy Hodges Morehous
Chair



Strategic Visioning Report to the 41st Convention of the Diocese of East Tennessee

Purpose

Intentionally explore and imagine our next season in terms of responsibilities, possibilities, and potential, revealing the driving forces of our shared ministry going forward.

The Need(s) We Hope to Address

In a time of anxiety in the US and world environment, in our bishop's eighth year, while our diocese is in a state of health, amidst significant clergy turnover, especially in large parishes, and while increasing support of curacies, and keeping our seminarians, we need to seize this moment to stretch and push ourselves, realize our potential, remain viable, combat becoming too comfortable, and replace our old guide posts.

“Who are we now? What is the real? What are the clear things we should do?” – Bishop Brian Cole

Intended Outcome

A clear document that can be used as a guide post for our shared ministry

1. *Who Are We?* Clear and honest (real) about our identity, purpose, and unique gifts
2. *Who is Our Neighbor?* Where we live in time and space; our area of influence, connections, target audience, where we minister
3. *What is God Calling Us to Do?*

Our Mission – a statement of our identity, values, and purpose; what we believe, where we minister, our target audience, and unique gifts/assets

Our Vision – what it looks like if we fulfill our Mission; how we will measure our ministry and how it will look different in 3-5 years; direction and guidance for the trip

Timing

Ideally, we will have a resulting document prior to Bishop Cole's sabbatical in 2025. However, we want to do the work that is needed and do it well. This may take longer.

Steps Taken

- ✓ Determined the purpose of strategic visioning, need(s) to address, and intended outcome – see above
- ✓ Kicked off visioning with 30 diocesan decision makers – Leadership Summit
 - ✓ Bishop & Council, Standing Committee, Commission on Ministry, Disciplinary Board
 - ✓ Discussed core values
 - ✓ Invited interest to participate in working groups
- ✓ Developed a theme for annual diocesan convention that supports visioning – Imagine Our Possibilities
- ✓ Made space for the Holy Spirit to guide our work through holy conversations
- ✓ Appointed Planning Team (Dream Team) of 5-7
 - ✓ Bishop as Pastor: Bishop Brian
 - ✓ Facilitator & Convener: Beverly Hurley Hill
 - ✓ Committee: Emily Kirk, Amy Morehous, Zac Settle, April Berends

- ✓ Determined a few, prayerfully thought-out questions to ask, tested them, and customizing a bit for each group
- ✓ Identifying small and larger groups of stakeholders to engage in holy conversations:
 - ✓ Diocesan decision makers (Bishop & Council, Standing Committee, Commission on Ministry, Disciplinary Board) – September 5-6, 2024
 - ✓ Chattanooga clericus – December 3, 2024
 - ✓ Youth – January 18, 2025
 - ✓ Delegates to diocesan convention – February 8, 2025
 - Active Priests by type of engagement, social circles, age, etc.
 - Diocesan staff
 - Consultants
 - Diocesan ministries and partners
 - Active deacons
 - Clergy & laity, paid & volunteer leaders of ministry to/with children, in parishes & schools
 - Young adults
 - Retired clergy
 - Deputies to General Convention
 - Council of elders (especially for reflection on history, institutional knowledge)
 - Last bishop search committee
 - Vestry wardens
 - Diocesan and (cross-sectional) parish financial leaders
 - Members of color
 - Other?
- ✓ Take one step, reflect & learn, then plan the next step – work “out loud” while planning, asking questions, gaining insights, and encountering dilemmas
- ✓ Establish and Evolve Logistics of Conversations
 - ✓ Provide initial prompts ahead of time so that all can prepare to respond
 - ✓ Limit group size to 8 for 60-minute sessions and 12 for 90-minute sessions
 - ✓ Identify group of people who can facilitate the conversations

Questions

1. What is the primary role of the diocese for the Episcopal Church in East TN?
2. What is distinctive/unique about the diocese of East TN?
3. What spiritual or ethical challenge do/will we face as the diocese of East TN?
4. What is your dream for the diocese of East TN over the next 3-5 years?



Report on Disaster Relief After Hurricane Helene

In September Hurricane Helene made landfall and moved across the southeast. East Tennessee and Western North Carolina were hit with catastrophic flooding and wind damage. In our diocese, the Upper East Region received the most damage. Initial responses included providing updated information and resources for those who needed emergency updates, shelter, and reunification. A fundraising effort began with donations coming in from across the country.

Thanks to the generosity of so many people, the Diocese has raised over \$130,000 to assist with recovery and relief efforts in East Tennessee and Western North Carolina. In addition, we thank Episcopal Relief and Development for their grant of \$25,000. This has enabled us to help with many short-term needs and invest in long-term recovery support.

Some, but not all, of our diocesan work has included:

- Providing Wal-Mart gift cards
- Provide Star Link Mini-Kits to the Diocese of Western North Carolina
- Financially assist the Diocese of Western North Carolina
- Financially assist the Bread Basket in Newport, TN
- Financially assist community members in Greeneville, TN
- Financially assist the work of New Born Infant Support in Western North Carolina
- Fund discretionary accounts in the Upper East area of our Diocese with earmarked funds for disaster assistance
- Extend our financial support of St. Mary's Food Pantry in Erwin, TN
- Financially assist multiple organizations with rebuilding homes
- Financially support the work of ELCA Outreach Workers
- Financially assist Sewanee Outreach and Mission Work
- Distributing non-monetary goods donations including toiletries, sanitary products, clothing, dog food, books, and more

A significant amount of our work has been in partnership with the Southeastern Synod of the Evangelical Lutheran Church in America. This has enabled us to have a wider reach than what either body would be able to do alone. Representatives meet regularly to make sure that we are providing the best possible response. Together we are committed to the long-term recovery of these regions and are prepared to continue this work as long as necessary.

The diocese plans to continue connecting groups looking to do mission work in the affected communities. Additionally, we are committed to providing the necessary aid to these communities so that they can welcome outside help. We expect there to be a need for future fundraising and will continue to keep the diocese informed of the work that is being done. We also ask for your continued prayers for those who were affected and those who are serving in these communities.

Respectfully submitted,

Emily Kirk,
Parish Support Specialist



Safe Church Report

The Episcopal Diocese of East Tennessee is committed to welcoming and protecting everyone in our parishes and diocesan life. The Safe Church, Safe Communities courses teach us how exploitation and harassment occur, the awareness we need to prevent such occurrences, and how to respond should an incident of exploitation or harassment occur.

The General Convention of The Episcopal Church adopted various resolutions calling for Model Policy and training updates beginning in 2015, 2018, and 2022. In 2017, The Episcopal Church updated the Model Policies for the Protection of Children and Youth and added a Model Policy for the Protection of Vulnerable Adults. This led to the Safe Church, Safe Communities course being launched in 2021 through Praesidium Academy online. Each diocese was then tasked with adopting and adapting the new policies to meet local protocols. The Diocese of East Tennessee adopted the updated policies and began offering online training courses starting January 1, 2023.

This past year saw the return of in-person training as an option for training and a significant increase in the number of people completing the training. This addition to our programming allowed our parishes to participate as communities and discuss topics. Participants have reported that they appreciate having time to ask questions and address issues specific to their parish. 2024 also saw the introduction of the “Guidebook for Parishioners” and “Guidebook for Schools” which serve as a user guide with information for those specific institutions. These and other helpful resources can all be found at <https://dioet.org/safe-church/>

As of January 22, 2025, 90% of active clergy and 60% of lay convention delegates are up to date with the Safe Church, Safe Communities training requirements. A training session will be offered on Friday, February 7, 2025, to ensure that all clergy and delegates attending convention have the opportunity to meet the requirements of their role before the deadline.

In 2025, we expect to see continued progress as churches work to reach full compliance. Policies will continue to be monitored and updated as needed.

Respectfully submitted,

Emily Kirk,
Diocesan Safe Church Administrator



Report from the Small Church Equity Task Force

Resolution #2023-07 requested that a task force be established by the Diocese to study how clergy leadership is valued comparing between small (stated ASA 74 or less) and large (stated ASA 75 or more) over two years and to provide a report after two years. The factors requested to be considered were: 1.) average Sunday attendance for each congregation, 2.) annual operating income for each congregation, 3.) years of ordained ministry for the priest(s) serving in each congregation, 4.) total pension assessable compensation of each stipendiary clergy, and 5.) clergy employment status and benefits eligibility, and any other the task force deems necessary.

The task force gathered multiple times to discuss the resolution, work, results, additional work and report. When the initial data was gathered and analyzed from the diocese, there were clarifying questions.

Median	ASA	Normal Operating Income	Years of Ordained Ministry	Compensation
DioET - Small (ASA 74 or less)	34	\$107,696	11	\$66,000
DioET - Large (ASA 75 or more)	144	\$575,117	20	\$100,429
DioET - All	72	\$279,154	16	\$86,000
TEC - All	38	\$192,128	—	\$85,128

The initial results of the analyzed data were provided and discussed. The subsequent questions led the task force to create a survey and requested that all parishes receive and respond anonymously. The diocesan staff managed the distribution and collection of these surveys. The task force hosted two zoom meetings for members of the parishes responsible for completing the surveys to ask any questions or provide any comments. The task force had multiple conversations with willing clergy to collect their stories and insights on small church leadership and needs. All survey results and conversations were carefully considered. The task force has respectfully submitted a detailed report and recommendations to the Bishop & Council for their consideration. We have been in a season of listening.

When we asked about compensation, value and resources, we heard stories of the need for administrative support and guidance on available resources to small churches.

Recommendations in response to what we heard from the Diocese

The task force respectfully submits the following recommendations for consideration.

1. Shared Administrative Resources - Create a plan for small churches to share administrative resources in a cost-effective way to complete required tasks. This should be explored and considered related to payroll, training, documentation and other items.
2. More gatherings for clergy, vestry and committees within the Diocese
3. Resource provided timely and annually to assist vestries with their work regarding clergy compensation minimums, housing allowances and consideration of COLAs
4. Imagining hallmarks of vitality
5. New Canons to create a resource and guide for conversations within parishes in decline
6. Task force continue and expand this work with the diocesan staff to implement other recommendations.

Respectfully submitted, The Rev. Jon Hermes



Report from the Carbon Neutral Task Force

Last year, this convention passed resolution 2024-05 requesting that Bishop & Council establish a task force of at least three members to provide coordination and communication for pursuing a goal of carbon net neutrality by 2030. The resolution was initiated as a result of resolution A087, passed by the General Convention of the Episcopal Church in 2022. The Carbon Neutral Task Force has been formed, has met, and has begun to develop information and resources and to plan how to share information among our congregations and facilities. The resolution also directed the task force to 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.

The members of the Carbon Neutral Task Force are Jessica Posey-Dowty, St. Michael's Kingsport; Bro. Andrew Morehead, OC, diocesan staff; Courtney Shea, Church of the Good Shepherd, Knoxville; Courtney Manrod, St. Stephen's, Oak Ridge; Kyle Lewis, St. Elizabeth's, Farragut; Sherry Burchfield, St. Stephen's, Oak Ridge. We have an email address for the Task Force: carbonneutraltf@dioet.org. Our next steps include developing lists of interested and knowledgeable individuals in our congregations and facilities working on reducing the carbon emissions of our diocese. Also, we are planning a webinar that will address steps that your congregation or facility can take to obtain an energy audit, develop plans for how to use an audit to become more energy efficient, and address some of your specific challenges in becoming a carbon-neutral facility. Our goal is to invite and facilitate actions by our congregations and facilities to undertake actions such as using standard tools and data to estimate greenhouse gas emissions or developing needs assessments that would identify actions reducing energy use and carbon emissions. We hope to 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.

We invite each of our congregations and facilities to fill out the questionnaire on the following page. Please return completed questionnaires to the Carbon Neutral Task Force table at the Ministry Fair or to Bro. Andrew at the AV table. Please feel free to the task force with questions and concerns.

Respectfully submitted,

Courtney Shea
Chair, Carbon Neutral Task Force

Carbon Neutral Task Force Questionnaire for Congregations and Facilities

Name of Facility: _____

Address of Facility: _____

Facility Phone: (_____) _____ - _____

Facility General Email: _____

General Contact for Communications:

Name: _____

Phone: (_____) _____ - _____

Email: _____

Other Contact(s) for Communicating about Energy Efficiency for Facility:

(e.g. junior warden, maintenance/facility expert)

Name: _____

Phone: (_____) _____ - _____

Email: _____

What recently completed projects or areas of expertise does this congregation or facility have that could assist in reducing reliance on carbon sources of energy?

What questions or challenges does this congregation or facility have that the Carbon Neutral Task Force could assist in addressing?



Mission & Lay Ministry Report to Diocesan Annual Convention #41

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.

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 rich 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 2024 included Worship Leader Training and Preaching: Claiming Your Voice. In 2025 we commend to you Evangelist Leadership, Pastoral Leader, Faith Formation Leaders (for license as Catechist), Discernment & Personal Enrichment, and courses that make up Fundamentals of Faith - Foundations of Baptismal Living, Theology & Ethics, and Engaging God's Story.

We continue 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 one of our EfM Diocesan Co- Coordinators, Ms. Anne Hawkins or 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 occurred in January 2025 Come Away Together in a "radically hybrid" format. Watch for next year's in person event!

We continued to utilize the national Episcopal Preaching Foundation (EPF) curriculum for forming preachers in the lay order. Dr. Frieda Herron and The Rev. Amy Morehous are currently instructing a talented group of eight students using the curriculum revised for a 12-month format. We hope to commission these new preachers in the Fall.

The diocese renewed 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 for free and unlimited access.

Respectfully submitted,

Canon Beverly Hurley Hill
Canon for Mission and Lay Ministry



Report from the Diocese of East Tennessee Deputation to the 81st General Convention

The 81st General Convention of The Episcopal Church was held in Louisville, Kentucky, from June 23 to 28, 2024. Meeting every three years, the General Convention is a bicameral legislature consisting of the House of Deputies and the House of Bishops. Our diocese was represented by the Rt. Rev. Brian Cole, as well as the following deputies in each order:

Lay Deputies:

- Ms. Christina Sjoberg, Co-Chair
- Mr. Troy Eichenberger
- Canon Beverly Hurley Hill
- Mx. Ellie Graham
- Mr. Parker Chadwell, Alternate

Clergy Deputies:

- The Rev. Leigh Preston, Co-Chair
- The Rev. Claire Brown
- The Rev. RJ Powell
- The Rev. April Berends
- The Rev. Derrick Hill, Alternate

While previous conventions typically spanned eight days or longer, this past convention consisted of six legislative days in person, preceded by several months of pre-convention committee work online. During that time, the two houses handled 390 resolutions covering a wide range of topics, including church governance, liturgical revisions, and social justice issues. Some of the significant legislative actions taken during the convention included:

- Election of the Rt. Rev. Sean Rowe as the 28th Presiding Bishop
- Re-election of Julia Ayala Harris as the President of the House of Deputies and election of the Rev. Steve Pankey as Vice President of the House of Deputies
- Approval of a three-year, \$143 million budget
- Approval of a constitutional change to clearly define the Book of Common Prayer
- Approval of resolutions designed to examine and improve clergy disciplinary canons
- Support for changes to diocesan structures, including the merger of two Michigan dioceses and three Wisconsin dioceses, as well as the creation of the Missionary Diocese of Navajoland
- Approval of resolutions regarding the Israel-Hamas war and the call for a ceasefire
- Approval of the next step toward full communion between The Episcopal Church and The United Methodist Church
- Election of members of Executive Council and several other positions and bodies

Other highlights included a celebration of the ministry of Presiding Bishop Michael Curry at a revival attended by more than 2,000 people, a public witness led by the Bishops United Against Gun Violence, the return of the Official Youth Presence, a celebration of the 50th anniversary of the ordination of the Philadelphia 11, and various opportunities for worship and fellowship.

Overall, we found this General Convention to be an inspiring and hopeful gathering, and we are grateful for the opportunity to represent the diocese and take part in the governance of our church.

Respectfully submitted,

The Rev. Leigh Preston and Ms. Christina Sjoberg
Deputation Co-Chairs



Report from the Archives

The maintenance of the diocesan archives is one of the diverse responsibilities of the office of communications. During his time on staff as the Diocesan Archivist, Alvin Blount was able to assess the archives and give direction as to the retention, preservation, digitization, and maintenance of the archives. In the interim period since his departure, we have added a key resource to our network system in the diocesan office to begin building a secure repository for the digitization of our archives and the reception of other digital assets from our parishes.

We have also established a relationship with the University of Kentucky Archives to receive our records from the Commission on Religion in Appalachia (CORA). The University of Kentucky Archives holds the primary collection of CORA records and has expressed their interest to take the records once we have completed a fair digital scan for our records. Our records will help complete their holdings as Bishop Sanders was the vice-chair of CORA for many years.

Related to the work of the archives, for our convention's journal it should be noted that two resolutions at General Convention were passed regarding the Consitution of The Episcopal Church and the Book of Common Prayer. Please see [resolutions A071 and A072](#) in the journal of the 81st General Convention of The Episcopal Church.

We also wish to thank Carter Wells, a fearless Tyson House student, who has taken on cataloging and digitizing the Tyson House archives for a history project exploring, amongst many subjects, the cooperation between the Episcopal and ELCA denominations in campus ministry as well as discovering what makes Tyson House such a unique ministry.

Should your parish have questions about archival work or should you be interested in volunteering, interning, or completing a practicum in our archives, please feel free to reach out to Bro. Andrew Morehead, OC, at amorehead@dioet.org or at 865-966-2110.

Respectfully submitted,

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



Report from the Evangelism Working Group

2024 was a fairly quiet year for the Evangelism Working Group. Our work included supporting and promoting civil discourse ahead of the 2024 election as well as assisting with community outreach opportunities such as Pride and community center events.

For 2025, the Evangelism Working Group will reassemble after diocesan convention. Bishop Cole has approved an offering of *Invite, Welcome, Connect* with Mary Palmer on Saturday, May 31, at Church of the Ascension, Knoxville. The diocesan communications will have more information in the coming months.

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 licensed lay evangelist, contact Bro. Andrew Morehead at amorehead@dioet.org.

We wish to give thanks for the Rev. Art Bass, Sherri Bishop, John Blanch, Canon Beverly Hurley Hill, Drew Jeske-Polyak, and the Rev. Johnny Tuttle for continuing to serve on the working group.

Respectfully submitted,

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



Grace Point Report to the 41st Annual Convention



Grace Point Camp & Retreat Center continues to be a sacred space where individuals and communities come to experience renewal, fellowship, and spiritual growth. This past year has been one of profound transformation, marked by an increase in participation, new initiatives, and a deepened commitment to our mission of hospitality, faith formation, and environmental stewardship.

Our summer camp sessions were a tremendous success, welcoming 273 campers to encounter God's love through nature, worship, and community. With a focus on inclusivity and personal growth, campers engaged in activities such as morning programs based on scripture, outdoor adventures, team-building exercises, and creative arts.

Financial assistance played a crucial role in ensuring access for all, with 66 campers receiving scholarships totaling \$22,400. The growth and continued success of our camp require a community of people who believe in our mission, and we are deeply grateful for their support.

Beyond summer camp, Grace Point served as a retreat center for diocesan events, church groups, and organizations seeking relaxation and reflection. In 2024, we hosted 21 retreats, including 3 vestry retreats, 2 parish retreats (St. Paul's, Chattanooga and St. Timothy's, Signal Mountain), 4 youth events, 2 weddings, and 6 day retreats. A total of 1,682 people visited Grace Point for these retreats, with an additional 300+ guests attending Grace Point Day. The retreat village is almost always filled on weekends, demonstrating the strong demand for our space.

Our budget for camp fees was \$96,000, but we exceeded expectations with actual revenue of \$104,798. Similarly, our retreat budget was set at \$120,000, but we achieved an impressive \$211,632. These financial successes would not be possible without the gracious gifts of individuals and the support from our diocesan parishes, along with the guidance and encouragement from Bishop Cole.

Recognizing the importance of sustainability and accessibility, we have made significant improvements to our facilities. This year, we completed the renovation of our kitchen, enhancing comfort while maintaining the rustic charm that makes Grace Point unique.

As we move forward, we remain committed to expanding our impact through new programming, deeper community partnerships, and continued improvements to our facilities. Plans are underway to build a new volleyball court and renovation of several facilities.

We extend our heartfelt gratitude to the diocese, our dedicated staff, volunteers, and all who contribute to the mission of Grace Point. We especially thank all the parishes in our diocese for their continued support. Thank you for being a part of our community, for believing in our mission, and for helping us continue to offer the life-changing experiences that Grace Point provides.

In Christ's love and with deep gratitude,

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



Diocesan Youth Ministry Report to Convention 2025

Mission and Purpose

The mission of ETNyouth is to build community where the youth of the Diocese experience the unconditional love of Christ and feel safe to be their most authentic selves. We aim to teach our youth how to form healthy relationships and be active participants in community. We also provide space for our youth to explore their own understanding of faith to nurture spiritual development and empower them to become leaders in the church. Strong diocesan youth ministry harbors more active youth involvement in parishes and long-term engagement in the church.

Approach

We accomplish these goals by offering weekend retreats, mission trips, regional gatherings, outings, and collaborating with summer camp at Grace Point. We provide fun opportunities where youth feel welcomed in an unthreatening setting that allows them to build relationships with their peers and gradually open up to exploring what it means to be an Episcopalian and follower of Christ.



Year in Review

Thanks to the help of MacKenzie Teal (St. Paul's, Chattanooga) and Julie Novak (St. Timothy's, Signal Mountain), our core spiritual formation retreats, Happening (high school) and New Beginnings (middle school), continued last spring in the absence of a diocesan youth coordinator. I started in this role in May and feel grateful to have walked into a system with healthy, consistent programs.

In May, a group of ten youth from around the diocese traveled to St. Christopher's Camp on the coast of South Carolina to retreat on the beach and serve in Charleston, SC. In August, over 60 youth gathered at St. Timothy's for a ChattEY day of messy games and foam pit fun. In October, we held our fall Happening retreat where 30 youth came together to grow in community and deepen their faith. In December, I took three youth delegates to the Province IV youth gathering at Camp McDowell in Alabama, where we networked and discussed struggles and successes with youth from around the Southeast. This past month, we held Winter Camp at Grace Point where 31 youth gathered for a weekend of fun, time to connect with old and new friends, and an opportunity to ground themselves for the upcoming semester.



In September, in collaboration with some of the Knoxville parishes, we launched Knoxville Episcopal Youth (KnoxEY), a weekly youth group offering that is open to all youth in the Knoxville area. KnoxEY is an effort to imagine a new way of doing youth ministry that addresses the challenges that many parishes face. KnoxEY provides a fun space for youth to build community with a critical mass, while allowing parishes to more effectively and efficiently utilize their resources. We have had over 40 youth from 5 of our parishes and other denominations participate in KnoxEY.

College Students

This year we have emphasized and found success in recruiting more college students to support our youth ministries. We have 10 college students who actively support youth programs around the diocese throughout the year. These college students are fun and relatable to the youth, and they help provide much needed support to our youth leaders who are often leading programming on their own. By engaging these college students, we are keeping them active in the church, and we are providing them with space to develop community with each other and grow in their leadership and faith. Our Winter Camp was made possible through the help of our Grace Point summer staff and these college students who ran activities and fostered relationships with the youth.

Looking Ahead

In 2025, we plan to launch a Youth Commission—a group of youth and adults who will meet periodically to plan events, assess current programs, and shape the vision for our diocesan youth ministry. We are also planning a youth confirmation retreat—a way to relieve parishes the hassle of offering a confirmation class. We will continue to ensure all of our existing programs are strong and evaluate how we can most effectively develop Christ-centered community for our young people.

Peace and love,

Jesse Adkins

Missioner for Youth and Young Adults



Tyson House Student Foundation

Over the past year, the Tyson House community has continued a season of discernment regarding our building. We know now that we will be in our current building for another year or so, and that contingencies are still being worked out. As we pondered moving out of this place, we began an initiative we are calling the Tyson House History Project, run by our students and supervised by a UT history professor, to archive the almost 100 years of both Episcopal and Lutheran ministry on this campus, to gather stories from alumni, assess our vision for ministry, and reposition ourselves for a vibrant future in ministry at UT Knoxville. Part of this 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 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.



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. The weekly rhythm at Tyson House consists of daily fellowship and prayer at the House, weekly Bible Study and 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) and an Alcoholics Anonymous group are regular ministries that connect us to the needs of our community.



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. Bro. Andrew Morehead, OC, from the Episcopal Diocese staff, generously gives his gifts of music every Sunday night. 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*



Report from Project Canterbury

One of the joys of accompanying college students is getting to settle into the rhythms of academic life alongside them. The weekly rhythms for Project Canterbury include morning prayer on Tuesdays and Thursdays, Wednesday evening mass and Bible study, and Sunday evening worship. On Sunday evenings, we gather for food, discussion, and compline or benediction of the blessed sacrament. Our ability to chant by candlelight has steadily improved over the year.

We hosted our annual Shrove Tuesday pancake dinner jointly with Christ Church. Students, parishioners, professors, and the unhoused came together to celebrate before the beginning of Lent. During Lent, Project Canterbury students helped to host afternoon teas in the memorial garden. The Spring semester came to an end with tea and cake at Fr. Will's house. In the Fall we hosted an All Souls service. The All Souls mass gives the local community an opportunity to mourn those lost in the last year. Before Christmas we came together for chili and gingerbread house decorating. Fr. Will's daughters, Teddy and Tallulah, helped to judge the results.

The Spring semester meetings focused on topics and questions proposed by the students. We were able to think through some tough questions (e.g. the Trinity) but also to explore more lighthearted and joyful topics (e.g. the bike stealing bishop of Exeter, Rt. Rev. Lord William Cecil). In the Fall we entered our Arts & Crafts Era with a focus on creating our own devotional objects and images of God.

Respectfully submitted,

The Rev. Will Levanway
Chaplain, Project Canterbury

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



Episcopal Church Women of East Tennessee

Because of illness, the 2024 board was only able to meet via Zoom or in conference call meetings. We are grateful to Mary Lee-Baer for serving again as president during this period of transition and also for representing us at the national triennial meeting in Louisville, in June, 2024. One member of our board, Pat Rutenberg, Church of the Ascension, Knoxville, is currently serving on the national Episcopal Church Women (ECW) board. She encouraged us to move forward and set a goal of invigorating our diocesan ECW. Our vision is to learn more about our parishes and understand how we may help ECW groups in parishes where there is interest. We are also interested in a mission project in Kondoia, Africa, that we believe will instill excitement within our diocesan ECW in 2025.

The new officers for 2025 are: Karen McKinney, President, Church of the Ascension, Knoxville; Nancy Bosson, Treasurer, Church of the Ascension, Knoxville; Pat Rutenberg, Secretary, Church of the Ascension, Knoxville; Mary Lee-Baer, Molly Tucker Fund, St. Paul's, Athens; Ginger Jacocks, St. Paul's Kingsport; Arline Caliger, By-Laws, St. Francis of Assisi, Ooltewah; and Elizabeth Colonna, Missions, Good Samaritan, Knoxville.

We are looking forward to 2025 and think with better communication with parishes throughout our diocese, we can connect with more women to do God's work in our ministry and support the mission of the ECW that has championed women's rights.

Respectfully submitted,

Karen McKinney
President of East Tennessee ECW



Report on Companion Diocese Relationship with Kondoa

East Tennessee's relationship with our Companion Diocese of Kondoa, Tanzania continues to flourish.

Bishop Given Gaula ("Babba") and his wife, Rev Lilian Gaula ("Mama") came to visit the East Tennessee in May, 2024. Babba and Mama shared the story of Kondoa with many throughout the diocese.

Due to Bishop Brian Cole being called to California to preach at his friend's consecration as bishop in the Diocese of California, Babba filled in for Good Samaritan, Knoxville's annual visitation, including Baptism, Confirmation, and Reception.

The ECW of Church of The Ascension, Knoxville, hosted a tea for Lilian. Good Shepherd, Knoxville, and Resurrection, Loudon, invited them for pot luck dinners with their parishes. Babba made a Sunday visit and preached at Good Shepherd, Lookout Mountain, and met with parishioners at St. Francis in Ooltewah.

Bishop Given and Lilian also visited St. Nicholas school in Chattanooga as well as the Episcopal School of Knoxville. Bishop Brian hosted a lunch for Given and Lilian with the diocesan staff. Babba and Mamma were invited to several homes for dinner with old and new friends. It was a busy week!

East Tennessee has sent donations totaling \$13,475.57 to Kondoa from both individuals and communities. There is a lot of work being done to get the secondary school in Chemba (a mission of the Diocese of Kondoa) open in the next few months. A science lab and larger girl's dormitory are the final construction needs.

Funds from individuals were sent to support children's tuition for St. Peter/St. Paul Primary School and support for the Women's Empowerment Program—both are integral parts of the ministry of the diocese.

A pilgrimage of East Tennesseans to Kondoa is being planned for late May into early June 2025. Space is available! A trip to Kondoa is a life changing experience. Please contact Elizabeth Colonna if you are interested.

(cell: 423-552-1425, email: elizabethacolonna@gmail.com)

Respectfully submitted,

The Rev. Cal Calhoun



Metropolitan Ministries (MetMin) 2024: A Brief Review

Metropolitan Ministries (MetMin) is a community hub where people in crisis find help for today and stability for tomorrow. Metropolitan Ministries is celebrating 45 years of service as we continue to advance our support in our region and our community.

MetMin has developed our services into home stability, homeless outreach, well-being, and rehabilitation services. Our home stability division provides emergency support for eviction prevention and utility disruption. In 2024, we served 1,815 households with financial support totaling \$371,500. Our homeless outreach division provides emergency shelter, rapid rehousing, and supportive services. In 2024, we provided 13,722 distinct services for \$278,911 that includes housing forward (permanent housing), shelter to housing, and shelter to employment, bikes, food stamps, identification cards, showers, transportation, jobs, clothing, and supplies. Our well-being division focuses on nutrition and health care. MetMin provided 11,447 services of financial support of \$193,769 for food assistance, social services, counseling, and health-care. MetMin partners with area rehabilitation centers to provide direct access to recovery for 20 individuals in 2024.

MetMin's strategic plan has identified 5 areas of focus as we continue to grow and expand our services. Currently we are in year 3 of our strategic plan and we have accomplished 80% 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 through our partnership with the House of Prayer and area churches to serve our guests through listening and prayer. 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. Our ambassador program provides opportunities for our unhoused guests to give back by volunteering to support others through simple daily tasks.

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.

Gary came to the MetMin Impact Hub in August of 2022. Gary, like many of our guests, first came to the Impact Hub for food and the syringe exchange. As a result of his addiction, Gary had been evicted and needed immediate assistance. Over the course of the next few years, many of us got to know Gary and saw past his addiction. The philosophy at the Impact Hub is to show mercy and grace for each guest. We look at the gifts of each person and gently encourage them to seek a new path. In July of 2024, Gary made a decision to enter rehab. He is now 6 months sober and is living and working in Chattanooga after his recovery at our partner agency Lake Cumberland. Gary shared, "You all are some of the most patient and compassionate people I have ever met. I would do anything for your organization. It truly helped save my life. When I hit rock bottom, you all were there for me, always... even in the little things. Being able to take a shower... you have no idea how valuable that is to the homeless. Never give up getting folks to rehab. It is people like everyone at MetMin that are going to make a change in this epidemic."

You matter.™

Respectfully submitted, Mr. Bill Rush, *CEO*



Report of Sewanee Trustees to the 2025 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. Prior to the annual meeting in October 2024, the Board of Trustees met online for a special called meeting and voted to approve the University's strategic plan 2024- 2030. This plan builds upon a rich liberal arts and theological education tradition. For more in depth information about the University's strategic plan, please visit: <https://new.sewanee.edu/provost/strategic-planning-2024/>

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

One hundred and five students from the Diocese of East Tennessee are enrolled in the College, with an additional 4 Seminarians from the Diocese: Kelsey Aebi T'27; Adam Ballintoy T'26; Ryan Lockwood T'25; Rebecca Paluzzi T'25. Currently, 76 School of Theology alumni serve in the Diocese, and there are 11 EFM groups. Diocesan and parish support for FY 24 totaled \$20,640, with 16% of parishes making a gift to Sewanee (a 4% increase from the number of parishes in FY 23). Support from our Diocese helps Sewanee meet the financial needs of its students. One hundred percent of seminarians who apply for financial aid receive support.

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), Enrollment & Student Success (Anna Graham, Chair), Orientation & Trustee Development (Anna Graham), and Resolutions & Memorials Committee (Sarah Johnson). Bishop Brian Cole also serves as a 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:

Perhaps the most significant update is the reopening of the newly renovated Hamilton Hall for the School of Theology, following a 20 month, \$22 million renovation project, and was dedicated during the Trustee meeting in October. The renovation provides outstanding spaces for teaching, learning, prayer and service, advancing the mission of the School and strengthening the identity of the University as an institution of the Episcopal Church.

An update on the College of Arts & Sciences:

For the second year in a row, the College received the largest applicant pool in its history, with the University enrolling 472 first year students and 22 transfer students hailing from 35 states and 11 foreign countries.

Respectfully submitted,

Anna Graham, Sarah Johnson (Lay Trustees) and The Rev. Matthew Farr (Clergy Trustee)

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Financial Reports



2025 Proposed Budget

		2024	Proposed	2025
		Annual Budget	Adjustments	Proposed Budget
1	Voluntary Commitments	1,965,176	61,138	2,026,314
2	E.E.C. Support (Episcopate)	124,129	871	125,000
3	Miscellaneous	22,370	630	23,000
4	Trust Fund Income (Seminarians)	11,502	498	12,000
5	Prior Year Voluntary Commitments		0	
6	Revenue	2,123,177	63,137	2,186,314
7	Release of Reserve Funds	14,473	25,053	39,526
10	Curacy Fund	45,000	0	45,000
11	Fund Transfers	59,473	25,053	84,526
12	Total Funds Available	2,182,650	88,190	2,270,840

14	DIOCESAN MINISTRY			
15	Bishop & Council	1,440	0	1,440
16	Community Partnerships	32,000	-20,000	12,000
17	Stewardship	3,500	0	3,500
18	Christian Spiritual Formation	6,275	0	6,275
19	Grace Point Camp & Retreat Center	133,587	-5,966	127,621
20	Episcopal Institutions	1,500	0	1,500
21	Liturgical Commission	750	0	750
22	Office of Communications	103,053	14,938	117,991
23	Standing Committee	4,500	0	4,500
24	Total DIOCESAN MINISTRY	286,605	-11,028	275,577

25	MISSION WITHIN THE DIOCESE			
26	Support for Mission and Lay Ministry	117,785	7,403	125,188
27	Becoming Beloved Community	15,000	0	15,000
28	Support for Camp Scholarships	4,000	0	4,000
29	Support for Congregations	51,610	0	51,610
30	Support for Campus	180,002	4,353	184,355
31	Support for Youth	108,334	19,434	127,768
32	Support for Young Adults	7,000	2,000	9,000
33	Total MISSION WITHIN THE DIOCESE	483,731	33,190	516,921



2025 Proposed Budget

34	MISSION BEYOND THE DIOCESE					
35	Sustainable Development Goals	15,334	498	15,832		
36	TEC Pledge	248,965	24,391	273,356		
37	General Convention Deputies	10,000	0	10,000		
38	ECW	1,000	0	1,000		
39	General Convention Bishop	3,000	0	3,000		
40	Lambeth Conference	1,000	0	1,000		
41	Province IV Synod Pledge	2,187	0	2,187		
42	Synod Deputies	3,000	0	3,000		
43	Total MISSION BEYOND THE DIOCESE	284,486	24,889	309,375		

44	CLERGY SUPPORT					
45	Clergy Transition	153,885	22,892	176,777		
46	Clergy Professional Development	5,500	0	5,500		
47	Commission on Ministry	247,954	46	248,000		
48	Medical Insurance - Retired	10,896	3,264	14,160		
49	Sabbatical Scholarship	1,000	0	1,000		
50	Support of Clergy & Family	7,700	0	7,700		
51	Support for Retired Clergy	500	0	500		
52	Total CLERGY SUPPORT	427,435	26,202	453,637		

53	SUPPORT FOR THE EPISCOPATE					
54	Bishop's Ministry	179,476	4,486	183,962		
55	Support for the Bishop's Ministry	80,000	0	80,000		
56	Bishop Search & Transition Reserve	10,000	0	10,000		
57	Office Salaries	272,892	7,366	280,258		
58	Staff Continuing Education	10,000	0	10,000		
59	Total SUPPORT FOR THE EPISCOPATE	552,368	11,852	564,220		

60	FIXED COSTS FOR MINISTRY					
61	Accounting & Audit	38,500	-1,500	37,000		
62	Convention & Journal	10,250	3,800	14,050		
63	Diocesan House Expenses	65,000	0	65,000		
64	General Insurance	24,275	785	25,060		
65	Maintenance Reserve	10,000	0	10,000		
67	Total FIXED COSTS FOR MINISTRY	148,025	3,085	151,110		
68	CONTINGENCIES / RESERVES		0			
69	Total Expenses	2,182,650	88,190	2,270,840		

70	FUNDS REMAINING			0		-
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Budget vs. Actual 2024 (unaudited)

		Actual to Date	Budget to Date	Over / (Under)	Variance	Annual Budget
1	Voluntary Commitments	1,939,597	1,965,176	(25,579)	99%	1,965,176
2	Prior Year Voluntary Commitments	32,966	0	32,966	0%	
3	E.E.C. Support (Episcopate)	127,503	124,129	3,374	103%	124,129
4	Miscellaneous	21,710	22,370	(660)	0%	22,370
5	Trust Fund Income (Seminararians)	9,382	11,502	(2,120)	82%	11,502
8	Revenue	2,131,157	2,123,177	7,980	100%	2,123,177
9	Release of Reserve Funds	0	0	0	0%	14,473
10	Curacy Fund	0		0	0%	45,000
11						
12	Total Funds Available	2,131,157	2,123,177	7,980		2,182,650
13	DIOCESAN MINISTRY					
14	Bishop & Council	4,288	1,440	2,848	298%	1,440
15	Community Partnerships	35,064	32,000	3,064	110%	32,000
16	Stewardship	1,199	3,500	(2,301)	34%	3,500
17	Christian Spiritual Formation	1,750	6,275	(4,525)	28%	6,275
18	Grace Point Camp & Retreat Center	124,635	133,587	(8,952)	93%	133,587
19	Episcopal Institutions	750	1,500	(750)	50%	1,500
20	Liturgical Commission		750	(750)	0%	750
21	Office of Communications	106,294	103,053	3,241	103%	103,053
22	Standing Committee	3,515	4,500	(985)	78%	4,500
23	Total DIOCESAN MINISTRY	277,495	286,605	(9,110)	97%	286,605
24	MISSION WITHIN THE DIOCESE					
25	Support for Ministry and Congregational Development	99,520	117,785	(18,265)	84%	117,785
26	Missional Process -Becoming Beloved Community	11,982	15,000	(3,018)	80%	15,000
27	Support for Camp Scholarships	4,000	4,000	0	100%	4,000
28	Support for Congregations	35,869	51,610	(15,741)	69%	51,610
29	Support for Campus Ministries	175,811	180,002	(4,191)	98%	180,002
30	Support for Youth	92,336	108,334	(15,998)	85%	108,334
31	Support for Young Adults	851	7,000	(6,149)	12%	7,000
32	Total MISSION WITHIN THE DIOCESE	420,369	483,731	(63,363)	87%	483,731
33	MISSION BEYOND THE DIOCESE					
34	Sustainable Development Goals	16,000	15,334	666	104%	15,334
35	TEC Pledge	248,965	248,965	(0)	100%	248,965
36	General Convention Deputies	10,445	10,000	445	104%	10,000
37	ECW	1,000	1,000	0	100%	1,000
38	General Convention Bishop	2,000	3,000	(1,000)	67%	3,000
39	Lambeth Conference	1,000	1,000	0	100%	1,000
40	Province IV Synod Pledge	2,187	2,187	0	100%	2,187
41	Synod Deputies	3,000	3,000	0	100%	3,000
42	Total MISSION BEYOND THE DIOCESE	284,597	284,486	111	100%	284,486
43	CLERGY SUPPORT					
44	Clergy Transition	168,070	153,885	14,185	109%	153,885
45	Clergy Professional Development	-25	5,500	(5,525)	-0%	5,500
46	Commission on Ministry	197,430	247,954	(50,524)	80%	247,954
47	Medical Insurance - Retired	10,896	10,896	0	100%	10,896
48	Sabbatical Scholarship	1,000	1,000	0	100%	1,000
49	Support of Clergy & Family	0	7,700	(7,700)	0%	7,700
50	Support for Retired Clergy	1,472	500	972	294%	500
51	Total CLERGY SUPPORT	378,843	427,435	(48,592)	89%	427,435
52	SUPPORT FOR THE EPISCOPATE					
53	Bishop's Ministry	184,474	179,476	4,998	103%	179,476
54	Support for the Bishop's Ministry	75,740	80,000	(4,260)	95%	80,000
55	Bishop Search & Transition Reserve	10,000	10,000	0	100%	10,000
56	Office Salaries	276,274	272,892	3,382	101%	272,892
57	Staff Continuing Education	425	10,000	(9,575)	4%	10,000
58	Total SUPPORT FOR THE EPISCOPATE	546,913	552,368	(5,455)	99%	552,368
59	FIXED COSTS FOR MINISTRY					
60	Accounting & Audit	28,000	20,000	8,000	140%	38,500
61	Convention & Journal	14,385	10,250	4,135	140%	10,250
62	Diocesan House Expenses	92,351	65,000	27,351	142%	65,000
63	General Insurance	26,267	24,275	1,992	108%	24,275
64	Maintenance Reserve	5,054	10,000	(4,946)	51%	10,000
66	Total FIXED COSTS FOR MINISTRY	166,056	129,525	36,531	128%	148,025
67	CONTINGENCIES			0	0%	
68	Total Expenses	2,074,273	2,164,150	(89,877)	96%	2,182,650
69	NET FUNDS RECEIVED OVER EXPENSES	56,885	-40,973	97,857		



December 2024 Fund Balances (unaudited)

FUND BALANCES

	OPERATING FUND				\$1,640,090.82
	BISHOP & COUNCIL RESOURCE FUND (12/31/2024)				\$417,869.95
	GRACE POINT CAMP FUND				\$89,333.10
	NEW GP LODGE FUND				\$47,426.48
	OPPORTUNITY FUND (See detail below)				\$4,251,953.45
	MISSION GROWTH FUND				\$227,292.24
	TRANSIT FUND				\$71,092.17
	Z.C. PATTEN TRUST				\$29,662.49
	ST. THOMAS FUND				\$158,097.29
	ST. BARNABAS FUND				\$0.00
	KONDOA DONATION FUND				\$2,946.38
	SOPHIA'S KONDOA KNOWLEDGE FUND				\$686.86

TRUST FUNDS: (Restricted) (12/31/2024)

	1. MISCELLANEOUS INCOME FUND				\$227,292.24
	2. THEOLOGICAL EDUCATION FUND				\$313,961.70
	3. EAST TENNESSEE MISSIONARY FUND				\$33,187.74
	4. ROBINSON FUND				\$3,388,196.66
	5. STEVENSON MEMORIAL BOOK FUND				\$5,000.68
	6. W.S. KEESE MEMORIAL FUND				\$48,983.05
	7. BISHOP SANDERS SCHOLARSHIP FUND				\$237,845.05
	8. GOLDIE MAYFIELD FUND				\$187,304.22
	9. MIDDLE EAST MISSION FUND				\$40,082.02
	10. GRACE POINT SCHOLARSHIP FUND				\$65,505.22
	11. INNOVATIVE COMMUNITY MINISTRY FUND				\$572,348.50

OPPORTUNITY FUND LOANS

as of 10/31/2024		Date	Rate	Term	Original Loan Amount	Balance
Grace, Chattanooga		Nov-10	2.93%	15	50,000.00	4,722.16
Grace Point Camp & Conference Ctr		Jul-22	3.33%	15	1,100,000.00	174,685.39
St. James, Greeneville		Apr-22	2.93%	15	150,000.00	127,908.58
St. James, Knoxville		Dec-22	3.35%	15	500,000.00	449,194.41
St. Peter's, Chattanooga		Jun-11	2.93%	15	500,000.00	82,863.80
St. Paul, Seymour		Dec-22	4.37%	15	29,750.00	19,225.05
St. Paul, Kingsport		Sep-16	2.93%	15	31,793.00	17,588.00
St. Paul, Kingsport - HVAC		Feb-20	2.93%	15	35,000.00	25,637.97
St Joseph the Carpenter, Sevierville		Dec-22	4.37%	15	72,000.00	66,103.71
Ascension, Knoxville		Dec-17	2.93%	15	350,000.00	217,194.39
All Saint's School, Morristown		Jul-22	2.93%	15	402,000.00	291,709.35
Total Loans					\$3,220,543.00	\$1,476,832.81
Cash and Equivalents						\$2,775,120.64
Total Portfolio						\$4,251,953.45



2024 & 2025 Voluntary Ask Report

Parish	City	2024			2025		
		Ask	Commitment	Over / (under)	Ask	Commitment	Over / (under)
St Paul's Episcopal Church	Athens	30,358	30,358	-	30,498	30,498	-
St John the Baptist	Battle Creek	726	-	(726)	1,063	1,063	-
St Columba's Episcopal Church	Bristol	4,237	4,260	23	4,237	-	(4,237)
Christ Episcopal Church	Chattanooga	25,117	25,117	-	25,446	25,446	-
Grace Episcopal Church	Chattanooga	55,362	55,362	-	77,335	77,335	-
St Martin's Episcopal Church	Chattanooga	38,614	38,614	-	38,487	38,487	-
St Paul's Episcopal Church	Chattanooga	222,007	222,007	-	221,870	221,870	-
St Peter's Episcopal Church	Chattanooga	67,086	67,086	-	63,987	63,987	-
St Thaddeus Episcopal Church	Chattanooga	10,175	-	(10,175)	10,175	16,500	6,325
Thankful Memorial Church	Chattanooga	17,030	13,000	(4,030)	13,270	13,270	-
St Luke's Episcopal Church	Cleveland	64,954	64,954	-	67,785	67,785	-
St Mark's Episcopal Church	Copperhill	6,731	6,731	-	6,579	6,579	-
St Raphael's Episcopal Church	Crossville	14,866	14,866	-	16,499	16,499	-
St Thomas Episcopal Church	Elizabethton	5,076	5,076	-	3,109	3,109	-
Church of the Nativity	Fort Oglethorpe	22,591	22,591	-	22,474	22,474	-
Trinity Episcopal Church	Gatlinburg	8,615	8,000	(615)	10,237	10,000	(237)
St James Episcopal Church	Greeneville	19,439	19,439	-	23,118	23,118	-
St Andrew's Episcopal Church	Harriman	10,639	10,639	-	10,770	10,770	-
St Alban's Church	Hixson	13,073	-	(13,073)	13,073	-	(13,073)
St John's Episcopal Church	Johnson City	43,301	43,301	-	48,414	48,414	-
St Mary the Virgin Episcopal Church	Jonesborough	690	600	(90)	1,190	600	(590)
St Michael's Episcopal Church	Kingsport	15,307	15,307	-	16,135	16,135	-
St Paul's Episcopal Church	Kingsport	54,438	54,438	-	53,535	53,535	-
Ascension	Knoxville	170,728	-	(170,728)	171,156	171,156	-
Good Samaritan	Knoxville	81,629	81,629	-	80,216	80,216	-
Good Shepherd Church	Knoxville	27,203	27,203	-	29,166	29,166	-
St Elizabeth's Episcopal Church	Knoxville	49,373	49,373	-	56,106	56,106	-
St James Episcopal Church	Knoxville	67,753	56,000	(11,753)	64,243	56,000	(8,243)
St John's Cathedral	Knoxville	311,046	311,046	-	322,747	322,747	-
St Luke's Episcopal Church	Knoxville	4,084	4,084	-	5,235	5,235	-
St Clare's Episcopal Church	Lafollette	24	24	-	1,868	1,868	-
Good Shepherd Church	Lookout Mountain	185,093	185,093	-	202,026	202,026	-
Resurrection	Loudon	31,290	31,290	-	34,873	-	(34,873)
St Andrew's Episcopal Church	Maryville	42,721	42,721	-	43,377	43,477	100
All Saints Episcopal Church	Morristown	43,487	43,487	-	38,808	38,808	-
Annunciation	Newport	6,802	6,802	-	6,689	6,689	-
St Francis Episcopal Church	Norris	18,296	20,874	2,578	21,016	21,016	-
St Stephen's Episcopal Church	Oak Ridge	71,251	71,251	-	68,536	68,536	-
St Francis of Assisi Church	Ooltewah	33,398	33,398	-	33,570	33,570	-
Christ Episcopal Church	Rugby	3,685	3,700	15	4,076	4,080	4
St Joseph the Carpenter	Sevierville	6,598	6,598	-	7,577	7,577	-
St. Paul Episcopal Church	Seymour	3,864	3,900	36	3,359	3,500	141
St Timothy's Episcopal Church	Signal Mountain	113,309	113,309	-	122,867	122,867	-
Christ Episcopal Church	South Pittsburg	11,810	11,820	10	11,810	11,810	-
Total		2,033,876	1,825,348	(208,528)	2,108,607	2,053,924	(54,683)



2024 Opportunity Fund Grants

Episcopal Diocese of East Tennessee 2024 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 2024 were as follows:

Church Expansion	
Total Church Expansion	\$0

Social Ministry

Total Social Ministry	\$0
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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 2024 were: St. Peter’s, Chattanooga – request to aid Dr. Valerie Carnes with emergency roof repairs.

ICMF Grant award in 2024	
Total ICMF	\$7,601.01



Grace Point Financial Reports: 2025 Budget

Accounts	Budget
Revenues	
Usage Fees	
Camp Fee	\$115,000.00
Lodging	\$185,000.00
Contributions	
Gifts	\$6,000.00
Scholarship	\$8,565.00
Annual Fund	\$10,000.00
Fund Transfers	
Grace Point Operational Support	\$115,353.00
Total Revenues	\$439,918.00

Expenses	
Food Service	
Food Service Staff	\$9,000.00
Camp Meals	\$33,000.00
Food Service Total	\$42,000.00

Lodging Expense	
Lodging (Retreat) Food	\$10,000.00
Retreat Supplies	\$1,500.00
Contract Cleaning	\$30,000.00
General/Cleaning Supplies	\$2,600.00
Equipment Purchase	\$2,500.00
Equipment Upkeep	\$4,500.00
Lodging Food Service	\$5,000.00
Lodging Total	\$56,100.00

Camps	
Dean Staff Supplies	\$100.00
Program Supplies	\$7,500.00
Uniforms	\$1,400.00
Staff Training	\$3,235.00
Grace Point Day	\$2,000.00
Annual Fund Expense	\$0.00
Outreach Camps	
Camp Jim Muir	\$1,400.00
Total Camps	\$15,635.00

Utilities	
Telephone	\$6,000.00
Water & Sewer	\$11,300.00
Electric / Propane	\$33,400.00
Utilities Total	\$50,700.00



Grace Point Financial Reports: 2025 Budget

Building & Grounds

Building Repairs & Maintenance	\$6,060.00
Water Treatment Facility Maintenance	\$11,500.00
Painting	\$500.00
Equipment Purchase	\$4,200.00
Equipment/Small Hardware	\$3,120.00
Equipment Upkeep	\$5,000.00
Grounds Upkeep	\$1,300.00
Garbage & Pest Control	\$12,000.00
Swimming Pool Expense	\$6,000.00
Total Building & Grounds	\$49,680.00

Vehicles / Equipment

Truck Insurance/Registration	\$2,100.00
Boat License	\$250.00
Total Vehicle / Equipment	\$2,350.00

Gas & Lubricants

Tractor	\$1,200.00
Mowers/Weedeaters	\$1,500.00
Truck	\$1,100.00
Boats	\$1,000.00
Total Gas & Lubricants	\$4,800.00

General Administrative

Salaries / Program Support	\$127,353.00
Part-time Services	\$23,000.00
Continuing Education	\$5,000.00
Travel - Job Related	\$10,000.00
Hospitality	\$700.00
Publicity / Development	\$200.00
Office Equipment/ Supplies	\$250.00
Postage	\$250.00
Printing	\$600.00
Professional Services	\$1,500.00
Audit	\$6,000.00
General Insurance	\$41,800.00
Property Taxes	\$2,000.00
Total General Admin Expenses	\$218,653.00

Total Income	\$439,918.00
Total Expense	\$439,918.00
Diocesan Support (extra support)	\$28,000.00



Grace Point Financial Reports: 2024 Budget vs. Actual (unaudited)

Revenues			
	2024 BUDGET	ACTUAL	%
Usage Fees			
Camp Fee	\$96,000.00	\$104,744.38	109%
Lodging	\$120,000.00	\$211,932.91	177%
Contributions			
Gifts	\$2,000.00	\$13,885.00	694%
Scholarship	\$3,000.00	\$6,025.00	201%
Annual Fund	\$15,750.00	\$395.00	3%
Fund Transfers			
Grace Point Operational Support	\$120,353.00	\$120,353.00	100%
Day Usage		\$375.00	
Interest Income		\$7,299.14	
Total Revenues	\$357,103.00	\$457,710.29	128%

Expenses			
Food Service			
Food Service Staff	\$8,500.00	\$7,800.00	92%
Camp Meals	\$25,000.00	\$27,074.32	108%
Food Service Total	\$32,500.00	\$34,874.32	107%

Lodging Expense			
Lodging (Retreat) Food	\$10,000.00	\$11,507.46	115%
Retreat Supplies	\$600.00	\$978.06	163%
Contract Cleaning	\$15,000.00	\$38,479.62	257%
General/Cleaning Supplies	\$2,000.00	\$6,700.75	335%
Equipment Purchase	\$1,500.00	\$2,475.50	165%
Equipment Upkeep	\$1,500.00	\$3,895.81	260%
Lodging Food Service	\$5,000.00	\$13,780.08	276%
Lodging Total	\$35,600.00	\$77,817.28	219%

Camps			
Dean Staff Supplies	\$100.00	\$61.40	61%
Program Supplies	\$6,500.00	\$6,622.99	102%
Uniforms	\$1,400.00	\$1,298.00	93%
Staff Training	\$800.00	\$1,315.94	164%
Grace Point Day	\$1,500.00	\$2,099.70	140%
Annual Fund Expense			
Outreach Camps			
Camp Jim Muir	\$1,200.00	\$1,150.00	96%
Total	\$11,500.00	\$12,548.03	109%

Utilities			
Telephone	\$4,000.00	\$6,176.32	154%
Water & Sewer	\$8,000.00	\$11,507.78	144%
Electric / Propane	\$25,300.00	\$29,831.05	118%
Utilities Total	\$37,300.00	\$47,515.15	127%



Grace Point Financial Reports: 2024 Budget vs. Actual (unaudited)

Building & Grounds			
Building Repairs & Maintenance	\$4,600.00	\$14,693.14	319%
Water Treatment Facility Maintenance	\$12,000.00	\$10,710.00	89%
Painting	\$500.00	\$16.39	3%
Equipment Purchase	\$1,700.00	\$10,078.54	593%
Equipment/Small Hardware	\$1,500.00	\$2,307.88	154%
Equipment Upkeep	\$2,000.00	\$2,980.13	149%
Grounds Upkeep	\$750.00	\$1,249.47	167%
Garbage & Pest Control	\$8,750.00	\$11,481.13	131%
Swimming Pool Expense	\$6,000.00	\$5,815.34	97%
Total Building & Grounds	\$37,650.00	\$59,332.02	158%
Vehicles / Equipment			
Truck Insurance/Registration	\$2,100.00	\$70.73	3%
Boat License	\$200.00		0%
Total Vehicle / Equipment	\$2,300.00	\$70.73	3%
Gas & Lubricants			
Tractor	\$1,000.00	\$834.67	83%
Mowers/Weedeaters	\$1,000.00	\$725.95	73%
Truck	\$1,100.00	\$1,218.52	111%
Boats	\$1,000.00	\$823.05	82%
Total Gas & Lubricants	\$4,100.00	\$3,602.19	
General Administrative			
Salaries / Program Support	\$116,553.00	\$94,978.54	81%
Part-time Services	\$20,800.00	\$30,946.50	149%
Continuing Education	\$5,000.00	\$3,817.39	76%
Travel - Job Related	\$10,000.00	\$10,143.80	101%
Hospitality	\$700.00	\$526.45	75%
Publicity / Development	\$200.00		0%
Office Equipment/ Supplies	\$250.00	\$173.92	70%
Postage	\$250.00	\$215.20	86%
Printing	\$600.00		0%
Professional Services	\$4,000.00	\$3,226.90	81%
General Insurance	\$34,835.00	\$46,958.99	135%
Property Taxes	\$2,000.00	\$1,645.00	82%
Total General & Administrative	\$195,153.00	\$192,632.69	99%
Total Expenses	\$357,103.00	\$428,392.41	120%
Total Income	\$357,103.00	\$457,710.29	128%
Total Expense	\$357,103.00	\$428,392.41	120%
Diocesan Support	\$33,000.00	\$33,000.00	100%
Net income without interest income		\$29,317.88	



Grace Point Financial Reports: 2024 Balance Sheet (unaudited)

	Total
ASSETS	
Current Assets	
Bank Accounts	
5-100100 - GP Operating (Suntrust)	0.00
5-100101 Grow in Mission (Suntrust)	0.00
5-10010102 GP Camp Retreat (Pinnacle)	102,695.19
5-100115- DIOET Grow in Mission (Pinnacle)	47,426.48
Total Bank Accounts	\$150,121.67
Accounts Receivable	
5-100201	500,000.00
Total Accounts Receivable	\$500,000.00
Other Current Assets	
Episcopal Endowment Corporation	\$65,505.22
Total Other Current Assets	65,505.22
Total Current Assets	715,626.89
Fixed Assets	
5-100400- Furniture and Fixtures	105,234.88
5-100401 - Equipment Purchase	125,235.48
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	21,112.00
5-100420- Construction in Progress	\$793,431.00
2022 Retreat Construction	2,299,565.59
2022 Retreat Furnishings	0.00
Total 2022 Retreat Construction	\$2,299,565.59
2023 Retreat Construction	\$279,448.82
2023 Retreat Furnishings	16,258.89
Total 2023 Retreat Construction	\$295,707.71
Total 5-100420- Construction in Progress	\$3,388,704.30
5-100499- Accumulated Depreciation	-\$178,143.07
Accumulated depreciation	-113,589.95
Vehicles	-8,500.00
Total Fixed Assets	\$4,140,922.20
TOTAL ASSETS	4,856,549.09
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Opportunity Fund Loan	632,500.82
Restricted Funds	
5-500400- Scholarships	44,281.84
5-500401 Jonah Massey Scholarship	\$1,055.00
5-800600- Retreat Village Funds	\$683,791.11
5-800605- Chapel Maintenance Fund	\$7,300.00
5-800620- Discretionary Fund	\$7,087.07
5-800630- Outdoor Education Grant	\$12.06
Total Restricted Funds	743,527.08
Total Other Current Liabilities	1,376,027.90
Total Current Liabilities	1,376,027.90
Total Liabilities	\$1,376,027.90
Equity	
Opening balance equity	\$1,626,593.48
Retained Earnings	1,727,666.21
Net Income	126,261.50
Total Equity	\$3,480,521.19
TOTAL LIABILITIES AND EQUITY	\$4,856,549.09

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Additional Information



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 Gooze Hall and Siler Gym.



Episcopal School Entry Map





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.

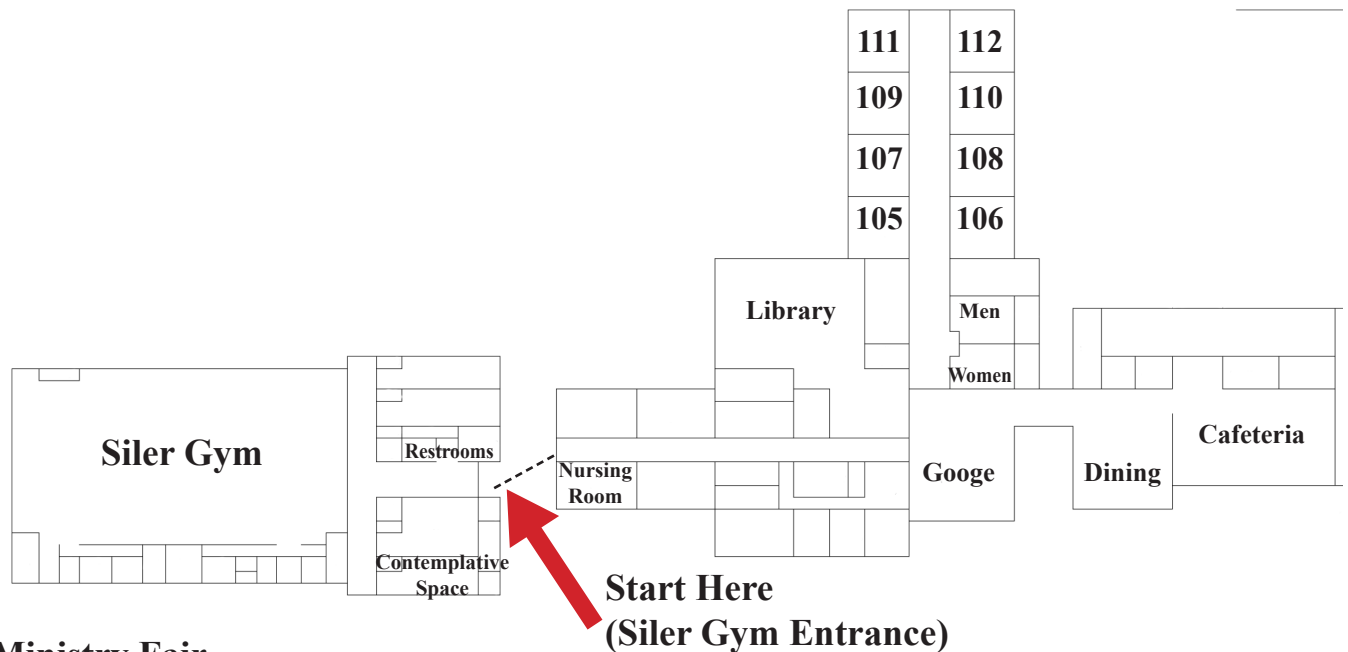
Hearing assistance devices are available at the AV table in the rear of the gym.

In Alphabetical Order by Common Name

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



Episcopal School of Knoxville Facility Map and Notable Locations



Ministry Fair

The Ministry Fair will take place in Googe Hall. There you will find tables featuring information for a number of Episcopal ministries from across our diocese and nation.

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.

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**Imagine Our
Possibilities**



Minutes

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

Appendix 1 - Bishop's Address

Appendix 2 - Resolutions of Appreciation and Affectionate Greetings

Appendix 3 - Standing Committee Address

Approved Budget



Minutes

9:00 AM Morning Prayer

ETN Youth

9:30 AM Call to Order

The Rt. Rev. Brian L. Cole

- The 41st convention of the Diocese of East Tennessee was called to order at 9:33 am by the Rt. Rev. Brian Cole.

Welcome to the Episcopal School of Knoxville

Dr. Jack Talmadge

- The Convention was welcomed to ESK by Dr. Jack Talmadge, Head of School of ESK and invited participants to explore the grounds while present today for convention.

Welcome from Host Clericus

- The Convention was welcomed by the Chattanooga Clerics. Representatives from the Chattanooga clericus included the Rev. Lou Parsons, the Rev. Bill McGee, and the Rev. Ann Weeks.

Welcome New Cures, Postulants, and Candidates

The Rt. Rev. Brian L. Cole

- New Cures, Postulants, and Candidates for ordination were welcomed and introduced to the convention by the Rt. Rev. Brian Cole.
- The Rev. Canon Joe Woodfin, Canon to the Ordinary, and Ms. Cheryl Bullis, Canon for Administration, were recognized for their new respective roles in the diocese.

Report from Committee on Credentials

Chris Cone

- Lay: 125
- Clergy: 57
- Total Delegates: 182

Welcome New Parish

The Rt. Rev. Brian L. Cole

- The new parish of Holy Cross, combined by the merger of St. Thaddeus and St. Alban's was welcomed to the floor of the 41st Annual Convention of the Diocese of East Tennessee by the Rt. Rev. Brian Cole.

Resolution regarding Order of Business and Rules of Order

Sarah Sheppard

- Motion to adopt the resolution for the Order of Business and rules of order for today was adopted unanimously by the convention by a vote of acclamation.

Consent Agenda

The Rev. Christopher Hogin

- The Consent Agenda was adopted unanimously by the convention by a vote of acclamation.

Last Call for Resolutions

The Rev. Christopher Hogin

- The last call for resolutions was made with no resolutions from the floor. No further resolutions will be accepted.

Report from Commission on Ministry

The Rev. Amy Morehous

- The Rev. Amy Morehous gave a report from the Commission on Ministry. She thanked those who have rotated off the Commission on Ministry and introduced the Rev. Gordon Brewer as the new co-chair of the Commission on Ministry.

Report from Grace Point Camp & Retreat Center

The Rev. Brad Jones

- A video highlighting the impact Grace Point has had on the campers, staff, and overall health of the diocese was shown.

Report from ETNyouth

Jesse Adkins

- Jesse Adkins, Missioner for Youth and Young Adults, gave a report to the convention regarding youth and young adult ministry in the diocese. Highlights included thanks to those who kept diocesan youth programming going during the absence of a missioner, thanks given to prior missioners, articulating his vision for youth ministry in the diocese by creating safe, sacred spaces for youth to learn who they are and whose they are. In order to see the church continue to grow into the future, we must invest in our youth today including financially. He asked the convention to commit to the work of imagining what youth ministry could look like in 2025.

Break

- The convention was adjourned for a break at 10:34 am and was asked to return at 10:50 am.
- The convention resumed the business meeting at 10:50 am.

Diocesan Strategic Visioning Update and Question 1

The Rt. Rev. Brian L. Cole

- The bishop gave an update on the current Strategic Visioning Process that the diocese is currently undertaking.
- The bishop invited the convention to reflect on the first question of the Strategic Visioning Process: What is the primary role of the diocese?

Balloting Instructions & Election

Dr. Adam Bean

- There are 9 uncontested elections.
- The candidates were voted by a vote of acclamation by the convention.
- There were 2 contested elections.
- 1 lay for B&C from the southeast
- Brent Hobby
- Desty Kent - Elected

- 1 clergy for the standing committee
- Rev. RJ Powell - Elected
- Rev. Ashton Sims

Report from University of the South

Dr. Robert W. Pearigen

- The Vice-Chancellor of the University of the South, Dr. Robert Pearigen gave an update to the convention on the status of things at the University, both in the college and in the seminary.

Report from Committee on Constitution & Canons

The Rev. Christopher Hogin

- The Rev. Christopher Hogin gave an update from the Committee on Constitution and Canons. It was decided that no changes to the Constitution or Canons were needed at this time.

Report from Committee on General Resolutions

- There were no resolutions presented at this year's convention.

Report from Finance Committee & Treasurer

John Hicks

- John Hicks, Treasurer of the Diocese of East Tennessee, gave an update on the 2025 Budget and asked for a motion to adopt the 2025 Budget. A vote of acclamation was taken by the Convention and passed unanimously.

Report from Justice in Banking

Rick Roach, Kim Wilson Owen, Adam Hughes

- A video reporting from the Justice in Banking taskforce was presented to the convention.

Report from Carbon Neutral Task Force

Courtney Shea

- Courtney Shea gave an update from the Carbon Neutral Task Force. She reflected that at the 40th Diocesan Convention, a taskforce was formed to help parishes and facilities to reach a Carbon Neutral Footprint. She invited the convention to consult with the taskforce to think about how our Diocese can commit to lower our carbon footprint.

Mid-Day Prayer

Episcopal School of Knoxville Students

- **Students from ESK led the convention in Mid-Day Prayer.**
- **The convention adjourned for lunch at 11:58 am.**

Lunch

The convention resumed business at 1:00 pm.

Report from Small Church Equity Task Force

The Rev. Jon Hermes and Beth Luehrs

- A video report was then presented from the Small Church Equity Task Force. The Task Force noted the information they have received but asked the convention to continue to partner with them on gathering information.

Report from Standing Committee**The Rev. April Berends**

- The Rev. April Berends, President of the Standing Committee, gave a report on the work of the committee over the last year.

Diocesan Strategic Visioning Question 2**The Rt. Rev. Brian L. Cole**

- The convention did not discuss question 2 due to time constraints. Bishop Cole invited feedback through a web portal set up to collect strategic visioning answers online.

Diocesan Strategic Visioning Question 3**The Rt. Rev. Brian L. Cole**

- The question for discussion is: What spiritual or ethical challenges do you think the diocese is facing and should attend too?

Bishop's Address**The Rt. Rev. Brian L. Cole**

- The Rt. Rev. Brian Cole gave his annual address to the diocese. See attached.

Diocesan Strategic Visioning Question 4**The Rt. Rev. Brian L. Cole**

- The convention was asked to consider this question: What is your dream for the diocese of East Tennessee over the next 3-5 years.

Resolutions of Greetings & Affection**Jon Humber & Emily Kirk**

- See attached.
- The Rt. Rev. Brian Cole added a verbal resolution of thanks to Jon Humber and Emily Kirk.

Invitation to 42nd Annual Diocesan Convention**The Rt. Rev. Brian L. Cole**

- The 42nd Annual Diocesan Convention will be held at ESK next February 2026.

Closing Prayer**Heather Holland****Convention Adjourns****The Rt. Rev. Brian L. Cole**

- The Convention adjourned at 2:37 pm. Sine die.

Respectfully submitted,

The Rev. William Simerly



Appendix 1: Bishop's Address

Convention Address

February 8, 2025

Episcopal School of Knoxville

The Right. Rev. Brian L. Cole

From the 13th chapter of Matthew--

“That same day Jesus went out of the house and sat by the lake. 2 Such large crowds gathered around him that he got into a boat and sat in it, while all the people stood on the shore. 3 Then he told them many things in parables, saying: “A farmer went out to sow his seed. 4 As he was scattering the seed, some fell along the path, and the birds came and ate it up. 5 Some fell on rocky places, where it did not have much soil. It sprang up quickly, because the soil was shallow. 6 But when the sun came up, the plants were scorched, and they withered because they had no root. 7 Other seed fell among thorns, which grew up and choked the plants. 8 Still other seed fell on good soil, where it produced a crop—a hundred, sixty or thirty times what was sown. 9 Whoever has ears, let them hear.”

In December 2016, this diocese created a profile, what you all called “an honest picture of blessings, ministries, activities, and people of our diocese, as well as the challenges facing us today.” This was the document that potential candidates discerning to serve as your fifth bishop could study and pray over. I was one of those persons out there studying and praying.

In that profile, you asked for a bishop to “be a person of deep prayer, not claim to know everything, and be a good listener.” In a process of listening to each other and the Holy Spirit that guided your work, you all stated, “Please be aware that bishops who are truly effective today are not ‘typical’ as in the past. Bishops must be more like explorers than administrators, less institutional and more regionally/locally plugged in; fun enough to get healthy effective people to want to be a part of diocesan ministries and will need help along the way as it is a tough job.”

You also said many other things in that profile. The last thing I want to mention is that you said, “People want to offer their gifts to the diocese, but they don’t know how.” Of all that appeared in the diocesan profile, that image of people wanting to offer gifts to each other and the region but not knowing how to start really struck me. It seemed to suggest a people both frustrated and paralyzed, but with a little clarity and invitation, a people capable and energized and willing. A volunteer spirit, you might say.

Before reading the East Tennessee profile in early 2017, I did not know why anyone would ever raise their hand to serve as a bishop. After reading that profile and praying through it, listening to the Holy Spirit and Susan and the wisdom of friends and mentors, after entering your process, after being elected, after serving here for over seven years, I cannot imagine doing anything else now. You converted me.

As your bishop, I hope I have helped more persons in this region find a way to offer their gifts to the diocese and to its people. I hope I have helped unleash what is possible in others to serve others in the name of Christ. I hope I have not gotten in the way as we all seek to discern our way along the path of the One who is the Way.

Upon joining you as bishop in 2017, I believed it was not my task to bring a vision from Kentucky to share with you in East Tennessee. I believed it was my task to join you, and the collective vision shaped in the discerning and dreaming process you undertook as you searched for a bishop. Your profile from 2016 has shaped our work.

Now, eight years later, I have a strong belief that it is time for us to frame a new strategic vision. As a bishop entering my eighth year with you, I am now coming up alongside the average tenure of an Episcopal bishop today.

In the Diocese of Tennessee, from which this diocese emerged, the first three bishops served for a combined total of 100 years. For Bishop Otey, he probably spent seven years either mounting or dismounting a horse. Bishop Gailor may have spent seven years simply responding to correspondence. But in the Episcopal Church today, seven years is often the entire arc of episcopal ministry.

It is my intention we have many more years of shared episcopal ministry together. This summer, I will take a sabbatical. Let me say thank you, thank you, thank you to you all for being the kind of church community that supports clergy sabbaticals. It is a gift I do not take for granted.

While away from you, I hope to spend a great deal of time reflecting on contemplative prayer and contemplative life and leadership, and the essential call to solitude. I also plan to spend a great deal of time with Susan in Wisconsin and my eldest brother has informed me that he and I are taking a road trip to Tulsa, Oklahoma.

As your bishop, Sunday visits to parish churches are always a highlight. I remain in awe of the good work done on the ground by clergy and lay leaders. In anticipation of each Sunday, a visitation worksheet is filled out by the parish clergy and helps guide our conversations in preparation for the visit and gives me a good snapshot of parish life, both the joys and the struggles.

Each worksheet includes a couple of questions about what the parish church needs in terms of support from me and your diocesan staff. For most of my time as bishop, the number one need has been an ongoing request for help in Christian formation and discipleship. While this is not true in every parish church, many of you tell us that mid 20th century models for Christian formation are losing purchase with persons, and new efforts are hit and miss, at best.

So, what are we doing to form mature Christian believers in our parish churches? As a bishop whose work includes a call to teach the Christian faith, asking for help in formation and expecting help from me and the bishop's office is appropriate.

When I first heard this need articulated, I thought of the request for effective formation like a people asking for help in getting tomatoes. Okay, let's get some tomatoes! With Miracle-Gro and any other quick-fix, ready-made stimulants, I prayed for an order of rushed tomatoes, and now.

Yet, tomatoes grown artificially and out of season, with no regard for the long haul, might yield something that looks like a tomato, though taste and texture and true health of the fruit is in real doubt.

Instead of focusing on the tomato, the rushed piece of produce, the parable from Matthew's gospel about seeds and soil helped me slow down enough to consider that before we grow a good crop, we must prepare good soil. The best seed, the best tomato plants money can buy will only do so much if the soil is rocky and shallow and hard.

How do we grow good soil, good earth in our souls?

This is where I want to say again how much I appreciate how hard you all work in your parish churches and I have heard you say that you all need help in growing mature Christian believers. And I have come to believe we have to slow down and begin again.

It's not about growing tomatoes and getting a good crop once. It's about feeding and nurturing good soil for the long haul, trusting that good things will grow in good soil, both in the proper season and with a crop native to the place of our souls.

What does good soil look like in a human soul? I believe it means to become a deeper and more grounded people. I believe it means we grow mature Christians able to listen and respond to the needs of our communities and not simply react.

In this moment, the Church needs to listen to those in need in our communities and be the ministers of the Gospel we are called to be from our baptisms. This past week, my colleague, Bishop Rob Hirschfeld of New Hampshire, shared this portion of Bishop Todd Hall's Convention Address to the Diocese of New Hampshire in 1951—

“The world is on trial for its very life. We have so much to give to the life of the Christian Church in a baffled world that is hardly behooves us to be either careless or selfish in this call to bring others to Christ. Now, if ever, it can be said—‘a disfigured world demands transfigured lives.’”

In this moment, you and I live in a society where we are treated less like citizens and more like consumers and easily manipulated consumers at that. The attention economy is built on the idea that we are being formed for shallow and reactive responses. It's time to buy something. After we do so, in little time, it's time to buy something else.

Left on my own, I am easily distracted. Instead of seeking true solitude, I settle for isolation.

In this season where this diocese is engaging strategic visioning, I want to share a dream with you. For me, I believe it is a dream that can be a blessing to us. I believe it might sustain our humanity, renew our call to live as free citizens in this Republic, and equip us as Christian disciples able to meet this moment.

It is my conviction that you and I are being called to become a diocese of contemplatives. The call to contemplation is a call to rest in our identity as children of God, as a people who respond to each other and the world from a posture grounded in the grace and mercy of God. We do not need to seek artificial fruit. We need to be grounded in good soil.

I am proposing that we establish a School for Contemplation and Discipleship. It will be a dispersed school, able to move from parish church to parish church, able to move from St. John's Cathedral to Grace Point Camp and Retreat Center. It will be able to be accessed online, though my prayer is that local circles of human connection will be the primary expression of this kind of school.

In growing good soil, a School for Contemplation and Discipleship begins with teaching people how to pray. At the core of contemplative prayer is a call to sacred silence, resting and surrendering to God's gracious acceptance of us as God's beloved, human beings made in God's image, loved by God without need to perform or compete.

From that ground of sacred silence, we then move to engage each other, seeing each other as children of God, persons to be loved rather than used.

The best definition I know regarding contemplation comes from the Jesuit theologian, Walter Burghardt. Burghardt wrote, "Contemplation is a long, loving look at the Real." The Real, according to Burghardt is the living God we have encountered in Christ Jesus and the reality of things we encounter in each other and the created world, enchanted by God.

A long, loving look at the Real is not simply the preferred posture of an introvert. To linger and to abide is the call of every Christian pilgrim. We are called to be a people who seek roots. So, if you are going to make good soil, it takes time. It takes the time it takes.

The contemplative also looks with love. That does not mean the contemplative does not see fault when fault is in front of them. It does not mean the contemplative ignores injustice when injustice is in front of them. But the contemplative looks through divine love when seeing the other, speaking to the other, no matter the challenge, with love, a divine love that seeks healing and wholeness.

When we look at the Real, we come to understand that the Real looks back at us. The Real looks at us with love and keeps looking at us, delighting in what God has made.

When we keep looking, when we keep growing good soil, then we come to believe that the Real is not only in front of us, but also in us. God is with us. It is said that God does not know how not to be with us.

We, however, can sometimes not be here, with ourselves. We are scattered and distracted, forgetting the one thing necessary. The one thing necessary is to know that God is here, with us, abiding in us, wanting to place more and more good soil in us. Out of the abundance of good soil, the fruit of that soil will come, without being forced.

Contemplative prayer is more than the amount of time you spend in prayer, in silence. Contemplative prayer, as has been practiced by the Church since our earliest days, reorients the rest of our day. From resting in God's life in silence, I engage the world with a renewed prayerful focus. Contemplative prayer does not keep me from the world. Rather, it helps me see the world as God sees it.

This past summer, the Episcopal Church gathered at General Convention in Louisville, Kentucky. While there the House of Bishops elected Sean Rowe as our new Presiding Bishop. In speaking to both bishops and deputies after his election, Presiding Bishop Rowe asked those gathered to "follow Jesus into an unknown future filled with hope."

The invitation of Presiding Bishop Rowe's is grounded in a contemplative posture. The unknown and hope rarely reside together in everyday thinking. If you want me to have hope, I might also ask for an assurance of how things are going to turn out.

Presiding Bishop Rowe is leading the Episcopal Church to ensure that our primary focus is to support dioceses and parish churches on the ground, where all ministry begins. That new organizational design will be sustained with a spirituality grounded in the contemplative tradition.

I know Sean to be a person with a book of organizational thinking in one hand and a book on mysticism and prayer in the other. Good design enables us to engage the reality in front of us, with clarity and honesty. Good design, rooted in a collective contemplative spirit, will allow us to move forward and keep on experimenting as the moment demands.

In early January, eleven bishops gathered in Nebraska for a few days of contemplative retreat. We were guided by Brother James Dowd, who helped us reflect on our own lives of prayer and how prayer shapes our work as bishops.

Those eleven bishops came from dioceses both large and small. We were diverse in gender and race and sexual orientation. We were drawn to gather out of a sense that how we have “done” church work the past several years is broken and that the impulse to seek the next quick fix will simply exhaust us.

We need to begin at the beginning. We need to meet God in prayer. With the reality of God’s presence in us, with the grief of what has not worked touching us, we can move with hope into that unknown future.

Beverly Hurley Hill has served us well as Canon for Mission and Lay Ministry the past nine years. In particular, the growth of the lay preaching initiative is a testament to Beverly’s deep belief that ministry, including the ministry of preaching, belongs to the whole Church.

Beverly is moving to Camp McDowell in Alabama to join her husband, Derrick, as he has taken on a new call as Executive Director there. As we are searching for a new Canon for Formation and Lay Ministry, it is our intent that the School for Contemplation and Discipleship will be a major focus for the new Canon’s work.

Contemplative prayer and practice are more than a program for Christian formation. Contemplative prayer is not about adding something to a person. It is about uncovering and rediscovering what is already true about us. From that ground of our being in God, the good soil can grow.

The contemplative life touches all that we are and do as a diocese. It is my belief that a School for Contemplation and Discipleship can guide our work with parish churches in conflict, with leadership development and raising up persons called to ministry in all the orders of the Church, with our work with children and youth, and with how we discern and decide within our respective diocesan leadership bodies.

A School for Contemplation and Discipleship will nurture our works of mercy and justice. When John Lewis prepared to walk across the Edmund Pettis Bridge in Selma, Alabama, in March 1965, he had two books in his knapsack. One was on the American Political Tradition. The other was a book by the monk and writer on the contemplative life, Thomas Merton.

“People want to offer their gifts to the diocese, but they don’t know how.”

A School for Contemplation and Discipleship needs the gifts you may be called to offer. Along with a new Canon for Formation and Lay Ministry, I would welcome hearing from you about what gifts you might be able to bring to this new School.

Before we depart today, we are going to ask you to share your dreams for the Diocese of East Tennessee as we enter the next three to five years together. My prayer is your dreams are seeds which will take root in good soil. As we listen, as we share, as we listen to each other and the Holy Spirit that connects us, I continue to believe that before we go forward, we are called to stop, to pray, and to engage the world from the good soil of contemplative souls.

Thank you for asking me to join you in this work over seven years ago. You listened to each other, your communities, the Holy Spirit, and you chose me to join you. Now, I am asking you, once again, to listen, to each other, your communities, the Holy Spirit, and choose again to stay connected to each other and the Gospel of Jesus Christ as we tend good soil in our souls for the work that is ahead.



Appendix 2: Resolutions of Appreciation and Affectionate Greetings from the 41st Annual Convention of the Diocese of East Tennessee

Feb 8, 2025, around 3:45pm on the Convention floor

Resolutions of Appreciation:

Be it here resolved that the 41st 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 Embler, John Hicks, Jim Anderson and Canon Cheryl Bullis

The General Resolutions Committee: Elizabeth Jones, The Rev. Bailey Norman and The Hon. Marie Williams

Communications & Technology: Bro. Andrew Morehead, HP Video, Danny Harb, Roger Harb, Jacob LaRose, Alexander Thomas, Aubrey Langley, 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 fair 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: Sara Sheppard and Dr. Adam Bean; Parliamentarian, Sarah Sheppard and Chancellor, George Arrants; as Registration personnel: Julie Novak, Cheryl Bullis, Beverly Hurley Hill, The Rev. Deborah Jackson, James Jackson, Ed Hochnedel; Hospitality crew: Scott Shaw, Kilby Allen, Diane Britton, Vernon Britton, Melissa Kirk; and all the other volunteers too numerous to name here, who so readily gave of their free time to help us make this event run as smoothly as you have experienced.

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 Rt. Rev. Brian Cole, The Rev. April Berends, The Rev. RJ Powell and Dr. Hannah Matis; and our Morning Prayer: Jesse Adkins, Diocesan Youth Coordinator, and volunteers and students too numerous to name herein for their energy to start our day; also our Midday Prayer: The Rev. Laura Henrik, Tracy Ward, and all the participating students here at The Episcopal School of Knoxville and of course to their parents for letting us borrow them to contribute to today's festivities; and our closing prayer to come, from Heather Holland

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, European Bakery, Morning Brew Company, 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 endless gratitude be expressed to the childcare staff who so generously gave of their time and talents to care for children of those gathered here today: Kathryn Humber, Junior Kindergarten 4 teacher; and Sydnee Woods, after-school staff here at ESK.

Be it here resolved that accolades and adulation be given to all the priests of the Chattanooga Clericus for providing planning support, but most especially for those members who served as Chaplains for yesterday's and today's proceedings: The Rev. Ashton Hicks, The Rev. John Rouser, and The Rev. Zac Settle.

Be it here resolved that appreciation and continued welcome to Diocesan Morning Prayer services be extended to Ed Hochnedel, our volunteer-volunteer coordinator, for his work this weekend and for his ever-present carbohydrate contributions to Diocesan House morale. May all your loaves rise to perfection.

Be it here resolved that we send words of gratitude to all those who facilitated our Justice in Banking workshop, persistently committing themselves to educating members throughout our diocese about the implications of banking policies and practices and continuing the fight for justice for all people: Adam Hughes, Rick Roach, and Kim Wilson Owen

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 hosts here today at The Episcopal School who have tirelessly and cheerfully given their time and talent in volunteer support of this convention, the custodial and office staff here at ESK, specifically today's Day Sexton, Jason, and all his hard work this afternoon; and all the classroom teachers that so generously granted access to their facilities for many varied and important purposes.

Resolutions of Affectionate Greetings:

Be it here resolved that greetings of deep affection and prayers of blessing and thanksgiving for his new ministry be sent to the Most Reverend Sean Rowe, 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.

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 all of us to be fully present for the 41st annual Convention of the Diocese of East Tennessee.

Invitation

And be it RESOLVED that the 42nd annual convention of the Diocese of East Tennessee shall be held at the Episcopal School of Knoxville in February of 2026. 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



Appendix 3: Standing Committee Address

Standing Committee report to the 41st Convention of the Diocese of East Tennessee February 8, 2025 The Rev. April Berends, President

Right Reverend Sir, clergy colleagues, faithful of East Tennessee,
It has been an honor to serve as president of your standing committee this past year.

I would like to thank my fellow members of the Standing Committee, The Rev. Cal Calhoun, Ms. Christina Sjoberg, Mr. Doug Overbey, The Rev. Ken Saunders and Ms. Abby Haase. Both Cal Calhoun and Christina Sjoberg have completed their terms, and I am grateful for their wise and faithful service to our diocese.

What does the Standing Committee do?

You can find the details of our work on p.60

We serve as a council of advice to the bishop, discussing matters that affect the diocese. We have found him to be a collaborative leader who cares deeply about the concerns of this diocese. He has also, over the now seven+ years that he has been our bishop, had the good sense to hire a responsive, talented diocesan staff whose members see their work as integral to our shared ministry.

The Standing Committee meets with representatives from parishes and worshipping communities whenever those entities seek to buy or sell properties, or take out loans or discuss their intent to form a merged parish. When we meet to approve these transactions, we consider both financial stewardship and the mission of the church in East Tennessee.

We also receive recommendations from and certify the good work of the Commission on Ministry as we interview individuals seeking holy orders, and we were pleased to see a number of gifted people become ordained in East Tennessee. We are enthusiastic about the future of ministry in East Tennessee.

In addition to our work in our own diocese, the Standing Committee consents to bishop elections in other dioceses of the Episcopal Church, and, recently, to the reconfiguration of dioceses, as several within the Episcopal Church are in the midst of efforts to consolidate dioceses to encompass contiguous dioceses. This is part of a larger effort within the Episcopal Church to better steward both human and material resources.

In our deliberations, we sometimes need to consult and interpret diocesan and denominational canons, but we spend most of our time together in conversation and discernment with one another, with Bishop Cole, and with representatives of the parishes and worshipping communities of the diocese. We aim to help the communities of East Tennessee steward our collective resources well, and it is always our intention to support all of you and the good work that you are doing with compassion and integrity.

This past year, the Standing Committee has been involved in conversations relating to the strategic visioning process in the diocese. Last month, we spent most of our meeting in a listening session providing our feedback for that process, and I encourage all of you to participate as deeply in these discussions that we are having as you are able.

I am sure that you heard tell, last month, of how one of our bishops, Mariann Edgar Budde of the Diocese of Washington offered a sermon at the National Cathedral that drew a lot of attention. I am always proud of the Episcopal Church when I see our leaders speaking gospel truth with courage and integrity.

For me, and for many in the community that I serve, this was a particularly moving and powerful moment of public witness.

Even more powerful, though, is the fact that countless individuals and communities are speaking and living this gospel every single day, sometimes from pulpits and places of power, and more often in quiet interactions with our neighbors.

I am so grateful to be part of one such community, and in this diocese our larger community, where every single day, we see our members choosing to move through the world with mercy and integrity and love.

In this moment, we are witnessing just how fragile and easily manipulated the systems on which we rely can be: democratic and political systems, ecosystems, economic systems, networks of sustainability and belonging. In this moment, over the last several weeks, we have heard the very idea of diversity—of thought, or ways of being—named as a threat, when everything about God’s good creation tells us that diverse ways of being and the connections between us are the only ways for this beloved creation to thrive.

We are not a big church, the Episcopal Church, especially in this beautiful, extraordinarily biodiverse part of creation. We are small, but we provide shelter, often in very specific, needful ways. And we remind each other, we remind this whole world, that every life, all life, has dignity, and all of it matters.

So, in this moment, dear siblings in Christ, keep choosing mercy and integrity and love with curious and open hearts. This gospel work takes all of us, and we are, none of us, alone. Tell the truth. Let God’s gifts grow in you and in the communities to which you belong. Look for ways to nurture more life, Christ’s life, in all of its connectedness and diversity.

In a few minutes, we are going to ponder a question together that involves the moral and ethical questions facing us—the Episcopal Church, our own communities, in this place and in this time. I ask you to dig deep into yourselves as you seek to answer that question, which is really twofold:

1) What are the concerns of our hearts as we witness this changing world that we find ourselves in, what are our deepest fears and deepest longings?

And, 2) How are we called to embody our commitments; how do we follow Jesus as we seek to move with mercy and integrity in a world that is filled with fear and longing?

Consider well these questions, and thank you, all of you, for your faithful work within the communities that you serve.



Approved Budget

1	Voluntary Commitments	2,026,314
2	E.E.C. Support (Episcopate)	125,000
3	Miscellaneous	23,000
4	Trust Fund Income (Seminarians)	12,000
5	Prior Year Voluntary Commitments	
6	Revenue	2,186,314
7	Release of Reserve Funds	39,526
10	Curacy Fund	45,000
11	Fund Transfers	84,526
12	Total Funds Available	2,270,840

14	DIOCESAN MINISTRY	
15	Bishop & Council	1,440
16	Community Partnerships	12,000
17	Stewardship	3,500
18	Christian Spiritual Formation	6,275
19	Grace Point Camp & Retreat Center	127,621
20	Episcopal Institutions	1,500
21	Liturgical Commission	750
22	Office of Communications	117,991
23	Standing Committee	4,500
24	Total DIOCESAN MINISTRY	275,577

25	MISSION WITHIN THE DIOCESE	
26	Support for Mission and Lay Ministry	125,188
27	Becoming Beloved Community	15,000
28	Support for Camp Scholarships	4,000
29	Support for Congregations	51,610
30	Support for Campus	184,355
31	Support for Youth	127,768
32	Support for Young Adults	9,000
33	Total MISSION WITHIN THE DIOCESE	516,921

34	MISSION BEYOND THE DIOCESE		
35	Sustainable Development Goals		15,832
36	TEC Pledge		273,356
37	General Convention Deputies		10,000
38	ECW		1,000
39	General Convention Bishop		3,000
40	Lambeth Conference		1,000
41	Province IV Synod Pledge		2,187
42	Synod Deputies		3,000
43	Total MISSION BEYOND THE DIOCESE		309,375

44	CLERGY SUPPORT		
45	Clergy Transition		176,777
46	Clergy Professional Development		5,500
47	Commission on Ministry		248,000
48	Medical Insurance - Retired		14,160
49	Sabbatical Scholarship		1,000
50	Support of Clergy & Family		7,700
51	Support for Retired Clergy		500
52	Total CLERGY SUPPORT		453,637

53	SUPPORT FOR THE EPISCOPATE		
54	Bishop's Ministry		183,962
55	Support for the Bishop's Ministry		80,000
56	Bishop Search & Transition Reserve		10,000
57	Office Salaries		280,258
58	Staff Continuing Education		10,000
59	Total SUPPORT FOR THE EPISCOPATE		564,220

60	FIXED COSTS FOR MINISTRY		
61	Accounting & Audit		37,000
62	Convention & Journal		14,050
63	Diocesan House Expenses		65,000
64	General Insurance		25,060
65	Maintenance Reserve		10,000
67	Total FIXED COSTS FOR MINISTRY		151,110
68	CONTINGENCIES / RESERVES		
69	Total Expenses		2,270,840

70	FUNDS REMAINING		0
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2024 Constitution & Canons

CONSTITUTION & CANONS

OF THE DIOCESE OF EAST TENNESSEE



ADOPTED BY THE 2024 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 Fortieth Annual Convention, Feb. 9-10, 2024, 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 fluid and cursive, with a large initial "L" and "M".

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

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

ARTICLE VIII. The Secretary and Treasurer

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

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

ARTICLE IX. The Standing Committee

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

ARTICLE X. Wardens and Vestry

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

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

ARTICLE XI. Election of a Bishop

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

ARTICLE XII. Constitution, How Amended

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

TITLE I ORGANIZATION

CANON 1: Definitions

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

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

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

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

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

“The Bishop” means the Bishop of the Diocese.

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

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

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

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

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

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

“Cure” means a place of ordained ministry.

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

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

“Journal” means the Journal of the Annual Convention.

“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. 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.

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. 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.

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: 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.

CANON 4: 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 5: 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 6: 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.

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.