

JOURNAL OF THE
FIFTY-SECOND ANNUAL CONVENTION

DIOCESE OF THE CENTRAL GULF COAST
THE EPISCOPAL CHURCH
University of West Florida Conference Center
Holy Trinity, Pensacola; St. Cyprian's, Pensacola;
St. Monica's, Cantonment

3-4 March 2023

"This is Our Story, This is Our Song"

DIRECTORY OF THE DIOCESE
PROCEEDINGS OF THE CONVENTION
ARTICLES OF INCORPORATION
RULES OF ORDER
CANONS

JOURNAL
OF THE
FIFTY-SECOND ANNUAL
CONVENTION

*Diocese
of the
Central Gulf Coast*

THE EPISCOPAL CHURCH

**Hosted by Holy Trinity, Pensacola; St. Cyprian's, Pensacola; and
St. Monica's, Cantonment**

Held at the University of West Florida Conference Center

3-4 March, 2023

"This is Our Story, This is Our Song"

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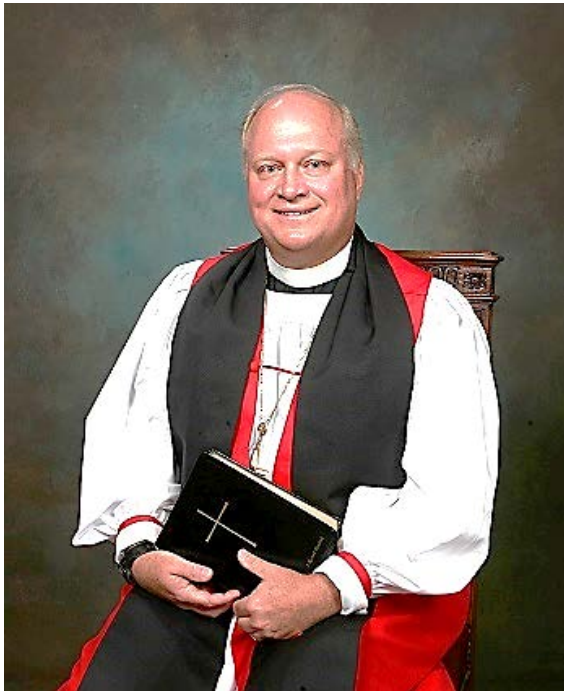
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THE RT. REV. JAMES RUSSELL KENDRICK
IV BISHOP OF THE CENTRAL GULF COAST
25 JULY 2015

MAILING ADDRESS: PO Box 13330, Pensacola, FL 32591-3330

LOCATION: 201 N Baylen St, Pensacola, FL 32502

OFFICE PHONE: 850-434-7337 **FAX:** 850-434-8577

FACEBOOK: The Episcopal Church in the Central Gulf Coast

WEBSITE: www.diocgc.org

THE BISHOP

The Rt. Rev. James Russell Kendrick (Robin)

201 N Baylen St, Pensacola, FL 32502

850-434-7337 ext. 1001 wk

russell@diocgc.org

THE BISHOP'S STAFF

DIOCESAN ADMINISTRATOR: Dwight C. Babcock (Jessica)

850-434-7337 ext. 1002 wk | dwight@diocgc.org

CANON TO THE ORDINARY & MISSIONER FOR DISCERNMENT: The Rev. B.

Ashley Freeman (Annie)

850-434-7337 ext. 1007 wk | ashley@diocgc.org

CANON MISSIONER for DISCIPLESHIP/DEAN OF SCHOOL FOR MINISTRY: Joy

Blaylock (Roy)

850-434-7337 ext. 1006 wk | joyblaylock@diocgc.org

CANON MISSIONER for DEVELOPMENT: Lydia Johnson (Wyatt)

850-434-7337 ext. 1007 wk | lydia@diocgc.org

BISHOP'S SECRETARY/ORDINATION OFFICER: Mary R. Poss (Stuart)

850-434-7337 ext. 1003 wk | mary@diocgc.org

FINANCIAL SECRETARY: Kim Weinstein

850-434-7337 ext. 1004 wk | kim@diocgc.org

MISSIONER for COMMUNICATIONS: Jennifer Johnson

850-434-7337 ext. 1005 wk | jenn@diocgc.org

CLERGY SPIRITUAL DIRECTOR: The Rev. Marshall Craver (Jan)

251-463-6650 cl | marshallcraver@bellsouth.net

THE GENERAL OFFICERS

CHANCELLOR FOR ALABAMA: Kathleen Miller, Esq. (Charles Fleming) | 2024

St. Paul's, Mobile | 251-405-1220 wk | mkm@ajlaw.com

CHANCELLOR FOR FLORIDA: Scott Remington, Esq. (Amie) | 2024

St. Christopher's, Pensacola | 850-384-4364 cl | sremington@cphlaw.com

SECRETARY: The Rev. Mike Ballard | 2024

Immanuel, Bay Minette | 251-463-7272 cl | michael.of.mobile@gmail.com

TREASURER: Ronald Snider (Virginia) | 2024

Christ Church Cathedral, Mobile | 251-439-7548 wk | rsnider@joneswalker.com

REGISTRAR-HISTORIOGRAPHER: The Rev. S. Albert Kennington (Nancy) | 2024

Retired | 251-928-4413 hm | revsak@gmail.com

COMMISSIONS AND OTHER BODIES ESTABLISHED BY CANONS

THE STANDING COMMITTEE

**nominated by the Bishop*

- President:** Van Fuller, St. Simon's on the Sound, Ft. Walton Bch | 2024
 *The Rev. Rian Adams, St. Andrews, Panama City | 2024
 Anne Gill, Trinity, Mobile | 2024
 *Carole Lea Johnson, Nativity, Dothan | 2024
 The Rev. Will Lowry, Holy Spirit, Gulf Shores | 2024
 *Michelle Crawford, St. Jude's, Niceville | 2025
 *The Rev. Bob Donnell, All Saints, Mobile | 2025
 The Rev. De Freeman, St. James, Fairhope | 2025
 Robbie Runderson, Good Shepherd, Mobile | 2025
 Mark Waddell, St. Augustine's, Navarre | 2025
 *John Griffing, St. Francis, Gulf Breeze | 2026
 Lolly Holk, St. Paul's Chapel, Magnolia Springs | 2026
 Bradford Moore, St. James, Eufaula | 2026
 The Rev. Sara Phillips, St. Mary's by the Sea, Coden | 2026
 *The Rev. Randy Sellers, Nativity, Dothan | 2026

THE COMMISSION ON FINANCE

- Chair:** Ronald Snider, Christ Church Cathedral, Mobile | 2024
 251-439-7548 wk | rsnider@joneswalker.com
 Terry Moore, St. James, Fairhope | 2024
 The Rev. Sara Phillips, St. Mary's, Coden | 2024

THE COMMISSION ON MINISTRY

- Chair:** Eugene Johnston, St. John's, Mobile | 2025
 251-591-4328 cl | ejohnston14@comcast.net
 Sheila Campbell, Chaplains to Retired Clergy team | 2024
 Tonye Frith, Nativity, Dothan | 2024
 The Rev. Susan Sowers, St. Christopher's, Pensacola | 2024
 The Rev. Pete Burgess, St. Paul's, Mobile | 2025
 The Rev. Deacon Clelia Garrity, St. Simon's, Ft. Walton Beach | 2025
 Dorothy Briley, St. Jude's, Niceville | 2026
 The Rev. Kathryn Gillett, Christ Church Parish, Pensacola | 2026
 Lyn Smith, Christ the King, Santa Rosa Beach | 2026
 The Rev. David Chatel, St. Stephen's, Brewton | 2027
 Kelly Fountain, St. Paul's, Mobile | 2027
 Joe Taylor, St. Christopher's, Pensacola | 2027
 Mary Poss, Diocese of the Central Gulf Coast | *Ordination Officer*

TRUSTEES OF THE UNIVERSITY OF THE SOUTH

The Rev. Mary Alice Mathison, St. Luke's, Mobile | 2024
 Francie Ladd, St. Paul's, Mobile | 2025
 Eric Stevenson, Christ Church, Pensacola | 2026

ARCHITECTURAL CONSULTANT

Gina Walcott, St. James, Fairhope | 2024
 251-680-3735 cl | gina@wavarchitects.com

CATHEDRAL CHAPTER

David Quittmeyer, Trinity, Mobile | 2024
 Phyllis Findley, St. Andrew's, Mobile | 2025
 The Rev. Dr. Mary Jayne Ledgerwood, Trinity, Mobile | 2026

DISCIPLINARY BOARD

The Rev. John Coleman | 2024
 Geary Gaston, St. Paul's, Mobile | 2024
 Renee Larson, St. Simon's, Fort Walton Beach | 2024
 The Rev. John Phillips, Christ Church, Pensacola | 2025
 Thomas Remington, St. Simon's, Fort Walton Beach | 2025
 The Rev. Susan Sowers, St. Christopher's, Pensacola | 2025
 Joel Williams, St. Mark's, Troy | 2026

AGENCIES OF THE DIOCESE

BECKWITH CAMP AND CONFERENCE CENTER

www.beckwithal.com

10400 Beckwith Ln, Fairhope, AL 36532-6060
 251-928-7844 ofc, 251-928-7811 fx

Executive Director: Eleanor Reeves
 251-928-7844 ext 12; eleanor@beckwithal.com

Reservations Manager: Rhona Reid
 251-928-7844 ext 13; rhona@beckwithal.com

Program & Summer Camp Director: Rachel Gilliam
 251-928-7844 ofc; rachel@beckwithal.com

Board of Directors

Chair: Bryan Whitehead, Christ the King, Santa Rosa Beach | 2024
 rbw30a@gmail.com

The Rev. Greg Hein, St. Mary's, Andalusia | 2024
 The Rev. Will Lowry, Holy Spirit, Gulf Shores | 2024
 Ginny Russell, St. Paul's, Mobile | 2024
 The Rev. Forbes Sirmon, St. James, Fairhope | 2024
 Holly Alves, St. Paul's, Daphne | 2025
 Anne Carswell, St. Paul's, Foley | 2025
 Kelley Fuller, St. Simon's, Fort Walton Beach | 2025
 George Huckabay, St. James, Fairhope | 2025

Doug Stephen, St. Paul's, Daphne | 2025
 Margaret Deakle, St. James, Fairhope | 2026
 Kyrah Drasheff, St. Christopher's, Pensacola | 2026
 Patricia Poe, St. Paul's, Mobile | 2026
 Leigh Rendfey, Christ Church Cathedral, Mobile | 2026

MURRAY HOUSE (Assisted Living Residence) www.murrayhouseliving.com
 1257 Government St. Mobile, AL 36604
 251-432-2272 ofc; 251-432-1935 fx
Executive Director: Angela Powell
 Angelapowell697@aol.com

Board of Directors

President: The Rev. Dr. Ken Cumbie, Redeemer, Mobile | 2024
 251-423-2580 cl | kcumbie3@aol.com
 John Bedsole, St. Paul's, Mobile | 2024
 Kris Branch, Good Shepherd, Mobile | 2024
 Cindy Gass, St. John's, Mobile | 2024
 Foy Hannum, All Saints, Mobile | 2025
 Pam Koch, St. Paul's, Mobile | 2025
 Laura Rutherford, Christ Church Cathedral, Mobile | 2025
 Janet Buckley, St. John's, Mobile | 2026
 Eugene Johnston, St. John's, Mobile | 2026
 Connie Mclean, St. John's, Mobile | 2026
 The Rev. Sara Phillips, St. Mary's, Coden | 2026

WILMER HALL CHILDREN'S HOME www.wilmerhall.org
 3811 Old Shell Rd., Mobile, AL 36608
 251-342-4931 ofc, 251-342-1782 fx | minge@wilmerhall.org
Executive Director: Pratt Paterson
 251-342-4931 wk | ppaterson@wilmerhall.org

Board of Directors

President: Will Gamble, Christ Church Cathedral, Mobile | 2025
 251-490-8205 cl | will.gamble@phelps.com
 Carl Cunningham, Jr., Christ Church Cathedral, Mobile | 2024
 Dan Gatewood, St. Paul's, Mobile | 2024
 The Rev. Dr. Michael Hoffman, Christ Church, Pensacola | 2024
 The Rev. Dr. Mary Jayne Ledgerwood, Trinity, Mobile | 2024
 Christopher Schatzman, St. Paul's, Mobile | 2024
 Jacob Fuller, Christ Church Cathedral, Mobile | 2025
 Stephen McNair, Christ Church Cathedral, Mobile | 2025
 Cynthia Tucker, All Saints, Mobile | 2025
 Forrest Williams, St. Paul's, Mobile | 2025
 Chris Alves, St. Paul's, Mobile | 2026
 Dianne Jordan, St. Luke's, Mobile | 2026

Kelly McElhenny, St. Paul's, Mobile | 2026

Jill Showers Chow, Christ Church Cathedral, Mobile | 2026

The Rev. John Talbert, St. Paul's, Daphne, and St. John's, Mobile | 2026

COMMISSIONS OF THE DIOCESE

COMMISSION ON AFFIRMATIVE AGING

Chair: The Rev. Sara Phillips, St. Mary's, Coden
251-709-7979 cl | sara.phillips@springhill.org

Susan Bridges, St. James, Fairhope

Linda Clifford, St. Michael's, Ozark

Kay Cruthirds, Trinity, Mobile

Elaine Estefan, St. James, Fairhope

Melinda Henderson, St. Agatha's, Defuniak Springs

Cecelia King, St. James, Fairhope

Elsie Moline, St. Luke's, Marianna

Cris Turnage, St. Cyprian's, Pensacola

The Rev. John Withrock, Epiphany, Enterprise

COMMISSION ON CURSILLO

Chair: Van Fuller, St. Simon's, Fort Walton Beach | 2026
850-420-2340 cl | van.fuller@icloud.com

David Adams, Holy Spirit, Gulf Shores | 2024

Cynthia Donnell, St. Paul's, Mobile | 2024

Bill Miller, St. Christopher's, Pensacola | 2024

Selah Dryer, St. James, Fairhope | 2025

The Rev. Forbes Sirmon, St. James, Fairhope | 2025

Bryan Whitehead, Christ the King, Santa Rosa Beach | 2025

Stuart Ibberson, Nativity, Dothan | 2026

Debbie Waldrop, St. Peter's, Bon Secour | 2026

Lori Bates, Holy Nativity, Panama City | *Of Counsel*

Janet Foote, St. Paul's, Magnolia Springs | *Of Counsel*

The Rev. De Freeman, St. James, Fairhope | *Head Spritual Director*

Gary Moore, St. Paul's, Daphne | *Of Counsel*

Eleanor Reeves, Beckwith Camp and Retreat Center | *Beckwith Liasion*

Charles Roose, St. Christopher's, Pensacola | *Music Coordinator*

Scott Thompson, St. James, Fairhope | *Of Counsel*

Haden Tirey, St. John's, Monroeville | *Of Counsel*

COMMISSION ON GLOBAL MISSION ENGAGEMENT

Chair: Geary Gaston, St. Paul's, Mobile | 2025
251-649-7327 cl | gearygaston@bellsouth.net

Karen Anderson, Holy Spirit, Gulf Shores | 2024

The Rev. Thack Dyson, St. Paul's, Daphne | 2024

Anne McEniry, St. James, Fairhope | 2024

Keith Greene, St. Simon's, Fort Walton Beach | 2025
 Becky Vance, Trinity, Mobile | 2025
 The Rev. Deacon Clelia Garrity, St. Simon's on the Sound | 2026
 Anne White-Spunner, St. Paul's, Mobile | 2026
 Howard Wilson, St. Paul's, Daphne | 2026

COMMISSION ON PRISON MINISTRY

Chair: The Rev. Deacon John Kendall, St. Mary's, Milton
 jtk.3030.jk@gmail.com
 Steve Brown, St. Simon's, Fort Walton Beach
 The Rev. Jamie McElroy, St. Luke's, Mobile
 The Rev. Deacon Susan McKee, St. Paul's Chapel, Magnolia Springs
 John Olson, St. James, Fairhope
 The Rev. Deacon Ed Richards, Christ the King, Santa Rosa Beach
 Catie Strickland, St. Mark's, Troy
 Mary Ann White, All Saints, Mobile

COMMISSION ON RACIAL JUSTICE AND RECONCILIATION

Co-Chair: Joe McDaniel, Jr., Christ Church, Pensacola
Co-Chair: Gary Moore, St. Paul's, Daphne
 Nancy Bolton Beck, St. Paul's, Daphne
 The Rev. David Chatel, St. Stephen's, Brewton
 Jill Showers Chow, Christ Church Cathedral, Mobile
 Ozie Christian, Christ Church Parish, Pensacola
 The Rev. Jim Flowers, All Saints, Mobile
 Michael Foote, St. Paul's Chapel, Magnolia Springs
 The Rev. John C. George, Good Shepherd, Mobile
 Clyde Jones, Macedonia Missionary Baptist Church, Daphne
 Nichelle Jones, Macedonia Missionary Baptist Church, Daphne
 The Rev. Lydia Knizley Johnson, Diocese of the Central Gulf Coast
 Susan Miller, St. Stephen's, Brewton
 Valerie Mitchell, All Saints, Mobile
 Dent Neilson, St. Thomas, Greenville
 Christopher Norman, Trinity AME Church, Bay Minette
 Donnise Norman, Trinity AME Church, Bay Minette
 Andrew Price, Good Shepherd, Mobile
 Mary Mullins Redditt, St. James, Fairhope
 Robbie Runderson, Good Shepherd, Mobile
 Ken Thomas, Nativity, Dothan

DIOCESAN YOUTH MINISTRY LEADERSHIP TEAM

Coordinator: Rachel Gilliam, Beckwith Program Director
 Anne Gill, Trinity, Mobile
 The Rev. Deacon Rachel Iversen, St. Cyprian's, Pensacola
 The Rev. John Talbert, St. Paul's, Daphne, and St. John's, Mobile

DIOCESAN COORDINATORS

BROTHERHOOD OF ST. ANDREW

Dick Hooper | Christ Church, Pensacola
850-572-2338 cl | wihoop@cox.net

CHAPLAINS TO RETIRED CLERGY

The Rev. Albert and Nancy Kennington | Retired
251-591-3505 cl | revsak@gmail.com

DAUGHTERS OF THE KING

Elizabeth MacWhinnie | St. Monica's, Cantonment
850-736-6126 cl | eamacwhinnie@gmail.com

EDUCATION FOR MINISTRY (EFM)

The Rev. David Clothier | Epiphany, Crestview
251-623-2359 cl | dmclothier51@gmail.com

EPISCOPAL RELIEF & DEVELOPMENT

Eugene Johnston | St. John's, Mobile
251-591-4328 cl | ejohnston14@comcast.net

MEN'S CONFERENCE

Sam Richardson | Grace Church, Panama City Beach
850-832-5103 cl | sam.richardson365@gmail.com

UTO CO-COORDINATORS

Joyce Landers | St. Mark's, Troy
334-672-3061 cl | jlanderscgc@gmail.com

SCHOOLS

- EPISCOPAL DAY SCHOOL OF CHRIST CHURCH PARISH (K3 - 8TH)** www.edsc.org
 223 N. Palafox
 Pensacola, FL 32502
 Robert Stephens, Head of School
 850-434-6474 | rstephens@edsc.org
- HOLY NATIVITY EPISCOPAL SCHOOL (K3 - 8TH)** www.holynativityschool.com
 205 Hamilton Ave
 Panama City, FL 32401
 Cynthia Fuller, Head of School
 850-747-0060 | cfuller@hnes.us
- ST. JAMES EPISCOPAL SCHOOL** www.stjamesfairhope.school
 860 N Section St
 Fairhope, AL 36532
 Shelley Miller, Director
 251-928-2912 | pdmillerfl@aol.com
- ST. LUKE'S EPISCOPAL SCHOOL (K2 - 12TH)** www.slesmobile.com
 3975 Japonica Ln (K2 -5th)
 Mobile, AL 36693
- 1400 University Blvd. (6th -12th)
 Mobile, AL 36609
- Suzy Banks, Interim Head of School
 251-666-2991 | sbanks@slesmobile.org
- ST. PAUL'S EPISCOPAL SCHOOL (PREK - 12TH)** www.stpaulsmobile.net
 161 Dogwood Ln
 Mobile, AL 36606
 Blair Fisher, Head of School
 251-342-6700 | bfisher@stpaulsmobile.net
- ST. PAUL'S PRESCHOOL** www.stpaulspreschooldaphne.com
 8788 N Main St
 Daphne, AL 36526
 Elizabeth Faust, Director
 251-626-2774
- THE TREE HOUSE EPISCOPAL MONTESSORI SCHOOL** www.thetreehousectk.org
 Christ the King Episcopal Church
 480 N Highway 393
 Santa Rosa Beach, FL 32459
 Summer Stough, Head of School
 850-622-9771 | info@thetreehousectk.org

CLERICAL AND LAY DEPUTIES AND ALTERNATE DEPUTIES TO THE
81st GENERAL CONVENTION OF THE EPISCOPAL CHURCH
June 23 – 28, 2024, LOUISVILLE KENTUCKY

Clerical Deputies

The Rev. Amanda Doshier, St. James Fairhope

The Rev. Christie Hord, St. John's Pensacola

The Rev. David Knight, St. Simon's Fort Walton Beach

The Rev. John Talbert, St. Paul's Daphne, and St. John's Mobile

Alternate - The Rev. Linda Suzanne Borgen, St. Thomas Greenville

Lay Deputies

Eugene Johnston, St. John's Mobile

Jeannie Kienzle, All Saints Mobile

Joe McDaniel, Jr., Christ Church Pensacola

Jill Showers Chow, Christ Church Cathedral Mobile

Alternate - David Quittmeyer, Trinity Mobile

Convocation I**Dean:****The Rev. Jim Flowers**
All Saints, Mobile

Chickasaw, St. Michael's
 Citronelle, St. Thomas'
 Coden, St. Mary's
 Dauphin Island, St. Francis
 Mobile, All Saints
 Mobile, Christ Church
 Cathedral
 Mobile, Good Shepherd
 Mobile, Redeemer
 Mobile, St. Andrew's
 Mobile, St. John's
 Mobile, St. Luke's
 Mobile, St. Mark's
 Mobile, St. Paul's
 Mobile, Trinity
 Wilmer Hall
 Murray House

Convocation IV**Dean:****The Rev. Linda Suzanne**
Borgen
St. Thomas', Greenville

Andalusia, St. Mary's
 Atmore, Chapel of St. Dismas
 Atmore (Poarch), St. Anna's
 Atmore, Trinity
 Brewton, St. Stephen's
 Dothan, Nativity
 Enterprise, Epiphany
 Eufaula, St. James'
 Greenville, St. Thomas'
 Jackson, St. Peter's
 Monroeville, St. John's
 Ozark, St. Michael's
 Troy, St. Mark's

Convocation II**Dean:****The Rev. Thack Dyson**
St. Paul's, Daphne

Bay Minette, Immanuel
 Bon Secour, St. Peter's
 Daphne, St. Paul's
 Fairhope, St. James
 Foley, St. Paul's
 Gulf Shores, Holy Spirit
 Lillian, Advent
 Magnolia Springs, St. Paul's
 Robertsdale, St. John's
 Beckwith Camp & Retreat
 Center

Convocation V**Dean:****The Rev. Joe Hagberg**

Apalachicola, Trinity
 Chipley, St. Matthew's
 DeFuniak Springs, St. Agatha's
 Destin, St. Andrew's
 Marianna, St. Luke's
 Laguna Beach, St. Thomas'
 Panama City, Holy Nativity
 Panama City, St. Andrew's
 Panama City, St. Patrick's
 Panama City Bch, Grace
 Church
 Port St. Joe, St. James'
 Santa Rosa Bch, Christ the
 King
 Wewahitchka, St. John's

Convocation III**Dean:****The Rev. Christie Hord**
St. John's, Pensacola

Cantonment, St. Monica's
 Crestview, Epiphany
 Gulf Breeze, St. Francis'
 Ft. Walton Beach, St. Simon's
 Milton, St. Mary's
 Navarre, St. Augustine's
 Niceville, St. Jude's
 Pensacola, Christ Church
 Pensacola, Holy Cross
 Pensacola, Holy Trinity
 Pensacola, St. Christopher's
 Pensacola, St. Cyprian's
 Pensacola, St. John's

Explanation of Church Listings

Clergy Staff

For the purposes of this Journal, the following Canonical titles* are used in the manner listed below:

Rector: shall refer to a priest canonically settled in accordance with the General Canons in a parish in union with the Convention.

Vicar: shall refer to a priest for a mission Congregation who is canonically resident in the Diocese and is appointed by the ecclesiastical authority

Curate: shall refer to a priest serving as an assistant, by whatever title designated, in a parish, who is canonically resident in the Diocese, and who is called by the Vestry on the recommendation of the Rector after communication with the Bishop as provided in the General Canons.

Priest-in-Charge: shall refer to a priest appointed by the Bishop, after consultation with the Vestry, to serve in any congregation in which there is no Rector, and who shall exercise the duties of Rector as provided in the General Canons.

Transitional Deacon: shall refer to a deacon canonically resident in the Diocese who is determined by the ecclesiastical authority to be actively involved in training and preparation for ordination to the priesthood in the Diocese.

Vocational Deacon: shall refer to any deacon who is not a Transitional Deacon.

*For additional definitions of terminology, please refer to the Canons of this diocese found in this Journal.

Note: For the complete listing of clergy in this diocese, please refer to the Clergy Directory found in this Journal.

Lay Staff

For the purposes of this Journal, the Lay Staff listing is limited to those serving in leadership roles on the Vestry and Church Staff who are initial contacts in the church office. Contact the diocesan office for a current listing of those serving other leadership roles within each church (i.e. Altar Guild Chairs, ERD Representatives, UTO Coordinators, etc.).

Parochial Statistics

Information listed in this section was taken from the most recent Parochial Report submitted by each congregation to the Episcopal Church.

To submit updates to contact information for those persons listed in this Journal or to report changes in church leadership, please contact the diocesan office at (850) 434-7337 or visit www.diocgc.org.

attended Conventionclergy rosters as of 5/1/2023***THE BISHOP**

	<u>Dcn</u>	<u>Priest</u>	<u>Dio</u>
*KENDRICK, J. Russell (VTS)	1995	1996	2015

PAROCHIAL CLERGY

*ADAMS, W. Rian (U.So) St. Andrews', Panama City	2014	2015	2019
*BALLARD, Michael E. L. (CGC SfM) Immanuel, Bay Minette	2020	2021	2020
*BATES, Steven B. (U.So) Holy Nativity, Panama City	2002	2002	2006
*BLAYLOCK, Joy H. (LTSS) Missioner for Discipleship Dean, School for Ministry	ELCA	2010	2017
*BORGEN, Linda-Suzanne (CDSP) St. Thomas, Greenville	2014	2015	2014
*BURGESS, William O. (VTS) St. Paul's, Mobile	2019	2019	2019
CHATEL, David R. (CGC SfM) St. Paul's, Magnolia Springs	2020	2021	2020
*CLOTHIER, David M. (CGC SfM) Epiphany, Crestview	2020	2021	2020
*DIXON, Robert P. Dixon (ETSS) Holy Cross, Pensacola	2011	2012	2011
*DONNELL, Robert "Bob" M. (CGC SfM) All Saint's, Mobile	2020	2021	2020
*DOSHER, Amanda H. (VTS) St. James, Fairhope	2022	2023	2022
*DYSON, Thack H. (VTS) St. Paul's, Daphne	1996	1997	1996
*FLOWERS, James B. (ETSS) All Saints', Mobile	2004	2005	2004
*FREEMAN, Ashley B. (ETSS) Canon to the Ordinary Missioner for Discernment	2014	2015	2022
*FREEMAN, Jr., Denson F. (ETSS) St. James, Fairhope	2007	2008	2016
*GEORGE, John C. (VTS) Good Shepherd, Mobile	2013	2014	2016
*GIBSON, Beverly F. (GTS) Christ Church Cathedral, Mobile	2005	2006	2005
*GILLETT, Kathryn S. (Duke) Christ Church, Pensacola	2018	2018	2019
*HOFFMAN, Michael P. (U.So) Christ Church, Pensacola	2005	2006	2016
*HORD, Christine D. (VTS) St. John's, Pensacola	2014	2015	2014
*HUTSON, Blake R. (PrTS) St. Jude's, Niceville	2005	2006	2023
*JOHNSON, Lydia K. (CGC SfM) Missioner for Development	2020	2020	2021
*KAMINSKI, Neil M. (U.So.) St. James', Eufaula	2021	1995	2021
*KNIGHT, J. David (Seabury) St. Simon's, Fort Walton Beach	2002	2002	2016
*LEDGERWOOD, Mary Jayne (VTS) Trinity, Mobile	2001	2002	2018
*LOCKETT, Tina L. (Trinity) Advent, Lillian	2001	2002	2020
*LOWRY, III William M. (U.So) Holy Spirit, Gulf Shores	2013	2014	2019
*MANCIL, Eric N. (VTS) St. Mary's, Andalusia	2014	2015	2023
MATHISON, Mary Alice (VTS) St. Luke's, Mobile	2013	2014	2013
*McELROY, Jamie Theodore (CDSP) St. Luke's, Mobile	1992	1992	2019

*NORRIS, M. Brent (U.So.) St. Paul's, Foley	2021	1996	1996
*PHILLIPS, Sara D. (Trinity) St. Mary's, Coden	2018	2018	2018
*PROCTOR, Richard G. (GTS) Christ the King, Santa Rosa Bch	2010	2011	2015
*RABONE, Christian R. (ETSS) St. Francis, Gulf Breeze	2016	2017	2023
*RIGGIN, John H. (U.So) St. Paul's, Mobile	1991	1992	1991
*SELLERS, Randal H. (VTS) Nativity, Dothan	2019	2019	2021
*SIRMON, T. Forbes (ETSS) St. James, Fairhope	2018	2018	2018
*SOWERS, Susan R. (VTS) St. Christopher's, Pensacola	2010	2010	2015
*TALBERT, John K. (CGC SfM) St. Paul's, Daphne St. John's, Mobile	2020	2021	2020
*WALKER, Ansley E. (Yale) St. Christopher's, Pensacola	2021	2021	2021
*WHITE-SPUNNER, III (ETSS) St. John's, Monroeville	2022	2022	2022
*ZUBLER, Eric J. (U.So) Christ Church Cathedral, Mobile	2007	2007	2014

**CLERGY WHO TRANSITIONED IN THE DIOCESE AFTER CONVENTION
(who are Canonically resident; representing the below congregation)**

*CHATEL, David R. (CGC SfM) transitioned from Rector of St. Stephen's, Brewton
called as Rector of St. Paul's, Magnolia Springs

RETIRED CLERGY SERVING UNDER CANON 3, SECTION 4 (a)

*CUMBIE, W. Kenneth (MidW. Baptist) (Joan) <i>Priest-in-Charge; Redeemer, Mobile; 251-639-1948</i> 172 Hannon Ave., Mobile, AL 36604 251-478-6443 hm; 251-423-2580 cl kcumbie3@aol.com	1993	1993	1996
*DOLLHAUSEN, Matthew M. (LTSS) (Vickie) <i>Priest-in-Charge; St. Mary's, Milton; 850-623-2905</i> 6431 Lakeshore Dr., Milton, FL 32570 850-375-4485 mdollhausen@gmail.com ; prieststmarys@gmail.com	ELCA	1996	2015
ELAM, III, Walter L. (U.So) (Anne) <i>Vicar; St. John's, Robertsdale; 251-947-6011</i> P.O. Box 1137, Fairhope, AL 36532 [153 Orange Ave., Fairhope, AL 36532] 251-990-3596 hm; 251-510-9577 cl wlelam@bellsouth.net	1982	1982	2000

*GREEN, David K. (U.So) (Charlotte)	2014	2015	2014
<i>Priest-in-Charge; St. Peter's, Bon Secour; 251-949-6254</i>			
607 Glen Eagles Avenue, Gulf Shores, AL 36542			
251-752-0662 cl			
fatherdavid15@gmail.com			
PHILLIPS, Julia C. (ETSBH)	1989	1990	1989
<i>Vicar; St. Patrick's, Panama City; 850-774-3190</i>			
127 Hamilton Ave., Panama City, FL 32401-3815			
850-763-7847 hm; 850-624-2463 cl			
jjcp@comcast.net			
*POPHAM, James J. (ETSS) (Jo)	2008	2009	2016
<i>Co-Priest-in-Charge; St. Andrew's, Destin; 850-650-2737</i>			
3849 Misty Way, Destin, FL 32541			
941-445-7770 cl			
jimpopham@gmail.com			
*POPHAM, Jo Anne P. (ETSS) (Jim)	2008	2009	2016
<i>Co-Priest-in-Charge; St. Andrew's, Destin; 850-650-2737</i>			
3849 Misty Way, Destin, FL 32541			
941-445-0253 cl			
thejomama@gmail.com			
PORTER, Roger C. (VTS)	1960	1961	1971
<i>Vicar; St. Francis, Dauphin Island; 251-861-2300</i>			
6500 Middleburg Crt., Mobile, AL 36608			
251-344-0794 hm; 251-656-0961 cl			
rcporter33@comcast.net			
WELLER, Jr., Thomas C. (Luth.TX) (Linda)	1983	1983	1984
<i>Priest Associate, Holy Nativity, Panama City; 850-747-4000</i>			
3001 W 10 th St., Unit 718, Panama City, FL 32401			
850-532-0114 cl			
twellerpc@gmail.com ; fr.tomhnec@holy-nativity.org			
*WITHROCK, John W. (ELCA Lutheran) (Elaine)	2008	2009	2008
<i>Vicar; Epiphany, Enterprise; 334-347-8210</i>			
P.O. Box 311265, Enterprise, AL 36331			
[302 E Grubbs Street, Enterprise, AL 36330]			
334-798-2368 cl			
fr.john@enter.twcbc.com			

**NON-CANONICAL CLERGY SERVING
NON-CANONICAL RETIRED CLERGY SERVING
UNDER CANON 3, SECTION 4 (a)**

OTT, Robert M. (Bonnie) <i>retired</i>	El Camino Real		
<i>Priest-in-Charge; St. Luke's, Marianna; 850-482-2431</i>			
4547 Red Oak Trace, Marianna, FL 32446			
843-624-0133			
bobstjohnschapel@redshift.com			

NON-PAROCHIAL CLERGY

COLEMAN, John Charles (GTS) (Mary) 2 Chateau Place, Dothan, AL 36303 334-718-6580 cl johnccoleman@mac.com	2005	2006	2005
HEARD, Thomas K. (GTS) (Cheryl Winters-Heard) <i>Interim-Rector; Church of the Ascension, Chicago, IL; 312-664-1271</i> <i>[temp address: 1119 N La Salle Dr. Chicago, IL 60610]</i> 2201 Dauphin Street, Mobile, AL 36606 314-650-5010 cl fr.thomas.heard@gmail.com	2006	2007	2007
PLOVANICH, Ede M. (ETSS) (Robert) 1365 Selby Phillips Drive, Mobile, AL 36695 334-202-9275 cl rplovanich@aol.com	2006	2007	2006

DEACONS

	Dcn	Dio
BRENEMEN, Betty Jo, (CGC), <i>retired</i> 2396 Brook Park Rd., Pensacola, FL 32534 850-450-3179 cl gbjmb@mykolab.com	2011	2011
BREWER, John L. (CGC), (Toni), <i>unassigned</i> 107 High Gabriel Drive, Leander, TX 78641 850-384-3682 John's cl; 850-384-3522 Toni's cl dcn.john.brewer@gmail.com	2011	2011
CARSON, R. Jayne (CGC), <i>retired</i> 8363 Twin Lakes Drive, Mobile, AL 36695 251-633-9052 hm; 251-377-5997 cl jaynecarson@bellsouth.net	2011	2011
DEAN, Bobby W. (CGC), (Patricia), <i>retired</i> 174 Watercolor Way, Ste 103, Santa Rosa Beach, FL 32459 850-231-1686 hm bobdean@gnt.net	2011	2011
*GARRITY, Clelia, (CGC) <i>Diocesan Global Mission Advocate</i> <i>St. Simon's, Fort Walton Beach; 850-244-8621</i> 912 Denton Blvd, NW, #2005, Ft. Walton Beach, FL 32547 561-271-2890 cl garritycpg@gmail.com	2010	2014
*GOFF, Terry L., (CGC), (John) <i>Redeemer, Mobile; 251-639-1948</i> 6012 Timberly Rd, N, Mobile, AL 36609 251-656-1609 cl terrylynngoff@yahoo.com	2014	2014

HEWIS, Clara M., (CGC), <i>retired</i> <i>Chaplain, Azalea Trace Retirement Community</i> 1514 E. Avery St, Pensacola, FL 32503 850-791-6342 hm; 850-304-3083 cl cmhii@aol.com	2011	2011	
*IVERSEN, Rachel S. (Craig) (CGC-SfM) <i>St. Cyprian's, Pensacola</i> 4702 Christy Drive, Pensacola, FL 32504 rachels.iversen@gmail.com 850-293-0478 cl	2020	2020	
KELSON, Laura J., (CGC) <i>unassigned</i> P.O. Box 13507, Pensacola, FL 32591 [647 Buoy Dr, Pensacola, FL 32507] 850-982-3555 cl; keltwn@gmail.com	2014	2014	
*KENDALL, John T. (Barbara) (CGC-SfM) <i>St. Mary's, Milton; 850-623-2905</i> 3030 Desert Street, Pensacola, FL 32514 jtk.3030.jk@gmail.com 850-529-0207 cl	2020	2020	
*McKEE, Susan R., (CGC) <i>St. Paul's, Magnolia Springs; 251-965-7452</i> 213 W. Pedigo Ave, Foley, AL 36535 251-978-1144 cl susan@stpaulsms.org	2011	2011	
*RICHARDS, Edward T., (CGC), (Gayle Ahrens) <i>retired</i> 225 Jennings Mill Pkwy, Apt 1421, Athens, GA 30606 850-769-7275 hm, 850-276-0460 cl erichards5@icloud.com	2011	2011	
SPENCER, Patricia "Tricia" A (CGC) <i>retired</i> 3281 East Brainerd St, Pensacola, FL 32503 863-450-7412 cl deacontricia@yahoo.com	2002	2018	
WHEELER, Kathryn B. (Daniel) (Georgia Deacon School) <i>retired</i> 2002 W Lakeridge Drive, Albany, GA 31707 850-927-5067 cl kaybwheeler@hotmail.com	1999	2004	
BAKER, Milledge L. (Logos) (Barbara) 8100 Pine Forest Rd., Walnut Hill, FL 32568 850-327-4258 hm; 850-490-1249 cl frmilledge@gmail.com	2008	2009	2008
BALDWIN, Gary L. (U.So) (Kathy) 188 Grindstone Creek Drive, Clarkesville, GA 30523 251-363-0463 cl fathergary@murdercreek.com	1988	1988	2003

 RETIRED CLERGY

BETENBAUGH, Helen R. (Perkins) 200 E Debbie Ln, Apt 152, Mansfield, TX 76063 940-293-7391 cl hbwheels@aol.com	1996	1997	2004
BOGAN, III, L. Eugene (ETSS) 1603 Sumatra Lane, Gulf Breeze, FL 32563 850-712-8989 cl genebogan@hotmail.com	1961	1962	1972
BRIGHT, Carl C. (U.So) 999 Hood Rd, NE, Apt 133, Marietta, GA 30068 256-412-2129 cl padreb1976@gmail.com	1976	1976	1990
BROWN, Dennis R. A. (U.So) <i>Ashland Place</i> P.O. Box 850697, Mobile, AL 36685 [148 Tuscaloosa St., Rm 302 B, Mobile, AL 36607] 251-471-5431 main ofc; 251-605-9408 cl rev.dbrown@gmail.com	1983	1984	1983
BYRD, Jeffrey Y. (ETSS) (Beth Ensor) 409 Deer Stand Hill Trail, Troy, AL 36079 334-268-6227 cl frbyrd62@gmail.com	2005	2006	2005
CARTER, Cynthia C. (ETSS) St. Mary's, Andalusia 3778 Maggie's Drive, Irondale, AL 35210 334-208-0801 ccarter3778@gmail.com	2007	2007	2011
COATS, Christopher V. (VTS) (Barbara) 6982 Pine Forest Rd, #110, Pensacola, FL 32526 251-223-2424 cl hsfrchris@gmail.com	1987	1988	2006
COOK, Johnny W. (ETSS) (Mary) 206 Fig Avenue, Fairhope, AL 36532 251-605-4795 hm; 251-753-7580 cl jwcook423@gmail.com	1984	1985	2003
COOPER, IV, Francis M. (Nash) (Martha) 11702 Carrollwood Cove Dr., Tampa, FL 33624 850-585-4801 cl fmcooper4@aol.com	1973	1973	2004
CRAVER, Marshall P. (U.So) (Jan) <i>Diocesan Clergy Spiritual Director</i> 14685 Ridge Rd, Summerdale, AL 36580 251-463-6650 cl marshallcraver@bellsouth.net	1984	1985	2003

DAY, Dennis L. (Seabury) (Marjorie) P.O. Box 2066, Fairhope, AL 36532-2066 [199 N. Ingleside St.] 251-929-0125 hm daytime37600@yahoo.com	1961	1961	1979
DWYER, Thomas P. J. (VTS) (Lynn) 6003 SW 93 Circle, Ocala, FL 34481 850-247-9726 cl vetelover@gmail.com	2003	2004	2009
GARNER, Jeffrey R. (ETSS) (Angela) P.O. Box 2346, Gulf Shores, AL 36542 [4217 Augusta Dr., Gulf Shores, AL 36542] 251-500-1589 hm; 205-753-5977 cl hsfrjeff@gmail.com	2005	2005	2014
GENTRY, B. Massey (U.So) (Jan) 624 Camden Ridge, Birmingham, AL 35226 251-459-4169 cl mgfairhope@gmail.com	1978	1978	2022
GRAHAM, W. Newell (Nash) (Mary Hair) 771 Simon Park Cir, Lawrenceville, GA 30045 678-377-8732 hm rbxmary@aol.com	1963	1963	1987
GRAVES, L. Roberts (VTS) 1302 E. Avery St., Pensacola, FL 32503 850-432-5924 hm; 850-525-7224 cl graves5924@bellsouth.net	1963	1964	1984
GREISER, Sr., Ronald E. (U.So) (Rita) 621 Laurel Lake Dr., Apt B 122, NC 28722-7473 828-606-7833 cl rongreiser@gmail.com	1977	1977	1990
HAGBERG, Joe A. (GTS) 6329 Causeway Rd., Panama City Beach, FL 32407 850-899-1400 cl joealan@knology.net	1976	1976	2002
HARRIS, Martha C. (Emory) (Mickey) P.O. Box 613, Apalachicola, FL 32329 [123 8 th Street, Apalachicola, FL 32320] 850-653-5856 cl mch52@icloud.com	1996	1996	2000
HEIN, C. Gregory (U.So) 89 Brook Haven Dr., Spruce Pine, NC 28777 850-830-4705 cl ghein626@aol.com	1982	1983	2006

HICKENLOOPER, A. Morgan (ETSS) (Mary Kennedy) P.O. Box 27120, Panama City Beach, FL 32411 [917 Cobia Dr., Panama City Beach 32408] 850-236-4684 hm, 850-774-3843 cl amhlooper@gmail.com	1993	1993	2001
HILL, H. Michael (U.So) (Geneva) 2255 Valley Escondido Dr., Pensacola, FL 32526 850-346-1989 cl hm.hill@cox.net	2000	2000	2000
HUFT, Jerry R. (TESM) 5103 Cold Harbor Drive, Apt 219 Tallahassee, FL 32312 850-832-0722 cl jahuft@gmail.com	1980	1981	1984
HUNGERFORD, Roger A. (ETSS) (Liz) 8853 Bellawood Circle, Pensacola, FL 32514 757-639-5610 cl rev.rog@holycrosspensacola.org	2012	2012	2020
JAMES, C. Scott (VTS) (Sylvia) 212 Tammy Drive, Decherd, TN 37324 931-327-2299 hm ssjames@bellsouth.net	1968	1969	1996
JAMES, William E. (U.So) 1530 University Dr., NE, Apt #15, Atlanta, GA 30306 404-290-4589 hm; 251-228-6158 cl	1965	1966	1979
*JENCKS, Jeffrey A. (S. Mary R-C) (Eileen McCartan) 6354 Ladera Trail, Pace, FL 32571 850-377-5098 cl jeffreyjencks@gmail.com	1986	1986	2008
KENNINGTON, S. Albert (U.So) (Nancy) 212 Margaret Dr., Fairhope, AL 36532 251-928-4413 hm, 251-591-3505 cl revsak@gmail.com Albert ; nbkenn45@gmail.com Nancy	1974	1975	1974
KINDERGAN, Walter B. (GTS) (Becky) 99 Firestone Blvd, Pensacola, FL 32503 850-529-5944 cl waltkindergan@gmail.com	2013	2014	2013
KLOPFENSTEIN, Timothy D. (U.So) (Hannah) 106 Galaxy Ave., Bonaire, GA 31005 478-278-6073 hm timklop@yahoo.com	1984	1985	1984
KNIGHT, Joseph S. (NOBS) (Anne) 436 Lapley St., Selma, AL 36701 334-874-7128 hm hazenone@bellsouth.net	1988	1989	2000

*KREAMER, Martha H. (U.So) P.O. Box 57, Lillian, AL 36549 [12099 County Road 99, Lillian, AL 36549] 251-978-1972 cl martha.kreamer@gmail.com	2001	2002	2001
LINDSTROM, Jr., D. Fredrick (VTS) (Marcia) 27 Mar Vista Circle, Pensacola, FL 32507 850-466-2216 hm; 828-421-9578 cl frfredl@gmail.com	1969	1970	1998
LOCKETT, Donna A. (ETSS) 11113 Starling Court, Lillian, AL 36549 334-467-8789 cl dalockett1017@gmail.com	2003	2004	2003
MAYER, Sandra C. (U.So) 637 N Mt. Pleasant Ave., Monroeville, AL 36460 334-402-0906 cl neweng1@comcast.net	2000	2001	2000
McDOWELL-FLEMING, David H. (GTS) (Martha) 1606 Ursuline Avenue, New Orleans, LA 70116 850-516-1468 cl aususadm@cox.net	1987	1988	1987
McLUEN, Roy E. (U.So) (Kathy) 25450 144 th Pl., SE, Kent, WA 98042 253-277-4993 hm; 425-301-7325 cl rkmcluen2@gmail.com ; rkmcluen@gmail.com (Kathy)	1990	1991	2002
McMAHAN, Larry W. (Yale) 3902 S. Jamie Ln., Bloomington, IN 47401 812-333-0610 hm mcmahanlarry@ymail.com	1972	1973	1993
MURRAY, III, John W. (VTS) (Sara Ann) 1326 Live Oak Lane, Jacksonville, FL 32207 843-853-0201 cl mail@fantasiabb.com	1967	1968	1983
NIXON, Thomas E. (EDS) 484 N. Union Avenue, Ozark, AL 36360 334-733-5056 cl revdr11248@gmail.com	1982	1983	1982
PHILLIPS, II, John W. (ETSS) (Ann) 590 Parker Cir., Pensacola, FL 32504 850-479-3886 hm revjwp2@gmail.com	1960	1961	1976
POWERS, David A. (U.So) (Celeste) 3713 Stein Ave., Mobile, AL 36608 251-432-7293 hm ; 251-689-3830 cl dapowers959@gmail.com David ; mcelestepowers@gmail.com Celeste	1973	1974	1995

PRUITT, Albert W. (GTS) (Ellanor) 1117 E Yonge St., Pensacola, FL 32503 850-261-2362 Al's cl; 850-261-2363 Ellanor's cl prugts422@aol.com	2000	2001	2000
RIGGALL, George G. (Seabury) (Marguerita) 524 Artesian Spring Dr., Fairhope 36532 251-965-6562 hm, 251-923-6310 cl georgeriggall@gmail.com	1978	1979	2004
ROBERT, Mary C. (U.So.) 551 W. Barksdale Drive, Mobile, AL 36606 251-458-8581 cl marybob54@aol.com	1979	1983	1982
SCHMIDT, Richard H. (Vanderbilt) (Pam) 530 Hunting Hills Dr, Shelbyville, KY 40065 251-517-9136 hm; 513-846-2492 Dick's cl; 513-846-2532 Pam's cl rhspbs@gmail.com	1970	1970	1990
SCHULENBERG, Michael A. (ETS) (Karen) 89 Judson Street, Canton, NY 13617 315-262-5006 cl Mike ; 315-262-4328 cl Karen masschulenberg@hotmail.com	1969	1970	1992
SHEPARD, Margaret S. (U.So) 416 Shoreline Drive, Gulf Breeze, FL 32561 850-419-7440 cl revshepard@knology.net	1994	1994	2008
STARR, Mark L. (Princeton) (Barbara) 41 Olympic Blvd., Port Townsend, WA 98368 (360) 390-5648 hm; (360) 359-1300 cl starr@shc.edu	1981	1981	2005
*TALBERT, T. Keith (U.So) (Lynn) 5644 Buerger Ln, Fairhope, AL 36532 251-975-7353 cl frtk1@gmail.com	1994	1995	1994
TRIMBLE, Sarah M. (VTS) (Henry) 10100 Hillview Dr., Apt 309, Pensacola, FL 32514 850-456-2472 hm smtrim@att.net	1989	1990	2001
VALCOURT, Theodore P-F. (Interdenominational) (Rosalyn) 102 E Ashley St, Atmore, AL 36502	2007	2007	2007
WATKINS, Jane A. (ETSS) (John) 10100 Hillview Dr., Apt 2311, Pensacola, FL 32514 850-912-4335 hm jandy4@cox.net	1989	1990	2003

WAVE, John E. (U.So) 3615 Phillips Ln., Panama City, FL 32404 850-784-9887 hm; 850-890-1531 cl maryjohn728@aol.com	1967	1968	1990
WHITELAW, E. Drake, (VTS) 343 N. Randolph Ave., Eufaula, AL 36027 334-300-3039 cl ewhitelaw1@gmail.com	1998	1998	2012
WOMELSDORF, Charles S. (Nashotah) (Sarah) 1884 Ellington Way, Auburn, AL 36830 334-857-2816 hm cwom00@windstream.net	1968	1969	1991
*YOUNG, Kammy M. B. (Seabury) (+George) 302 N. Reus Street, Pensacola, FL 32501 904-556-1634 cl kammy@diocgc.org	1992	1992	2018
ZILE, Eric N. (EDS) 216 Long Cove Lane, Baltimore, MD 21221 443-604-5940 cl vicar.zile@verizon.net	1970	2000	2019

RETIRED BISHOPS

BIGGERS, Jackson C. (Assistant Bishop, Upper Shire, Malawi)

Bishop in Residence

Box 967, Zomba, Malawi
(Azalea Trace - 3 months in Summer)
10100 Hillview Rd., Apt 537, Pensacola, FL 32514
850-475-8717 hm
jackc.biggers@yahoo.com

DUNCAN, II, Philip M. (Kathy) (III Bishop of the Central Gulf Coast)

7208 Mitra Drive, Austin, TX 78739
850-450-1001 Philip's cl; 850-916-7474 Kathy's cl
pmduncan966@gmail.com

JONES, III, Charles I. "Ci" (Ashby) (Diocese of Montana)

Bishop in Residence

4170 Spinnaker Dr, #1027-B, Gulf Shores, AL 36542
406-442-0345 cl
bpci@aol.com

MILLER, Steven Andrew (Cynthia) (Diocese of Milwaukee)

Bishop in Residence

P.O. Box 233, DeFuniak Springs, FL 32435
414-801-3028
bishopstevenmiller@gmail.com

YOUNG, III, George D. (Kammy) (Diocese of East Tennessee)

Bishop in Residence

302 N. Reus Street, Pensacola 32501

865-312-0526 cl

georgeyoung3rd@gmail.com

**NON-CANONICALLY RESIDENT CLERGY
LICENSED TO OFFICIATE**

Canonical Residence

BUICE, William R., <i>retired</i> (Azalea Trace) 10100 Hillview Dr., Apt 4-A, Pensacola, FL 32514 850-474-6417 hm, 850-206-9571 cl buice@cox.net	Honduras
COMER, J. Fletcher (Judith), <i>retired</i> 6665 Jackson Square, Daphne, AL 36526 256-239-1413 cl comer8469@gmail.com	Alabama
COMER, Judith W. (Fletcher), <i>retired</i> 6665 Jackson Square, Daphne, AL 36526 334-507-8241 cl pertpriest@gmail.com	Alabama
ERICSON, William D. (Millie), <i>retired</i> 3176 Bellingrath Drive, Foley, AL 36535 517-242-2743 cl billericson@yahoo.com	Michigan
GILCHRIST, John R., <i>retired</i> 414 Patlynn Drive, Fairhope, AL 36532 251-517-7545 hm jrgilchrist@yahoo.com	Connecticut
GOLDSMITH, Maurice (Rusty) L., <i>retired</i> 732 Montgomery Dr., Mountain Brook, AL 35213 205-873-3723 cl mauricegoldsmith@gmail.com	Texas
*HALVORSEN, Douglas C. (Cheryl), <i>retired</i> 1329 Autumn Breeze Circle, Gulf Breeze, FL 32563 850-904-9684 cl doughalvorsen0@gmail.com	New Jersey
HAMBY, Daniell C. (Virginia) 10 Lorile Circle, Eufaula, AL 36027 267-566-9702 cl daniellhamby@gmail.com	Pennsylvania
JOHNSON, David H. (Nora) <i>retired</i> 116 Cedar Pointe, Fairhope, AL 36532 601-622-7888 cl canonjohnson@gmail.com	Mississippi

-
- KEMPSON-THOMPSON, Deborah *retired* Nevada
 P.O. Box 594, DeFuniak Springs, FL 32435
 [446 S. 11th Street, DeFuniak Springs, FL 32435]
 831-277-8047 cl
revdebkt@gmail.com
- LaMONTE, Ruth B. (U.So) (Ed) *retired* Alabama
 5546 Havenhill Rd., Irondale, AL 35210
 251-338-9518 hm; 205-585-7896 cl
rblamonte@aol.com
- LINDER, Mark A. (Ticka), *retired* Kentucky
 P.O. Box 112, Dauphin Island, AL 36528
 [629 Hernando Pl., Dauphin Island, AL 36528]
 270-991-0608 cl
marklinder629@gmail.com
- LORD, J. Raymond, *retired* Kentucky
 3001 Myrshire Dr., Pensacola, FL 32506
 850-542-7248 hm; 270 244-0432 cl
raymondlord@bellsouth.net
- LUCKETT, Jr., David S. (Jan) *retired* Mississippi
 4241 Otterlake Cv., Niceville, FL 32578
 850-897-6700 hm; 850-585-9287 cl
jld1@cox.net
- NANNY, Susan K. *retired* Missouri
 1008 N 7th Ave., Pensacola, FL 32501
 843-853-0201
susan.nanny@mac.com
- NICHOLS, III, Robert G. (Diana) *retired* Texas
 15 Hannon Ave., Mobile, AL 36604
 251-471-9773 hm, 251-402-6093 cl
robnichols0216@att.net
- RAMIREZ, Lucia, *retired* Puerto Rico
 7150 Plantation Rd, Apt 414, Pensacola, FL 32504
 954-401-8844 cl
luciamirez415@gmail.com
- RICE, Winston Edwrd (Barbara) Louisiana
Chaplain, Gulf of Mexico Coastal Region, Maritime Pastoral Institute – 985-893-8949 wk
 512 East Boston St., Covington, LA 70433
 985-893-8934 hm
chapwin@maritimepastoral.org
- SCOTT, John C. (Sheila) *retired* Alabama
 2204 Marshall Drive, Dunedin, FL 34698
 205-301-0483 cl John; 850-628-2080 cl Sheila
jsscott75@att.net

TAYLOR, LeBaron T. <i>retired</i>	Southwestern Virginia
2303 Dukes Ave., Mobile, AL 36617	
336-682-5421 cl	
smoothsuede@icloud.com	
TRIMBLE, Jr., William B. (Susan) <i>retired</i>	East Carolina
24479 Kipling Court, Daphne, AL 36526	
501-520-7352 cl	
wbtjr10@gmail.com	
WYSONG, Terry M. (Bryan) <i>retired</i>	Connecticut
<i>(visits Mobile in the Fall)</i>	
P.O. Box 606, Marion, CT 06444	
(7 Hearthstone Court)	
860-930-8495 cl; 860-426-1856 hm	
revtw@cox.net	
<i>Local address: 6300 Grelot Rd, Ste G-101, Mobile, AL 36609</i>	

**RESIDENT CLERGY IN COMMUNION WITH THE EPISCOPAL CHURCH
LICENSED TO OFFICIATE**

Roster of Record

PETERSON, Mary E. (Wartburg) (Joel Lindemann), <i>retired</i>	Florida-Bahamas Synod (ELCA)
5813 Langley Lane, Milton, FL 32570	
850-375-2594 cl	
petersonmary@bellsouth.net	
*SCHWARTE, Michael G. (Mt Angel Seminary) (Ying)	Southeastern Synod (ELCA)
<i>Priest-in-Charge, St. Mark's, Troy; 334-566-2619</i>	
229 Dozier Drive, Apt #348, Troy, AL 36081	
334-734-7165 cl	
mgs.psalms100@gmail.com	
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SEMINARIANS
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LEE, Ryan M. (Bradley Barcus) | ETSS Committee (ETSS – 2023)

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CANDIDATES for the PRIESTHOOD

CHRISTIAN, Pamela A. (Chris) | St. Mary's, Andalusia (Seabury – 2024)

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POSTULANTS for the PRIESTHOOD

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Convocation/Congregation	First Name	Last Name	Designation
Convocation I (Redeemer, Mobile)	*	Cecelia Archer	Youth Delegate
Convocation II (St. Paul's, Daphne)	*	Haley Hare	Youth Delegate
Convocation III			Youth Delegate
Convocation IV (Nativity, Dothan)	*	Sarah Tanton	Youth Delegate
Convocation V (Holy Nativity, Panama City)	*	Ginny Leebrick	Youth Delegate
Andalusia, St. Mary's	*	Pam Christian	Lay Delegate
	*	Debra Gamble	Lay Delegate
	*	Alison Jackson-Wood	Lay Delegate
		Terry Kyzar	Alternate Delegate
Apalachicola, Trinity	*	Charles "Brooks" Jones	Lay Delegate
	*	Ina Margaret Meyer	Lay Delegate
	*	Patti McCartney	Alternate Delegate
Atmore, St. Anna's			
Atmore, Trinity			
Bay Minette, Immanuel	*	Linda Brogden	Lay Delegate
	*	Sharon Simkins	Alternate Delegate
Bon Secour, St. Peter's	*	Michelle Griffiths	Lay Delegate
	*	RoxAnne Safran	Lay Delegate
	*	Debbie Waldrop	Lay Delegate
	*	Suzy Davis	Alternate Delegate
	*	Charlotte Green	Alternate Delegate
Brewton, St. Stephen's	*	Kathy Jernigan	Lay Delegate
	*	Salem Saloom	Lay Delegate
	*	Dianne Saloom	Lay Delegate
	*	Dennis Joyner	Alternate Delegate

*Denotes attendance at the convention.

Convocation/Congregation		First Name	Last Name	Designation
Cantonment, St. Monica's	*	Beth	Woods	Lay Delegate
	*	Connie	Chamberlin	Lay Delegate
	*	Viv	Welch	Lay Delegate
Chickasaw, St. Michael's				
Chipley, St. Matthew's	*	Van	Smith	Lay Delegate
	*	Mimi	Smith	Alternate Delegate
Citronelle, St. Thomas				
Coden, St. Mary's By the Sea	*	Natalie	Smith	Lay Delegate
	*	Garrett	Smith	Alternate Delegate
Crestview, Church of the Epiphany	*	David	Bryant	Lay Delegate
		Maurice (Phil)	Phillips	Alternate Delegate
Daphne, St. Paul's	*	Denise (Necie)	Borroni	Lay Delegate
	*	Terri	McMillan	Lay Delegate
	*	Michael	Quinn	Lay Delegate
	*	Matthew	Thomason	Lay Delegate
	*	Jessica	Walker	Lay Delegate
		Donna	Brown	Alternate Delegate
Dauphin Island, St. Francis				
DeFuniak Springs, St. Agatha's	*	Gail	Brown	Lay Delegate
		Melinda	Henderson	Alternate Delegate
Destin, St. Andrew's By the Sea	*	Pamela	Jorgensen	Lay Delegate
	*	Toni	Pentecouteau	Lay Delegate
	*	Rick	Boyer	Alternate Delegate
		Jean Paul	Pentecouteau	Alternate Delegate

*Denotes attendance at the convention.

Convocation/Congregation	First Name	Last Name	Designation	
Dothan, Church of the Nativity	*	Stuart	Ibberson	Lay Delegate
		Dianne	Steensland	Lay Delegate
	*	Becky	Taylor	Lay Delegate
	*	Ken	Thomas	Lay Delegate
	*	Taylor	Flowers	Alternate Delegate
Enterprise, Church of the Epiphany	*	James	Holcomb	Lay Delegate
	*	Antwon	Lewis	Alternate Delegate
Eufaula, St. James	*	Ed	Garrison	Lay Delegate
	*	Paige	Garrison	Lay Delegate
	*	Brad	Moore	Lay Delegate
Fairhope, St. James	*	Misty	Campbell	Lay Delegate
	*	Dan	Campbell	Lay Delegate
	*	Bebe	Goetter	Lay Delegate
	*	Roger	Guilian	Lay Delegate
	*	Ellen	Huckabay	Lay Delegate
	*	Terry	Moore	Lay Delegate
	*	Bill	Goetter	Alternate Delegate
Foley, St. Paul's	*	Charles	Cotton	Lay Delegate
	*	Helen	Lambard	Lay Delegate
	*	Doris	Tyndall	Lay Delegate
		Diane	Cotton	Alternate Delegate
Ft. Walton Beach, St. Simon's On the Sound	*	Steven	Brown	Lay Delegate
	*	Marijane	Brown	Lay Delegate
	*	Van	Fuller	Lay Delegate
	*	Kelley	Fuller	Lay Delegate
Greenville, St. Thomas	*	Susan	Andrews	Lay Delegate
	*	William (Bill)	Hamilton	Lay Delegate
		Ann	Garrett	Alternate Delegate
		Lori	Neilson	Alternate Delegate

*Denotes attendance at the convention.

LAY DELEGATES

Convocation/Congregation		First Name	Last Name	Designation
Gulf Breeze, St. Francis of Assisi	*	Darrell	Gossett	Lay Delegate
	*	Harriet	Gossett	Lay Delegate
	*	John	Griffing	Lay Delegate
Gulf Shores, Holy Spirit	*	Margaret	Griffin	Lay Delegate
	*	Steve	Martin	Lay Delegate
	*	Tomi	Shaw	Lay Delegate
		Ivee	Lowry	Alternate Delegate
	*	Linda	Martin	Alternate Delegate
Jackson, St. Peter's				
Laguna Beach, St. Thomas By the Sea	*	Michael	D'Albertis	Lay Delegate
		Paul	LaCourse	Alternate Delegate
Lillian, Church of the Advent	*	Sharon	Linguist	Lay Delegate
	*	John	Linguist	Alternate Delegate
Magnolia Springs, St. Paul's Chapel	*	Ronnie	Miller	Lay Delegate
	*	Jim	Smith	Lay Delegate
	*	Helen	Soulé	Lay Delegate
	*	Lolly	Holk	Alternate Delegate
Marianna, St. Luke's	*	Pat	Furr	Lay Delegate
	*	Les	Furr	Lay Delegate
	*	Milton	O'Dell	Alternate Delegate
Milton, St. Mary's	*	Carol	Culton	Lay Delegate
	*	Mary	Salinas	Lay Delegate
	*	Caroline	Thompson	Lay Delegate
		Pam	Causey	Alternate Delegate

*Denotes attendance at the convention.

Convocation/Congregation	First Name	Last Name	Designation	
Mobile, All Saints	*	Molly	Allison	Lay Delegate
	*	Michelle	Blake	Lay Delegate
	*	Mary Louise	Durant	Lay Delegate
	*	Jeannie	Kienzle	Lay Delegate
		Dennis	McFarland	Alternate Delegate
Mobile, Christ Church Cathedral	*	Jill	Chow	Lay Delegate
	*	Harwell	Coale	Lay Delegate
		Jubal	Hamil	Lay Delegate
	*	Carolyn	Jeffers	Lay Delegate
	*	Henry	Seawell	Lay Delegate
	Weathers	Bolt	Alternate Delegate	
Mobile, Church of the Good Shepherd	*	Kris	Branch	Lay Delegate
	*	Andrew	Howard	Lay Delegate
Mobile, Church of the Redeemer	*	Katie	Finnegan	Lay Delegate
	*	Rene	Murdo	Lay Delegate
		Gail	Vogtner	Lay Delegate
	*	Bridget	Archer	Alternate Delegate
Mobile, St. Andrew's	*	Phyllis	Findley	Lay Delegate
	*	Desiree	Richardson	Alternate Delegate
Mobile, St. John's	*	Janet	Buckley	Lay Delegate
	*	Mary	Sheffield	Lay Delegate
	*	James	Christiansen	Alternate Delegate
	*	Eugene	Johnston	Alternate Delegate
Mobile, St. Luke's	*	Virginia	Droke	Lay Delegate
	*	Diane	Engels	Lay Delegate
	*	Dianne	Jordan	Lay Delegate
	*	David	Poole	Lay Delegate
	*	Karen	Jordan	Alternate Delegate
	Cassidy	Cooper	Alternate Delegate	

*Denotes attendance at the convention.

LAY DELEGATES

Convocation/Congregation	First Name	Last Name	Designation	
Mobile, St. Paul's	*	Shane	Hale	Lay Delegate
	*	Dwight	Lambert	Lay Delegate
	*	Peggy	Lyden	Lay Delegate
	*	Virginia	O'Brien	Lay Delegate
	*	Pratt	Paterson	Lay Delegate
		E B	Peebles	Lay Delegate
Mobile, Trinity		Kate	Flukinger	Lay Delegate
		Tom	Holmes	Lay Delegate
	*	David	Quittmeyer	Lay Delegate
	*	Anne	Gill	Alternate Delegate
Monroeville, St. John's	*	Dora	Pelham	Lay Delegate
	*	Haden	Tirey	Lay Delegate
Navarre, St. Augustine's	*	Eugene	Bentz	Lay Delegate
	*	Mark	Waddell	Alternate Delegate
Niceville, St. Jude	*	Peggy	Griffin	Lay Delegate
	*	Lyn	Smith	Lay Delegate
	*	Gloria	Witkos	Lay Delegate
		Terry	Griffin	Alternate Delegate
Ozark, St. Michael's	*	Jeffrey	Babine	Lay Delegate
Panama City, Holy Nativity	*	John	Durgan	Lay Delegate
	*	A.J.	Jeffery	Lay Delegate
	*	Beverly	McDaniel	Lay Delegate
	*	Kathy	Mills	Lay Delegate
	*	Madge	Smith	Lay Delegate
Panama City, St. Andrew's		Patrick	Brennan	Lay Delegate
	*	Louise	Crawford	Lay Delegate
Panama City, St. Patrick's	*	Lynn	Ferren	Lay Delegate
		Susan	Bravo	Alternate Delegate

*Denotes attendance at the convention.

Convocation/Congregation	First Name	Last Name	Designation
Panama City Beach, Grace	Jack	Friou	Lay Delegate
	* Carl	Walters	Lay Delegate
Pensacola, Christ Church Parish	* Laura	Boyles	Lay Delegate
	* Pam	Carr	Lay Delegate
	Rita	Grayson	Lay Delegate
	* Joe	McDaniel	Lay Delegate
	* Ed	Rogers	Lay Delegate
	* Pam	Tanner	Lay Delegate
	* David	Starling	Alternate Delegate
Pensacola, Holy Cross	* D'Anna	Entrekin	Lay Delegate
	* Madeleine	Hutchison	Lay Delegate
	Louise	Massie	Lay Delegate
	* Melodie	Rowland	Alternate Delegate
Pensacola, Holy Trinity	Don	Watson	Lay Delegate
	* Jeanne	Williams	Lay Delegate
	* Melinda	Hamilton	Alternate Delegate
Pensacola, St. Christopher's	* Mary Ann	Bozeman	Lay Delegate
	* Alice Ann	Ferguson	Lay Delegate
	* Frank	Gilliam	Lay Delegate
	* Michelle	Haskew	Lay Delegate
	* Skip	Snow	Lay Delegate
	* Adrianna	Williams	Alternate Delegate
Pensacola, St. Cyprian's	* H. Carol	Matthews	Lay Delegate
Pensacola, St. John's	Angelia	Byers	Lay Delegate
	* Nina	Kelson	Lay Delegate
	* Tim	Pyle	Lay Delegate
	* Fontaine	Martin	Alternate Delegate

*Denotes attendance at the convention.

LAY DELEGATES

Convocation/Congregation	First Name	Last Name	Designation	
Port St. Joe, St. James	Mike	Harding	Lay Delegate	
Robertsdale, St. John the Evangelist	*	E. Dan	Pool	Lay Delegate
Santa Rosa Beach, Christ the King	*	Dale	Dalbey	Lay Delegate
	*	Richard	Jacobs	Lay Delegate
	*	Bryan	Whitehead	Lay Delegate
Troy, St. Mark's	*	Joyce	Landers	Lay Delegate
	*	Lise	Patterson	Lay Delegate
	*	Clint	Relyea	Lay Delegate
		Bob	Whitson	Alternate Delegate
Wewahitchka, St. John				

*Denotes attendance at the convention.

Thursday Afternoon, March 2, 2023

A Zoom hearing on the 2023 budget was held on Thursday afternoon. Links to the meeting were provided prior to the beginning of the meeting. The proposed budget for 2023 was presented with an open discussion for all delegates. There was an opportunity for delegates to better understand the diocese's finances and answer any questions they might have. The convention Committee on Finance will submit a written report for inclusion in the minutes and Dwight Babcock will go over the pertinent points at the convention proper on Saturday.

Friday Morning, March 3, 2023

The Fifty-second Annual Convention of the Episcopal Diocese of the Central Gulf Coast was opened for registration at 8:00 A.M.

At 9:00 A.M. a service of Morning Prayer was led by Officiant, Sally Crenshaw and Readers Kelley Theriot and Jeannie Williams from Holy Trinity, Pensacola. Bishop Kendrick's sermon, later incorporated in this document, also served as his annual address to the Convention. The Bishop's address focused on the story of Nicodemus, a fair and reasonable man. Nicodemus' internal questions drove him to seek Jesus. Nicodemus got more than he bargained for from the encounter. The theme for this year's Convention "THIS IS MY STORY, THIS IS MY SONG," continued to build on last year's theme of "GO FORWARD."

The official session, began at 9:45 A.M. with a call to order by The Rt. Rev. J. Russell Kendrick, Bishop of the Central Gulf Coast.

There was a short discussion of technical notes for entering as a participant and registering electronically using the VPOL in order to determine whether there was a quorum. There was a call for the participants to log on to the VPOL so that they would be counted as present for the quorum.

It was announced that the Daughters of the King were staffing a prayer room for the convention at the Convention Center today and tomorrow.

The Convention was officially called to order by Bishop Kendrick at 9:50 A.M. on Friday, March 3, 2023. He opened the Convention with prayers for the meeting and the church. There was an opening prayer including homage to the people who came before us.

The Bishop also noted for the purpose of the meeting that everyone should be logged in to both Vpoll and if trouble was had to call or text the helpline or seek help from Jenn in the tech center. Bishop also noted that once a delegate was logged into the Vpoll they should answer the quorum question and be officially counted as part of the quorum.

It was noted that there was an exhibit hall in the lobby of the Convention with ministry booths and providers.

It was also noted that only voting clergy and lay delegates should respond to requests for votes.

With regard to any motions, the Bishop announced he would ask for any motion as needed and would recognize the person standing. After the motion was made, the Bishop would then call for a second and would look for someone for the Second.

Bishop Kendrick then called on The Rev. Michael Ballard, secretary to the 51st Convention, to report as to whether a quorum was present.

Rev. Ballard reported that of the 140 certified lay delegates to this Convention, 120 are registered and in attendance. Of the 61 eligible clergy delegates, 44 are registered and in attendance. Therefore, a quorum was present.

Bishop Kendrick then nominated The Rev. Michael Ballard, Immanuel Church, Bay Minette, Alabama, as the secretary of the 52nd Convention. There was a motion, a second, and the motion was approved as made.

Rev. Ballard then asked that Dwight Babcock, diocesan administrator and member of Christ Church, Pensacola, be an Assistant Secretary. Upon motion and second, his appointment as an Assistant Secretary was approved.

Bishop Kendrick then appointed the following individuals to continue as parliamentarians for the Convention:

- Kathy Miller, Alabama Chancellor, St. Paul's, Mobile
- Scott Remington, Florida Chancellor, St. Christopher's, Pensacola.

The Bishop continued with a request for Kathy Miller to make comments on procedures and the meeting's rules. Ms. Miller proceeded to have a short discussion on Roberts Rules of Order and indicated that these rules were designed to allow the minorities to have a voice in the proceedings of the convention while allowing the majority to move the business along. For a person desiring to speak to the convention, said person should rise and address the Bishop as Mr. President thereafter the Bishop will recognize them and they may speak; no one else should speak while the recognized person is speaking and no one can speak more than twice to any one motion or subject. The person standing shall give his name and that he is a delegate of which particular congregation stating that he rises to speak to the subject in hand. In matters of points of personal privilege, these must be recognized, and they are by nature a personal matter such as requesting prayer or prayerful consideration and they must be both relevant and respectful. Bishop would then recognize the person rising to speak and the speaker would identify himself/herself by name, congregation, and purpose for which he/she rises. Ms. Miller next discussed the decorum both good and bad with good being waiting to be recognized and speaking only to the matter before the convention. Bad decorum would be speaking without recognition repudiating other comments, applauding comments, or speaking over another speaker or the Bishop. The Bishop may recognize people out of order as his prerogative. As to voting, it can be done in general or voting by order. There are to be no nominations or resolutions from the floor. There was a reminder that only lay delegates and clergy could vote.

Now that the Convention was duly organized for business.

The Bishop started out with a few words of gratitude and thanksgiving. Bishop thanked St. Monica's, Holy Trinity, and St. Cyprians for being the host parishes; the Bishop went on to note that these congregations saying yes to hosting the convention was a reminder to all that the body of Christ includes those who worship at and minister from the smaller congregations. The Bishop called for thanks to them by putting together the convention's hands in applause.

The Bishop also gave thanks to the diocesan staff, to Mary Poss, Dwight Babcock, Kim Weinstein, Jenn Johnson, Lydia Johnson, Joy Blalock, and Ashley Freeman.

The Bishop went on to thank the general officers: Treasurer Ron Snider, Historiographer: Albert Kennington, Chancellors: Kathy Miller and Scott Remington, and Secretary: Michael Ballard.

The Bishop called upon Vivian Welch of St. Monica's for a report on credentials and privileges.

Speaking from the floor, Ms. Welch: Mr. President, the Committee on Credentials and Privileges recommends the following persons being listed in the Convention package to have seat and voice in this 52nd annual convention of the Diocese of the Central Gulf Coast. Copies of those being granted privilege were in the convention packet.

Non-Canonically resident clergy serving in the Diocese: The Rt. Rev. Ci Jones, resident bishop, retired Montana; The Rev. Michael Schwarte (ELCA pastor), Priest-in-Charge; St. Mark's, Troy; The Rt. Rev. George Young, resident bishop, retired, East Tennessee.

Members of the Standing Committee: Michelle Crawford, St. Jude's, Niceville; Carole Lea Johnson, Nativity, Dothan; Robbie Runderson, Good Shepherd, Mobile

General Officers: Kathy Miller, St. Paul's, Mobile, Alabama Chancellor; Scott Remington, St. Christopher's, Pensacola, Florida Chancellor; Ron Snider, Christ Church Cathedral, Mobile, Diocesan Treasurer.

Members of Diocesan Agencies/Diocesan Coordinators: Eleanor Reeves, Director of Beckwith Camp & Retreat Center

Keynote Speaker: The Rev. Becca Stevens, Friday's Convention Keynote Speaker

Other Convention Participants: Dwight Babcock, Diocesan Administrator – Assistant Secretary/Assistant Treasurer; Brad Clark – St. Paul's, Mobile, CGC School for Ministry; Deborah Knight-Epps – St. Cyprian's, Pensacola, CGC School for Ministry; Jenn Johnson, Diocesan Missioner for Communications; Meghan Johnson, Youth Shepherd.

Other Convention Guests: Ryan Lee, SSW Seminarian; Stephen Pecot, VTS Seminarian.

The Bishop encouraged all to take a moment to look and read the listing in the convention package.

Ms. Welch then made a motion that these persons be given seat and voice. There was a second from the floor and a vote of shown hands approving the motion.

The Bishop then stated that there was one other bit of business from the same committee and that had to do with future convention sites and dates. The Bishop called upon Ms. Welch again.

Ms. Welch: Mr. President we would like to remind the convention that the 53rd annual convention to be held February 22-24, 2024, will be hosted by the St. Paul's Daphne, Alabama. We look forward to seeing you there in 2024.

The Bishop then advised that the 54th annual convention will be held February 20-22, 2025. The Bishop requested that invitations to host that convention be communicated to Ms. Welch. The Bishop then stated that he hoped that the selection of the 2025 convention host(s) would be announced tomorrow (Saturday). The Bishop went on to remind those present that the convention date is often affected by a calendar beyond our control. That is Easter and the dates of Mardi Gras. This year's later date is due to that calendar. So unlike many dioceses who have a set weekend, ours is a flexible one. Many dioceses actually have their conventions in the fall, but of course, down South, we are well aware the feasts of college football tend to take precedence.

The Bishop then indicated that he would propose the following for nominations as diocesan officers, commissions and committees. Bishop Russell presented his nominations, per Canon for agencies, commissions, and committees of the diocese, and noted that a list of these nominations in the convention materials on the Blue Sheet.

GENERAL OFFICERS

Chancellor (Ala): Kathy Miller, St. Paul's, Mobile, 2024; Chancellor (Fla): Scott Remington, St. Christopher's, Pensacola, 2024; Secretary: The Rev. Mike Ballard, Immanuel, Bay Minette, 2024; Treasurer: Ron Snider, Christ Church Cathedral, Mobile, 2024; Registrar-Historiographer: The Rev. S. Albert Kennington, Immanuel, Bay Minette, 2024

ARCHITECTURAL CONSULTANT

Gina Walcott, St. James, Fairhope, 2024

STANDING COMMITTEE – [Bishop appoints 1 lay; 1 clergy]

John Griffing, St. Francis, Gulf Breeze, 2026; The Rev. Randy Sellers, Nativity, Dothan, 2026

AGENCY BOARDS

Beckwith Camp & Conference Center Board of Directors

Chair: Bryan Whitehead, Christ the King, SRB, 2024; Members: Margaret Deakle, St. James, Fairhope, 2026; Kyrah Drasheff, St. Christophers, 2026; Leigh Rendfrey, Christ Church Cathedral, 2026; Patricia Poe, St. Paul's, Mobile, 2026

Murray House Board of Directors

President: The Rev. Ken Cumbie, Redeemer, Mobile, 2024; Members: Janet Buckley, St. John's, Mobile, 2026; Eugene Johnston, St. John's, Mobile, 2026; Connie McLean, St. John's, Mobile, 2026; The Rev. Sara Phillips, St. Mary's, Coden, 2026

Wilmer Hall Board of Directors

Chair: [Chair elected by Wilmer Hall] Chris Alves, St. Paul's, Mobile, 2026; Members: Jill Chow, Christ Church Cathedral, Mobile, 2026; Dianne Jordan, St. Luke's, Mobile, 2026; Kelly McElhenny, St. Paul's, Mobile, 2026; The Rev. John Talbert, St. Paul's, Mobile and St. John's, Mobile, 2026

University of the South Board of Trustees

Eric Stevenson, Christ Church, Pensacola, 2026

Cathedral Chapter

The Rev. The Rev. Mary Jayne Ledgerwood, Trinity, Mobile, 2026

COMMISSIONS OF THE DIOCESE

Commission on Affirmative Aging

Chair: The Rev. Sara Phillips, St. Mary's, Coden

Commission on Cursillo

Chair: Van Fuller, St. Simon's, Fort Walton Beach, 2026; Members: Stuart Ibberson, Nativity, Dothan, 2026; Debbie Waldrop, St. Peter's, Bon Secour, 2026

Commission on Ministry

Chair: Eugene Johnston, St. John's, Mobile, 2025; Members: Joe Taylor, St. Christopher's, Pensacola, 2027 lay; Kelly Fountain, St. Paul's, Mobile, 2027 lay; The Rev. David Chatel, St. Stephen's, Brewton, clergy, 2027

Commission on Global Mission Engagement and World Mission

Chair: Geary Gaston, St. Paul's, Mobile, 2025; Members: Howard Wilson, Jr., St. Paul's, Daphne, 2026; Ann White-Spunner, All Saint's, Mobile, 2026; The Rev. Deacon Clelia Garrity, St. Simon's, Ft. Walton Beach, 2026

Commission on Prison Ministry

Chair: The Rev. Deacon John Kendall, St. Mary's, Milton

 Commission for Racial Justice and Reconciliation

Chair: Joe McDaniel, Christ Church, Pensacola; Gary Moore, St. Paul's Daphne; Members: Clyde Jones, Macedonia Missionary Baptist Church, Daphne, co-opt member; Nichelle Jones, Macedonia Missionary Baptist Church, Daphne, cp-opt member; Christopher Norman, Sr. Trinity AME, Bay Minette, co-opt member [new]; Donnise Norman, Trinity AME, Bay Minette, co-opt member

Diocesan Youth Ministry Leadership Team

Coordinator: Rachel Gilliam, Beckwith Camp & Retreat Center; Members: Anne Gill, Trinity, Mobile; The Rev. Deacon Rachael Iversen, St. Francis, Gulf Breeze; The Rev. John Talbert, St. Paul's, Daphne

DIOCESAN COORDINATORS – 2023

Brotherhood of St. Andrew: Dick Hooper, Christ Church, Pensacola

Daughters of the King: Elizabeth MacWhinnie, St. Monica's, Cantonment

Chaplains to Retired Clergy & Spouses & Surviving Spouses: The Rev. Albert and Nancy Kennington, Mrs. Sheila Campbell, The Rev. Ken Cumbie, The Rev. Bill and Millie Ericson, The Rev. Joe Hagberg, The Rev. John and Ann Phillips

Disciplinary Board: Geary Gaston, St. Paul's, Mobile; Renee Lawson, St. Simon's, Fort Walton Beach; Tom Remington, St. Simon's, Fort Walton Beach, Joel Williams, St. Mark's, Troy; The Rev. John Coleman, Dothan; The Rev. John Phillips, retired; The Rev. Susan Sowers, St. Christopher's, Pensacola

Education for Ministry: David Clothier, Epiphany, Crestview

Episcopal Relief & Development: Eugene Johnston, St. John's, Mobile

Men's Conference: Sam Richardson, Grace Church, Panama City Beach

UTO Co-Coordinator: Joyce Landers, St. Mark's, Troy

The Bishop then called for a motion to adopt his nominations. There was a motion from the floor to adopt, together with the second, and after a show of hands, the motion was approved.

With regard to resolutions, it was noted that there were no pre-filed resolutions.

The Bishop reminded the Convention that in his address earlier this morning, he spoke of our time together and his hope for the convention delegates to take some time to focus on the story of Nicodemus and how his story might help us frame our mission. It was time to undertake that now. The Bishop asked that the delegates situate themselves at their tables and close laptops, pads, and phones.

The Bishop asked us to step out of the normal business for a few minutes as we engaged in the first of the series of table talks. He stated that we were all tired of being strategized, now referred to as the 3 D's, Discipleship, Development, and Discernment. He noted that a few years ago he had given everyone a large plastic box full of folders to get organized and although he saw the boxes occasionally on his parish visits, they were largely forgotten. The

Bishop continued by explaining how he delighted and took joy in the letters of the confirmands who told their stories and how he was impressed by the many stories and the power of stories. The Bishop pointed out that items of data only give part story. Bishop next announced a video on why stories matter.

The Bishop continued by stating that we are the people of God's story. We make a mess of things. We wonder why we forget our story. He noted that some stories were so compelling that they must be sung and referenced the ancient psalms. The Bishop asked how our stories become a song. The Bishop reminded us that when he became Bishop he shared his song with the diocese. The Bishop then stated that it would not be possible to finish our work today and he was asking the staff to help expand and express this work and process while he was on sabbatical and to make this available who the various churches. It was his hope that our stories would be shared as it would bind us together much better than anything we can do.

The Bishop asked for our trust and asked us to turn to Nicodemus again and called us to imagine the story of Nicodemus as a three-act play: Act 1 - when they meet, Act 2 - how can these things be, Act 3 - singing the story (vs 16-17) Jesus is saying to Nicodemus and to us.

Act 1 can be described as Nicodemus as a faithful man. We are the Nicodemuses of the diocese. We are told how Nicodemus just shows up, without any clue as to why. Maybe it was that Nicodemus was just curious, perhaps he was there because no one else would go, we just do not know.

The Bishop: So now we will take a break and give time for discussion.

First Table Talk

The Bishop called the convention back to order.

Deacon C. Garrity rose and was recognized for a point of personal privilege. Deacon Garrity of St. Simons, Fort Walton announced with regard to the Commission on World Mission that there had been a request from Churches in Poland and Ukraine for funds for medicine. Deacon Garrity announced that the Diocese had raised a contribution of \$35,000.

The Bishop stated that he is often asked the question of what does the diocese do? He went on to say that when talking of the Diocese, it is the ministry and mission of 18000+ Member Ministers in 61 churches located in thirty counties spread over two states, so there are far too many answers. The Bishop mentioned that the laity were the true ministers of the church according to their baptismal covenant.

But what is often really meant is what is the work of the Bishop and the diocesan staff; which is called the Episcopacy or the Duvall Center. These are the resources of the Bishop's office that are used to spread our ministry and mission as the Diocese of the Central Gulf Coast. The Bishop further stated that this mission is often spoken of in the form of 3Ds:

Development, Discipleship, and Discernment (SLIDE presented) to frame and express our ministry at the Duvall Center. At this time the Bishop asked the three missionaries to come forward to share some of the work that they are doing for you the members of the diocese.

Discipleship: (Slide) The Bishop stated that first there is the work of discipleship, which is those things we do to encourage and equip people to move from being members to being disciples and apostles. This is the passion of The Rev. Dr. Joy Blaylock.

The Rev. Dr. Joy Blaylock: Mr. President, I submit my report in writing with the following comments and highlights.

Comments by the Rev. Dr. Joy Blaylock:

We all have stories that are close to our hearts. This year the diocese has a special song, the phrases of which have become too familiar and allow us to forget who we are. There is not really one answer. We are in a different system than last year. We have been changed. All we have is NOW.

I am grateful to have become the full-time Dean of the School for Ministry and the School for Lay Ministry and the Missioner for Discipleship. This will allow much more time and freedom to devote to these areas. We are looking to develop a new track to Anglicize other ministers from similar or related denominations or backgrounds. We are looking to develop new spiritual directors having seen to usefulness and need of such. My goal in these roles is to stay up with the newest developments in religious education and to do it right. The full-time position allows me to continue my education and to attend and belong to related professional conferences and associations for our betterment.

We all have similar stories. We cannot hide from our truths of where we are and how we are. We cannot bury the story. While we do not have any easy answers, we must transform ourselves to get out of the swamps of our own making.

Comments by two students from the School for Ministry:

Deborah Knight-Epps: Thank you for allowing me to comment. We started lay school during the pandemic. We started purely by Zoom. The electronics work was a challenge to me and I had to get help to even connect. I was so used to classroom studies; Zoom was a full new world, and it was hard. It was really hard and the lack of community during Covid made things worse. But when we came together little by little, we found that little light of hope that inspired and helped us. Coming together was the best thing. Another thing that really mattered was affordability. I could not have gone away to a traditional seminary between the cost of time and money it was not possible. I remain very grateful to the Bishop, the diocese, and the school for the opportunity to learn to be of service.

Brad Clark: In just three weeks some of us are scheduled to be ordained to the diaconate. It has been a truly wonderful experience, although I admit to being somewhat electronically challenged at first, and perhaps, still. I heard at my daughter's graduation the

commencement speaker said to expect change. My life was fairly normal and then I heard the bishop's call for deacons. It was as if God had given the Bishop a baseball bat to get my attention, so I began discernment and then COVID. The first year was electronic only; the second year we met one day a month in Pensacola, socially distancing and trying to cram so much into that brief time. I was so grateful that during our third year, we also were able to resume or undertake a residential experience such as the first class of the School for Ministry was able to do. I have to commend and thank the Bishop, Rev. Blaylock, and all the instructors and students past and present for making the opportunity available.

The Rev. Dr. Blaylock's report Our convention theme this year is one that strikes close to my heart as Dean for our School for Ministry and as your Missioner for Discipleship. Last year we had two dynamic storytellers with us, Presiding Bishop Curry and Dr. Bertice Berry. This year, we have the dynamic Rev. Becca Stevens who embodies what it means to move from story, stories that threaten to annihilate our very dignity and worth, to songs of purpose and resurrection in people's lives.

Because that is essentially the crux of our life together, our bonds of common community, some of the familiar words and phrases we have used in past year's conventions. As we well know with church or business mottos, vision statements, etc., it can become all too easy to forget who we are and what we are truly called to be doing. And, while it is tempting to think there is perhaps one definitive answer to these questions, I will argue that there is not. We are here in an entirely different space than last year, with a vast array of different experiences and encounters that have changed us, forged us in fire, and invited us to this moment, this now. That's all we have in actuality.

So, without veering too far into the abstract, let me get down to some particulars. This year I have been grateful to become full-time as Dean and Missioner and to attend the various expansions in our School for Ministry. As most of you are well aware, we now have a Lay School, a School to raise up priests and deacons, and a newly formed track to officially "Anglicize" those ministers who come to us from other traditions and want to join us in helping to realize God's Kingdom here on the beautiful Gulf Coast. We are also working on developing a path to train and develop spiritual directors in our Diocese.

My vow to you as Dean has remained fairly singular: to do my best to stay abreast of the most recent developments in seminary education and pedagogy and to balance that knowledge with a commitment to excellence and integrity in all of our formation programs. Being full time has allowed me a greater balance in fulfilling the administrative responsibilities inherent in these programs while also immersing myself in academic study, participation in professional societies, and representation at designated conferences and panels that nourish our mission and dreams.

The School for Ministry for those seeking ordination currently has 8 people enrolled: six priests and two deacons. The new challenge and gift is that we have people studying together who are in their first, second or third years. We look and pray for the ordination of two of these candidates this year and will add a new one to join us this fall.

Our Lay School is continuing to raise up leaders who are licensed as worship leaders, preachers, catechists, and pastoral care leaders. I remain grateful to Bishop Kendrick, Sue Rollins, Anita Ford, and Joe Taylor for their gifts in leading the various tracks in this program. Again, we have a dynamic group of people who are dedicating their time to pursuing further gifts and resources in expanding ministry not only in their contexts but beyond as well.

I hope to lift up some of these voices at the end of this presentation so that you can see and hear what the Lord is doing.

I think so many of us are still grappling with our stories - how they have changed over the last three years, grieving what seems gone, daring to hope for what may be born, trying to see things through entirely different lenses. In a sense, that is why Nicodemus is such a role model for our time together. He comes to Jesus undoubtedly with questions, maybe some accusations, maybe even a warning that Jesus was upsetting the status quo. And, in that encounter, under that cloak of darkness, Nicodemus found something that changed him, impelled him, all the way to the light of day and the foot of the Cross.

We all bear similar stories. We can't forget that in our highly digital world. We cannot be forced into a false narrative that breezes past the darkness nor one that shines an unnatural light on all that seems to glitter and shine but is really empty. My story, my witness serves to stir the witness in you: narrative begets narrative.

The story of my life has been knit together by a love for education, for formation, for questions that have no easy answers. This is where I am at home. Together with my colleagues, the Bishop and you, I will continue to dream of ways in which each and every person in our Diocese feels supported, encouraged, and invited to exercise their gifts in ministry. We still have much work to do; to break through the tough red clay in places, to trudge through the swamps of our own making, to transform our stories of isolation, despair, disappointment or fear into a song of liberation, of healing, of hope, of restoration, and of renewal.

To echo a prophet we lost too soon, Rachel Held Evans: *One of the most destructive mistakes we Christians make is to prioritize shared beliefs over shared relationship, which is deeply ironic considering we worship a God who would rather die than lose relationship with us.*

I share with you now the voices of two of our candidates for ordination this year. They will tell you what it has been like to start their formation in the middle of a pandemic, to come into relationship from drastically different backgrounds, and to branch out into community as we admitted new students into the program. [Brad Clark, Deborah Knight-Epps]

I pray their witness, your witness, becomes our witness. This is my story, this is our song.

Respectfully submitted,

The Rev. Joy Blaylock, PhD Dean, School for Ministry Missioner for Discipleship

The Bishop next called on the Missioner for Evangelism and Development, The Rev. Lydia Johnson, saying that whenever he had a crazy idea, Lydia was the first to say yes.

Comments by the Rev. Lydia Johnson: Thank you Bishop, I love what I do. I get to hear stories every day where we go. As Missioner for Evangelism and Development, I see stories everywhere pointing us to goodness. Lay preachers have breathed new life into some of our old and small churches. We had to experiment with new ways to live while at meetings at Camp Beckwith. Our diocese is full of faithful people who love God. We are full of songs to help us connect with God's goodness. We have meetings for evangelism each month by Zoom and all are invited to attend. Looking forward I am planning to attend the Episcopal Network Conference and an Episcopal retreat later this year.

The Rev. Pete Burgess, of St. Paul's in Mobile, was instrumental in writing a grant proposal that was awarded recently for young adult gatherings. He is working on a young adult evangelism program trying to meet all we can. This grant is a new venture it is living water to support hikes, and venture trips into the natural wonders to bring people closer to God. We have been listening to people's dreams and hopes for everything new. Please call me for any help that you might need in the area of sharing the good news.

The Report of the Missioner for Evangelism and Development:

Some of the best stories we get to live and tell and the ones that point us towards God's goodness. In my work as your Missioner for Evangelism and Development, I have gotten to hear and see stories of God's goodness as I consult with parishes about programming and evangelism, visit for supply and collaborate with people around the diocese. I have been encouraged as I have witnessed lay leaders who stepped into new leadership roles as worship leaders, preachers and pastoral caregivers and helped breathe new life into their churches through our grant work with the Episcopal Evangelism Society. As the teacher in the School for Ministry I have seen God's goodness as students tackle assignments, learning curves, and learn and grow with such grace. Some of the most joyful stories I heard took place as served as a summer camp dean and again as dean for Winter Woods at Camp Beckwith. Behind the scenes, I had the delightful pleasure of getting to touch base with all of the seminarians who took the General Ordination Exams (GOEs) by sending them a "good luck" gift of snacks and cheer from the diocese.

A key piece of our story I see is that our diocese is full of amazing people who are faithfully seeking to know and love God. God is working among us.

Out of our stories, flows our song which highlights the heart at work in the world. Our song helps us invite others to see and experience God's goodness together. I hear our song being sung each month as we gather for our Evangelism Brainstorm Zoom. We share ideas of how to point one another toward God's goodness, offer space to celebrate it, and invite each other to more. I love hearing everyone's ideas and seeing their eyes light up when they become inspired to take on an evangelism experiment. I heard our song in the diocesan Advent devotional materials we put together about waiting. Those memories woven together made a song of hope and community. Our song was sung as parishes opened their

hearts and doors to allow me to officiate funerals for strangers. The continued growth and experimentation of the Beloved Community Outreach Center in Mobile, AL faithfully sings our song by forging new partnerships and offering creative opportunities for community and worship. I am excited to hear what new verses emerge as we prepare to receive \$4000 from the Young Adult and Campus Ministries Grant awarded to BCOC and Lampost to experiment with outdoor worship and holy hikes. I look forward to hearing new melodies when we take a small cohort to the Church Redevelopment Retreat and Episcopal Parish Network Conference. The song is beautiful. I am grateful for the opportunity to listen to it and to sing along.

Faithfully submitted,
The Rev. Lydia Johnson
Missioner for Evangelism and Discipleship

The Bishop next called for a slide for the Final D [discernment] about how we help people move more deeply into the mystery of God's unique call to life and ministry. The Bishop indicated that he was pleased to introduce our still relatively new Canon to the Ordinary and Missioner for Discernment, The Rev. Ashley Freeman. The Bishop mentioned that while it is a new position he is not new to the diocese, just returning home to this diocese. Please welcome him.

Comments by Rev Freeman: I am still working out what I am doing as it is all new. I spend my time crossing the Diocese meeting people because we are a diocese, not individual churches and we can work together. There is so much going on that I cannot name it all. We are a people in transition with six openings for new priests, four of which are now filled with two still to go.

The written report of Rev. Freeman **Canon to the Ordinary & Missioner for Discernment**
As your new Canon to the Ordinary and the Missioner for Discernment (COMD), when I think about our theme for convention this year, it is pretty clear to me what my story is at this moment. Unlike my predecessor, Massey Gentry, who served in our diocese as the Canon for over a decade and served in similar roles across the church for more than thirty years, I have just finished my sixth month as your Canon Missioner. In many ways, at the moment my story feels a lot like trying to drink from a fire hydrant.

That does not mean I am not enjoying this new call. On the contrary, I am having an absolute blast. In my time as your canon missioner, I have had the pleasure of meeting search committees, vestries, priests, and countless others. In addition, I have had the opportunity to lead worship and preach all across our diocese; something I am honored and blessed to do regularly. In all of my visits, meetings, and other engagements around the diocese I have been inspired and impressed by the people I have met and the ministries I have witnessed. Our diocese is comprised of many talented, spirit-filled people and churches and it has been an honor and pleasure to begin this new ministry with you.

One of the chief duties I carry out as your COMO, is that of the Transition Officer for the diocese. In other words, I work with the vestries and search committees of the parishes looking to call new priests. When I arrived in August we had six parishes in the search process, five of which had been in the process well over a year. At this time I am happy to report, that we have filled four of the six openings.

St. Jude's, Niceville has called The Rev. Blake Hutson (started in January)

St. Mary's, Andalusia has called The Rev. Eric Mancil (started in January)

St. Francis, Gulf Breeze has called The Rev. Christian Rabone (starts March 5)

St. Paul's Magnolia Springs has called The Rev. David Chatel (starts April 16)

In addition to these new calls, the search committee at Grace and St. Thomas, Panama City Beach faithfully continues to do their work of prayer and discernment, and Trinity, Apalachicola is currently receiving names of candidates.

As I stated earlier, my story at this time is very busy with lots of new experiences and many opportunities for learning. However, I am beginning to hear my new song. As I work with the vestries and search committees across our diocese, it is an incredible experience to watch the relationship between a church and a new priest blossom. From the first time they meet via Zoom until the new priest has moved and started his/her new ministry, the entire process is one filled with excitement, enthusiasm, and limitless possibilities. As these new chapters of ministry begin, I hear a new song of God's grace, hope, and love in these communities and I look forward to continuing my work as the sound of this new song grows in our diocese.

Faithfully Submitted,

The Rev. Ashley Freeman

Canon to the Ordinary & Missioner for Discernment

The Bishop next announced that we have some folks who are new [or in new positions] in our diocese. Convocation Deans are asked to come forward and introduce new clergy and/or in new positions.

NEW CLERGY:

Convocation I- The Rev. Jim Flowers; All Saints, Mobile

Terry Goff- appointed Deacon; Redeemer, Mobile

John Talbert- appointed part-time Priest-in-Charge; St. John's, Mobile

Convocation II- The Rev. Thack Dyson; St. Paul's, Daphne

David Chatel- Rector, St. Paul's, Magnolia Springs, eff April 2023 [previously at St. Stephen's, Brewton]

Amanda Doshier- Curate; St. James, Fairhope [ordained Priest January 2023]

Convocation III- The Rev. Christie Hord; St. John's, Pensacola

Ashley Freeman- Canon to the Ordinary and Missioner for Discernment, Diocesan Office
Clelia Garrity- Deacon serving at St. Simon's, Ft. Walton Beach *and*
Bishop Kendrick has appointed her as our Missioner for Global Refugee Ministries
Blake Hutson- Rector; St. Jude's, Niceville
Rachel Iversen- appointed Deacon; St. Cyprian's, Pensacola
Christian Rabone- Rector; St. Francis, Gulf Breeze

Convocation IV- The Rev. Linda Suzanne Borgen, St. Thomas, Greenville
Eric Mancil- Rector; St. Mary's, Andalusia
Kenneth White-Spunner- Priest-in-Charge; St. John's, Monroeville [ordained Priest Nov 2022]

Convocation V- The Rev. Joe Hagberg; St. Andrew's, Destin
No New Clergy

Clergy who have retired or announced their retirement.
Ed Richards- will retire as Deacon of Christ the King, Santa Rosa Beach in May 2023. He and Gayle will be moving out of state.
John Rigglin- will retire as Rector of St. Paul's, Mobile, the end of 2023.
Trish Spencer- Retired as Deacon of St. Cyprian's, Pensacola in August of 2022

The Bishop next gave thanks for preparation of the Advent devotionals and all those who had a part in producing them.

The Bishop also gave thanks to The Rev. Deacon Edward Richardson for all he has done for the diocese over the years and especially for his work in Prison Ministry, which was especially trying during the pandemic. The Bishop wished him well as he relocated out of the diocese.

As to the Bishop's official acts and convention reports Bishop Kendrick stated that he would file the summary of his official acts and other activities which shall be in the 2023 Journal. The Bishop called for a motion to file by title the diocesan commission and committee reports printed in the convention study material which was emailed to the delegates. There was a motion from the floor, a second, and by show of hands, the motion was approved.

Necrology: Bishop announced that on Saturday during our closing worship, as was our custom, we would include in our prayers of the people, the names of the clergy and lay delegates to this convention and the clergy spouses who have died since our last convention. This is our annual naming of the communion of saints who were cheering us onward in our earthly pilgrimage. Please help remember them. If you are aware of someone whom we need to remember, Bishop asked that their names be given to Mary Poss.

Remembering those who have gone before us since last Convention:

Our Clergy:

George Schroeter	Retired clergy living in Spanish Fort, AL - April 28, 2022
Harry Tipton	Retired clergy living in Mandeville, LA- September 10, 2022
Anthony MacWhinnie	Rector, St. Monica's, Cantonment, FL- February 6, 2023

Our Clergy Widow:

Nancy Duvall Widow of The Rt Rev. Charles Duvall- June 19, 2022

Our Lay Delegates: Immanuel, BayMinette

Floyd Jackson April 19, 2022

St. Michael's, Chickasaw

Bob Ross [member of St. John's, Mobile] September 11, 2022

[delegate in 1959 for St. Michael's, Chickasaw when they were part of the Diocese of Alabama]

St. Paul's, Daphne

Joyce Pierce January 13, 2023

Nativity, Dothan

David Deal May 22, 2022

St. Thomas, Greenville

Judy Gettys January 7, 2023

The Bishop next announced it was time for the second round of Table Talk Time. There was a short video about the Story is Love. Leave behind the hustle, bustle, and bother. We need to tell our whole story to others with courage.

The Bishop noted that we were still in Act 1 of our three-act play and Jesus asked us "What Is Our Story?"

The Bishop continued by saying that we tell our stories of the "good old days," but we fail to tell of the bad days or about our failures. It is about dead reckoning as life is similar as we must all know where we started to find where we are now and try to chart a new course. Reckoning is hard – it takes courage. But it is the only way we can get a new direction for our lives. The Bishop noted that with funerals, we often did not get what we had prayed for –but we must get to that reckoning and tell what we missed and what we needed and did not get.

The Bishop suggested that we invite two people at each table to write down the following thoughts of their tablemates:

What is holding you back?
What are your fears?
What are your stumbling blocks?
Where are your dark corners?

As for the asking and answering these questions, the Bishop stated that we are at a time when all may, some should, but none must. Yet to move forward, we must consider these questions deeply and honestly.

Following the table talk, the Bishop announced a luncheon recess from 12:00 Noon until 1:15 P.M.

LUNCH

The Bishop recalled the meeting to order and requested delegates sit at their designated tables for any votes.

Next, the Bishop called on the Rev. Lydia Johnson to introduce the afternoon speaker.

The Rev. Lydia Johnson: Rev. Becca Stevens is a speaker, social entrepreneur, author, Episcopal priest, founder, and President of Thistle Farms. She has established 10 justice initiatives and has raised over \$65M in funding. Stevens leads important conversations across the country through speaking, advocating, preaching, and writing.

She caught my attention about a decade ago when she showed up at a missions conference in Mobile, AL. My booth for the home repair ministry I had just helped start was across from these delightful women from a place called Thistle Farms - selling lotions and potions that smelled like heaven. (Seriously though - go buy them and buy online - they are wonderful products and the money supports great justice work). I couldn't figure out what they were doing there. Later that day as Stevens gave the keynote address- she described the work of Magdalene House as a place for women who had been trafficked to heal and Thistle Farms as a way for the women to break cycles of poverty and gain confidence and a path to independence. it forever changed the way I saw justice ministry and understood healing and helping and being the church. I went home and read all of her books ("Snake Oil," and "Funeral for A Stranger" are my favorites)- so maybe your library will grow after today too!

Stevens founded Thistle Farms in 1997 with a single home for survivors of human trafficking, and addiction that lives in the reality that healing is hard work and love is the greatest force for change in the universe. Almost twenty-five years later, TF is a global movement for women's freedom. Today the Nashville flagship includes a residential program that serves as a national model for women's recovery, and three justice social enterprises that provide jobs to survivors-amounting to \$4M in earned income last year.

Stevens developed the Thistle National Network to provide tools, workshops, and conferences to support young organizations wanting to follow its holistic model of recovery. There are now 92 organizations, providing over 500 beds to survivors, in its network. She also created Thistle Farms Global Shared Trade which supports 1,400 artisan survivors through 39 partners in 21 countries.

Stevens' many awards include CNN Hero, White House Champion of Change, and Tennessee Human Rights Outstanding Service Award.

Becca attended the University of the South and Vanderbilt Divinity School, receiving alumnae distinction awards from both.

Becca describes her life as "average-sized glass overflowing with love." She is practical and crafty. She spent her life inspiring communities to organize and act with love. She is married to Grammy-winning, Hall of Fame songwriter, Marcus Hummon, and they have raised three sons who are all artists in their own right, so their home is filled with music, paintings, designs, and dogs.

Please welcome- Becca Stevens

Rev. Stevens: Thank you for having me here today, I am the president of Thistle Farms. Thistle Farms was organized to raise funds for particular women's issues especially those of human trafficking and prostitution and its survivors. This is my story, this is my song is really my story as I was the daughter of an Episcopal priest who had issues and regrettably a vestry person who was helping my family was my first abuser. Song is but a distilled story set to music. We worked hard at clearing out stuff during Covid and our stories have changed as we try to change to stay relevant. We all use love to try to contain and control the seasons of loneliness and aloneness. We need to keep living and moving whether it's doing or praying or both. We need to keep living so we can pray and pray so we can live. Church is a place to come for a piece of bread that fills our needs. Nicodemus came to Jesus hungry with the need and needed Jesus to fill him with his spirit. So many people have needs and issues to be solved, our job as a church is to set a table and be good hosts. People are their own heroes to work out their own issues with the help of the Holy Spirit. It is love that allows us to care for others more deeply than we could have imagined.

Among our work is the justice enterprise – we are a workforce on a mission a mission with the business. We must also note that love stories are not a one-way street, it is not a solo journey. The tree of life in general and in Revelation is healing. Trees provide us with tea, with oils and other natural products. We note that oils are mentioned over and over again in the Bible. We have used oil to grow our residential program. We have found it better to improve people than to imprison them without change. At Thistle Farm we make candles and sell them to support our enterprise. Love means that no matter what happens, you can still love and help others. We do not have to be inspired to do justice. We recognize that all of us are tired and all of us are busy. I would note that the farmer does not need to be inspired to go milk the cows he just went and milked the cows just as we just do it. Without

any fanfare, we just get on with what needs doing. We've been part of the church that invites us to imagine the stars, moon, and interstellar space – what not can we imagine. We can work on a better story together.

Ms. Stevens then conducted a raffle for several of the products of the Thistle Farm including candles and a beautiful woven throw.

The Bishop called to order the Second Business Session.

The Bishop thanked those that were present for their time of discussion. He was very grateful for the participants' time and hoped it was engaging and helpful to each of them. The Bishop announced that while today was dealing with "story," tomorrow would be dealing with "song."

Next was playing a video on the power of music in song with Jon Batiste, describing how life and love were handled in struggle.

Following the video the Bishop took a few moments and gave tribute to the Rev. John H. Riggan, stating that he had met John in 1991 at Beckwith Camp when the Bishop was an aspirant before the commission on Ministry to apply the go to seminary. The Bishop talked of John's many years of service to St. Paul's – Mobile and to the diocese. The Bishop announced that John was retiring as of the end of the year from St. Paul's. The Bishop stated that John would stay on at St. Paul's through the end of the year while there is an ongoing search for a new rector and the Bishop commended John's willingness to stay and assist in that search.

Rev. Riggan thanked the Bishop, the convention, and the diocese for making his ministry possible.

The Bishop next announced that there would be a series of presentations concerning agencies of the diocese. The first was a video presentation by Pratt Paterson on behalf of Wilmer Hall.

Mr. Paterson indicated that Wilmer Hall provides transitional housing for young women and children along with educational tutoring. Overhaul helps its recipients learn budgeting and life skills. Educational mentoring programs are available. There are currently 56 residential people being assisted and 58 educational assistants. Wilmer Hall assists by providing food support as needed and gives help to develop educational, vocational, and budget mentoring to enable its residents to transition to independent life.

Next, the Rev. Ken Cumbie spoke on behalf of Murray House. The convention was advised that in 1997, Rev. Cumbie and others consecrated Murray House as an Episcopal residential facility and is a licensed care facility providing holistic care typically for older individuals. Many residents no longer have family and Murray House becomes their home. Rev.

Cumbie then took the convention on a detailed history of Murray House and its predecessors dating back over 194 years.

Next was a presentation of the video regarding Beckwith Camp and Conference Center. Ms. Rachel Gillam spoke briefly about the center and indicated that over 400 children had already registered for camp this year, which is more than last year, noting also that last year's attendance had equaled the years pre-Covid. Ms. Gillam advised the convention that Beckwith was seeking a registered nurse to be on staff for the summer and the position would include living accommodations at the camp.

The Bishop thanked the presenters for their comments and their reports and went on to say that Beckwith was one of the diocese's leading evangelistic tools as only about 30% of campers are Episcopalian.

The Bishop next called upon Ms. Eleanor Reeves to give a report on the capital campaign.

Ms. Reeves reported that the campaign's goal was to raise \$5 million as mentioned in last year's convention. She reported that to date \$4,028,192.00 had been raised. These contributions came from 30 churches 32 clergy, 100% of the Beckwith board, 100% of the Beckwith staff and 166 people of our churches pledging. The percentage of those pledging of the diocese is equaled only 1% of the total diocese. Ms. Reeves also announced that for this week there was an opportunity for a matching pledge up to \$50,000 that would match pledges or donations dollar for dollar. She also mentioned that she and the Committee had raised \$5,000.00 the week of the convention toward the matching contribution. This was mentioned in the hope of soliciting additional or new donations at the convention.

The Bishop indicated it was time to hear about finances and stewardship of the diocese and called on Mr. Ron Snider and Mr. Dwight Babcock to present the Committee on Finance's report and budget. The Bishop also announced that the convention's offering would be used for a donation to the Thistle Farms mission.

Mr. Babcock represented that 20% of the churches of the diocese still have not sent in a pledge commitment and called on them to do so indicating that the budget Committee had estimated those churches' possible contribution. He next went over the line item budget as it appeared in the diocese materials and on the slide on the screen. He indicated that there was a proposed increase of \$2500 raising the budget to \$1,537,600 with the additional funds being added to the Commission on Racial Justice and Reconciliation.

There was a call for a motion to approve the recommended budget. A motion was made from the floor, seconded, and approved by show of hands.

Bishop made announcements for the session for Saturday morning indicating that we would reconvene at 9 AM and indicating as the business session of the day was concluded there would be a service of evening prayers led by worship leaders from St. Cyprian's.

Bishop also announced that there would be a reception in the lounge and foyer following the final benediction.

The convention reconvenes Saturday morning March 4, 2023, at 9 A.M.

The Bishop announced that there were quorum issues and asked the convention delegates both lay and clergy to be sure to sign in to the VPoll so that their presence would be noted. The Bishop noted that the previous day's sign-on was no longer effective for the quorum for the Saturday session and asked people to re-sign in.

While waiting for the determination of a fulfillment of the quorum requirement, the Bishop undertook to make a number of comments that did not require the convention to actually be in normal session.

The Bishop gave his thanks to the committee and members of the Commission on Racial Justice and Reconciliation noting all their works through the year.

The Bishop gave his thanks to those participating in the prison missions particularly Rev. Deacon Ed Richardson who was retiring and moving. He noted that as a lingering effect of Covid the prison mission has had a difficult time but was hoping for better days.

The Bishop then gave thanks to the Commission On Affirmative Aging and particularly to the Rev. Sara Phillips for hosting a wonderful seminar the past year at St. Paul's Episcopal School in Mobile and noted with input from Rev. Phillips that they would be another seminar to be held on Saturday, November 4, 2023, at a location to be determined in Pensacola.

The Bishop also gave thanks to the Commission on World Mission noting that its chairman, Geary Gaston, was currently in the Dominican Republic leading a team building church furniture for churches in that community.

The Bishop noted that there would be a Cursillo at Camp Beckwith in the next few weeks and encouraged participation.

The Bishop also announced that there would be a Happening soon and that registration was about full and there was about to be a waiting list.

It was announced that there would be a Worship in the Woods to be held on April 23, 2023, in the afternoon at the farm of Salem Saloom in Evergreen Alabama and all were invited.

Bishop Kendrick then called on The Rev. Michael Ballard, secretary to the 52nd Convention, to report as to whether a quorum was present.

Rev. Ballard reported that of the 140 certified lay delegates to this Convention, 107 are registered and in attendance. Of the 61 eligible clergy delegates, 37 are registered and in attendance. Therefore, a quorum was now present.

The Bishop noted that the business session was now open.

The Bishop issued a special welcome to a few of the special guests that were given seat and voice on Friday, particularly two of our seminarians from Seminary of the Southwest, Ryan Lee and Stephen Pecot; and our youth delegates: Cecilia Archer, Carsten Kennedy, Haley Hare, Sarah Tanton, and Jenny Leebrick.

The Bishop next announced the fourth session of table talk which would be about songs that have special meanings. The Bishop remembered the song that held him up in difficult times. He noted that we have all been there and that sometimes even people with dementia will come alive upon hearing a favorite song. Perhaps the oldest song is the Song of Miriam at the crossing of the Red Sea. Even Jesus sang from the cross. there was a presentation of the video showing the power of song in the Bible. The video depicted the singer Bono and Eugene Peterson who had been, at the time, working on completion of his translation of the Bible.

The Bishop called the convention's attention to the green sheet of three psalms that covered lament, joy, and hope and asked the people at the tables to discuss where was life in the congregation and where did each of these psalms resonate?

Speak of a time, event, or service, in your congregation when each of these psalms was being sung in you.

Psalm 88:13-19

13 Will your wonders be known in the dark? *
or your righteousness in the country where all is forgotten?

14 But as for me, O LORD, I cry to you for help;*
in the morning my prayer comes before you.

15 LORD, why have you rejected me? *
why have you hidden your face from me?

16 Ever since my youth, I have been wretched and at the point of death;* I have borne your terrors with a troubled mind.

17 Your blazing anger has swept over me; *
your terrors have destroyed me;

18 They surround me all day long like a flood; *
they encompass me on every side.

19 My friend and my neighbor you have put away from me,*
and darkness is my only companion.

Psalm 16:5-11

5 O LORD, you are my portion and my cup; *
it is you who uphold my lot.

6 My boundaries enclose a pleasant land; *
indeed, I have a goodly heritage.

7 I will bless the LORD who gives me counsel; *
my heart teaches me, night after night.

8 I have set the LORD always before me; *
because he is at my right hand I shall not fall.

9 My heart, therefore, is glad, and my spirit rejoices; *
my body also shall rest in hope.

10 For you will not abandon me to the grave,*
nor let your holy one see the Pit.

11 You will show me the path of life; *
in your presence there is fullness of joy, and in your right hand are pleasures for evermore.

Psalm 121

1 I lift up my eyes to the hills;*
from where is my help to come?

2 My help comes from the LORD,*
the maker of heaven and earth.

3 He will not let your foot be moved *
and he who watches over you will not fall asleep.

4 Behold, he who keeps watch over Israel *
shall neither slumber nor sleep;

5 The LORD himself watches over you; *
the LORD is your shade at your right hand,

6 So that the sun shall not strike you by day, *
nor the moon by night.

7 The LORD shall preserve you from all evil; *
it is he who shall keep you safe.

8 The LORD shall watch over your going out and your coming in, *
from this time forth for evermore.

"I Will Sing a New Song" Meditation by Howard Thurman

The old song of my spirit has wearied itself out.

It has long ago been learned by heart so that now it repeats itself over and over, bringing no added joy to my days or lift to my spirit.

It is a good song, measured to a rhythm to which I am bound by ties of habit and timidity of mind.

The words belong to old experiences which once sprang fresh as water from a mountain crevice fed by melting snows.

But my life has passed beyond to other levels where the old song is meaningless. I demand of the old song that it meet the need of present urgencies.

Also, I know that the work of the old song, perfect in its place, is not for the new demand! I will sing a new song.

As difficult as it is, I must learn the new song that is capable of meeting the new need.

I must fashion new words born of all the new growth of my life, my mind and my spirit. I must prepare for new melodies that have never been mine before, that all that is within me may lift my voice unto God.

How I love the old familiarity of the wearied melody-

how I shrink from the harsh discords of the new untried harmonies.

Teach me, my Father, that I might learn with the abandonment and enthusiasm of Jesus, the fresh and new accent, the untried melody, to meet the need of the untried morrow.

Thus, I may rejoice with each new day and delight my spirit in each fresh unfolding.

I will sing, this day, a new song unto Thee, O God.

QUESTION What is the song that God is calling your church to sing?

After a period of time, the Bishop thanked the delegates for their participation and conversations.

The Bishop next thanked the Standing Committee stating that the Standing Committee is like the vestry of the diocese. He asked for the members who were present to stand and then went on to thank the outgoing members of the Standing Committee: Bruce Partington, Christie Hord, Terry Moore, Carl Walters, and our president last year, the Rev. Richard Proctor. The Bishop then called on Rev. Proctor to submit the report of the Standing Committee.

The Rev. Richard Proctor: I have noted that there has been the appearance of complaints that the Standing Committee is made up primarily of delegates from Mobile and Pensacola and the bigger churches. This was a bone of contention among some in the diocese but I want to report that it is not true. Many of the members of the Standing Committee are from

areas other than Mobile or Pensacola. I would like to note that we feel blessed for a regionally diverse committee. The Standing Committee is well represented regionally and by all types of parishes, big, small, rich, and poor. We started the year, by meeting on Zoom which was a necessary blessing, but we were grateful to be able to get together personally. The committee meets, breaks bread, and laughs. The committee makes serious work without taking themselves too seriously and I give thanks for the lay members of the Standing Committee as well.

The Bishop indicated a need to elect new members to the Standing Committee. The Bishop's appointees were already approved and there remain those to be elected from the nominations for the Standing Committee. It so happens that the number of nominations for the Standing Committee as put forth in the printed materials including Rev. Sara Phillips, lay nominee Lolly Holk, and lay nominee Bradford Moore matches the number of people rotating off the committee and therefore I would ask that they be elected by acclamation. There was a motion to elect by acclamation, second, and was approved by a show of hands.

The Bishop next called for the election of General Convention deputies. Mr. Babcock gave an explanation that every three years deputies are elected to the General Convention and that in each annual budget, there is a set of funds set aside for this triannual expense. It was noted that the nominations for the General Convention were printed in the convention booklet and contained the curriculum vitae of each nominee. Mr. Babcock cautioned that in voting to be careful because once you press the button on the VPoll, it is locked in and there were no do-overs. Voting would be by order and then submit your choice. It was noted that the final number of quorum present for voting was lay 119 clergy 43. Voting would be held first for the lay nominations.

While voting was underway the Rev. Deacon Rachel Iversen stood for a point of personal privilege and was recognized by the Bishop. Rev. Iversen indicated that Episcopal Youth Event 2023 was currently undergoing registration and requested youths and adults to consider participation.

Mr. Babcock indicated that of the voting for lay General Convention deputies, Jill Showers Chow and Eugene Johnston received sufficient votes to be elected. The remaining votes were so split that no one gained a majority. The Bishop said a prayer for election guidance for those who would serve at the General Convention and called for a second vote to elect two of the three remaining nominees. After the vote, Mr. Babcock announced that Joe McDaniel and Dr. Jeannie Kienzle were elected as additional lay General Convention deputies. Mr. David Quittmeyer was designated as the alternate deputy.

With Babcock next announced voting for the General Convention committee selection for the clergy class. It was indicated those with the most votes would be the deputies and the remaining nominee would be the alternate. Upon voting the Rev. Amanda Doshier, the Rev. Christie Hord, the Rev. David Knight, and the Rev. John Talbert were elected as deputies to the General Convention. The Rev. Linda Suzanne Borgen was elected alternate deputy.

The Bishop next announced that the previously curtailed due to COVID, the Acolyte Festival was being restarted and with the assistance of the Rev. Eric Zubler at Christ Church Cathedral the festival would be held this August 19, 2023 at the Cathedral. All acolytes are invited to attend.

The Bishop called on Ms. Reeves for an update with regard to the Go Forward Capital Campaign. Ms. Reeves reported that this week including the convention an additional \$45,000 had been raised \$40,000 of which came during the convention and all of which qualified for the matching gift increasing the total for the campaign by \$90,000.

The Bishop announced that each time the general convention finishes its business, it requires that every diocese make known the Resolutions Referred To The Dioceses from the previous general convention in this case the 80th general convention. As the document referred is some hundred and forty-five (145) pages long, the diocese did not print it; however, there is a link on the diocese website where you can go and read, review or print the Resolutions Referred To The Dioceses from the 80th general convention.

Bishop called on the committee for the next convention for the update of the 2025 convention.

Ms. Vivian Welch reported: Mr. President, on behalf of the Convention Committee on the next conventions; after receiving various gracious offers to host the 54th annual convention of the Diocese of the Central Gulf Coast on February 20 – 22nd, 2025; it is our great honor to recommend accepting the invitation of Christ the King Church in Santa Rosa Beach Florida as host for the February 2025 Diocesan Convention. She called for any discussion and there being none, asked for a motion to approve. There was a motion and a second to approve the selection. The motion was approved by a show of hands.

The Bishop thanked the committee for its work on arranging the conventions for 2024 and 2025.

The Bishop, noting that there appeared to be no further business, recognized Scott Remington for the Dispatch of Business.

Mr. Remington: Mr. President, I hereby certify that pursuant to the Canons, Rules, and Special Rules of the diocese, all necessary and required business of this 52nd Convention of the Diocese of the Central Gulf Coast has been completed.

Ms. Miller: Mr. President, the Chancellors respectfully make a motion to the convention that the secretary and assistant secretary be given authority to edit minutes of the convention prior to publication to correct any scribes' errors and reports to the convention and ensure said minutes accurately reflect the actions of the convention.

The Bishop: So moved, I see a second, all in favor by a show of hands. The motion is adopted.

Bishop indicated that while the required business of the convention is completed our time together is not finished. We will remain gathered as a convention until the dismissal at the conclusion of the Eucharist. Prior to the beginning of the service, there will be a 15-minute break. Clergy should note that there will be a clergy photo following the final hymn so please move to the stage; also there will be a meeting of the Standing Committee after dismissal.

Respectfully submitted,

/s/Michael E. L. Ballard
Secretary

Bishop Russell’s Address to the Fifty-Second Diocesan Convention
The Diocese of the Central Gulf Coast
University of West Florida Conference Center, Pensacola, Florida
3 March 2023 – Friday Morning Opening Service

My name is Russell. I love Jesus and I am proud to be an Episcopalian. And I know the same is true for you. You would not be here if that was not true. So, thank you. Thank you for the many ways you live out your baptismal promises in your communities; situated over the 30-plus counties of Northwest Florida and South Alabama that we know as the Central Gulf Coast. Thank you for giving your time to this time together as the 52nd convention of our diocese. Thank you for your trust in me as your Bishop.

I had an epiphany a few weeks ago. I was at the celebration of new ministry with the people of St. Mary’s, Andalusia, and their new Rector, Eric Mancil. In that service, there is a Letter of Institution that I read as a part of the liturgy. And at the end of the letter, there is a very formal line that records the date of that institution: “Given under my hand and seal, in the city of Andalusia, Alabama on the 12th day of February, in the year of our Lord 2023, and in the eighth year of my ordination”.

And it stunned me. I’ve served as your Bishop for eight years. And given our last three years with COVID, there must be a multiplication factor for clergy life as there is for a dog’s life. I don’t know who first said: “Time flies when you are having fun”, but I am pretty sure they didn’t live in the last three years. I do still have fun more days than I don’t, but a lot has happened recently to challenge that. Now, if you are getting anxious, this is not a soft entrée into an announcement about my future as your Bishop; I am here, and I plan to be here.

But that epiphany has made me curious about our future. To be clear, I am not worried about the future as much as I am wondering about it. I wonder about the fruit of our work. I wonder about the systems and structures of our diocese and the vitality and sustainability of your worshipping communities. Even more, I wonder about the Spirit of God and the signs of that Spirit’s presence in our midst. During our convention, I am asking you to join in some wondering about the Spirit and our future. Such conversation can be risky. There are lots of people here, and you know that we Episcopalians can be a spirited bunch. But I’m not the diocese. You are! I serve you! So, if we want to wonder about our future, you are the ones to do so. I hope you’ll find it will be enlightening, engaging, and fun.

But even as we spend some time to discuss the future, I’m well aware that the past is very near to many of us. This has been a poignant year for me. After we left last year’s convention and the mountaintop experience with Bishop Curry and Dr. Berry, I was diagnosed with COVID three days later. Then in June, there was the terrible shooting of three dear friends of mine at St. Stephens in Birmingham. That happened about the same time my Mom entered Hospice Care. Then in December, my Mom’s roommate, which was Robin’s Mom, died. While she had been suffering from Alzheimer’s for several years, it was COVID that killed her.

COVID has become quite devious. While some suffer from long-term medical issues of having COVID, all of us have been affected by the global trauma of the last three years. We live in a messy and mixed-up time. Grief and trauma do that to people. It’s still unknown how this will affect the future of our youth and children, but it has affected our churches today. Some are ready for new ministry; some are still standing in the rubble; and some have still not returned. You can have a vestry with half of them ready to move on, and half afraid to go on. Please continue to be gentle with each other, and especially with your clergy. Tending to all the emotions and opinions in a church is harder now for your clergy than it has ever been.

Since I am speaking of the clergy, I want to speak for a minute to the clergy. Thank you. I am so glad when I hear of your sabbaticals and vacations. I am glad for your continuing education. And I am very proud of you. When we were together at Anthony’s funeral, I had a hard time holding it together when I walked into the room where you all had gathered. Your faith and grief and hope were palpable. St. Augustine said to his clergy in the late 4th century: “For you, I am a bishop; but with you, I am a Christian; one is an office, accepted, the other is a gift, received.” Thank you and thanks be to God for you, my sisters and brothers, and the gift you are to us and to me.

Each year the clergy gather together to renew our ordination vows. This year we are doing so as a part of our convention. It is an experiment, one that is motivated by a hunch that we need you to see us do this, and the clergy need to see you. We are much better when we are together.

Please join me in giving thanks for our three host congregations. Usually, we are hosted by one of our more resourced congregations and often meet on their campus. But this year our hosts are three of our more average-sized congregations from the Pensacola area: St. Cyprian’s, Holy Trinity, and Saint Monica’s. They may think of themselves as small, but according to current statistics in the Episcopal Church, they are not as small as they think. The average Sunday attendance in an Episcopal Church in this diocese is 51.5 people. [I don’t know who qualifies as the .5] And let’s recall that there is nowhere in the Gospels that Jesus asks about average Sunday attendance. In fact, he seems quite content gathered with two or three.

Holy Trinity, St Cyprians, and Saint Monica’s represent the majority of our worshipping communities. Of the 61 worshipping communities in our diocese, only 30 are served by a full-time rector or vicar. That means the other 31 worship with either a part-time clergy, a supply priest, or a creative mix of clergy and lay leaders.

The greatest joy of being your Bishop is visiting every congregation each year. To paraphrase Paul, there is a variety of ways to worship, and we certainly do so, but there is still the same Spirit. There is not a Sunday that goes by that my heart is not warmed and my spirit is not renewed by you. It’s amazing to be amidst the energetic hustle and bustle of a Sunday at Saint James, Fairhope on one Sunday, and then join in the lovely intimacy of 10 or so faithful at St. Michael’s, Ozark the next Sunday. One week I am filled up by the music of John Rutter sung masterfully by the choir of Nativity, Dothan; the next week I am swept up in the joyful sound of a soloist accompanied by a digital recorder; and then the

following week I am stirred by the guitars of St. Monica’s, Cantonment. I am so grateful to the choir of St. Monica’s to be able to share their way of doing music at this convention.

Speaking of the Spirit, let’s meet again our friend Nicodemus. I believe that Nicodemus is a good sincere man who represents the best of the systems and structures of his religion. He is a Pharisee and a member of the ruling council, which means it is his job to settle theological issues and ecclesiastical questions. If there had been a diocesan convention back then, Nicodemus would have been in the crowd, if not sitting on the stage. And yet, for all his religion, something more draws him, or maybe drives him into the darkness to find this mysterious rabbi named Jesus.

The novel titled *Life After God* by Douglas Coupland, is set in the world of MTV, shopping malls, fast food, and unstable families. Love and commitment seem impossible. But at the end of this novel the speaker, seeing the aimlessness and anxiety all around him, comes to a new insight. It is an insight that might very well have been on the heart of Nicodemus: “Now -- here is my secret: I tell it to you with an openness of heart that I doubt I shall ever achieve again, so I pray that you are in a quiet room as you hear these words. My secret is that I need God -- that I am sick and can no longer make it alone. I need God to help me give, because I no longer seem to be capable of giving; to help me be kind, as I no longer seem capable of kindness; to help me love, as I seem beyond being able to love”.

To make a long story short, Nicodemus gets more of God than he could ask or imagine. Be born again. Be born of the Spirit. And keep watch for this Spirit at work in the world.

Now here we are. A convention is canonically required of the 109 dioceses in the Episcopal Church, to tend to the systems and structures of our brand of religion. Structures and systems are a good thing. I am not interested in doing away with that. But I have been heard to say and I am saying it now to you, that I do wonder if for too long we have allowed the systems and structures to determine the Spirit’s movement, rather than allowing the Spirit to move us.

It is that same Spirit that has moved us and guided us in the formation and expansion of our diocesan School for Ministry. And there are many signs of the Spirit’s power at work in the lives of our students. On March 25 we will ordain six people to the diaconate, five of them will eventually be ordained priests. Four of them were educated, trained, and formed in a residential seminary. Two were trained in our School for Ministry. And in our school right now, we have six other postulants and candidates being formed for holy orders. Our school is not to replace traditional models, but it is our way of being open to new ways to tend to the Spirit’s call to us for raising up and forming good and faithful clergy leaders.

And clergy leadership is not our only focus. Later today you will hear Joy speak of the work of our school to raise up lay leaders for worship, preaching, pastoral care, Christian education, and evangelism. To repeat what I have said before, our 1979 Book of Common Prayer has been successful. It sought to make the Holy Eucharist the principal and normative Sunday worship service. And it has done so.

But in 1979 I doubt anyone imagined that some 44 years later we would be struggling to find clergy to celebrate the Eucharist. And yet our people still hunger for this sacred meal.

The lay leadership program in our diocese seeks to find intentional, faithful, careful ways to form lay leaders to serve alongside our clergy. We are all ministers. The more we share leadership at the table, in the pulpit, in our classrooms, and in our communities, the more vital and sustainable our congregations will be.

The Spirit is moving among us and through us in other ways too. When I was in Andalusia, I spent some time between the morning service and the celebration that afternoon in their library. Their library is in fact the nave of the original church that was moved from another location. Talk about the Spirit moving things around! And even now, that same Spirit seems to be moving in some of our congregations that are daring to ask some very provocative questions about their buildings and locations. We are leaning into similar questions regarding Murray House, an agency of this diocese since the late 90’s. We must ask questions about our structures and systems and how those help or impede the mission of our church. And to trust that such movement also holds the promise of new life and being born anew.

When such questions stir up my own anxiety, I think of the sign of new life that I see each time I run into a former member of Saint Matthews, Mobile. They were the people moved by the Spirit to declare in faith and hope that it was time for them to close. So, we did. But before we closed the building, we spent time trying to open doors to new places for them to worship. As far as I can tell, nearly six years later, just about every former member is now in another Episcopal church. One even serves on a vestry. These people are a powerful sign to me of people who love their Lord and their church more than they loved their building. And that love has ushered forth new life in them. Truly, they have been born anew.

Here is another sign of the Spirit’s presence moving through us. It has happened because of your generosity and trust. For nearly eight years, I have been giving voice to the goal and priority to call a full-time missionary for discernment to give you the resources you need for your transitions, and to be a companion to our clergy in their personal transitions. I am thrilled to tell you that in the eighth year of my ordination we have realized that dream. The Rev. Ashley Freeman hit the ground last summer, and in the first seven months or so he has helped four of our congregations call a new rector and is in the process of placing five about-to-be clergy. You will hear from him later today. Welcome again to Ashley and Annie.

You know, we do meet up with Nicodemus again. Something did happen. We will see him once again, in the light of day standing up at a church meeting and speaking of justice for Jesus. Then again, we will find Nicodemus in the chaos and despair of death at the cross. While the disciples of Jesus are locked up in their fear, Nicodemus is out in the light. One important sign of the Spirit’s presence is found when and where and how we show up, stand up, speak out, and tend to the chaos and despair of this world.

We are called to be involved with this world and everyone in it. COVID put quite a damper on that, but even now the wind is beginning to blow once more. This morning 14 people representing our diocese are flying to our companion diocese of the Dominican Republic, to build furniture for a church. Earlier this year a group of people made a trip to the Mexican border to rekindle our relationship with the Diocese of the Rio Grande and their ministry

to refugees. Our deacon, John Kendall, has worked tirelessly to breathe life and open a way back to the men of Saint Dismas, an Episcopal Mission in Fountain Prison that was closed by the state due to COVID. And Deacon Clelia Garrity, who I assigned the title: Missioner for Global Refuge Ministries for our diocese, is beginning to network our people with places at the Mexican border, Zambia, Ukraine, and in our local communities too.

Though the systems and structures of our church may be changing, the Spirit is still at work in our midst. Your work is not in vain, though it may often feel as though it is.

Still, while the Spirit is at work, let’s name and heed a stumbling block. We hear it from Nicodemus, and I hear it in our churches. When Jesus speaks of the power of the Spirit and invites Nicodemus to be born anew into that very Spirit, Nicodemus hesitates, starts to ask questions, and even make excuses: “Well, Jesus, okay. I’m old. What do I do?”.

I know we want young families. I was a youth minister before I was a priest, and the energy and intensity of ministering with teenagers still inspires me. I love confirming teenagers as they claim Jesus as their Lord. But for all of that, it is the 80 plus years olds I lay hands on and pray for that so often move me to tears. I know that being born anew is real, because I have seen it happen.

So let’s be mindful of hesitation, questions, and excuses. And let’s try not to let them get the best of us. After all, God does not seem to consider age as a restriction for ministry. On Sunday you will also hear in church the story of Abraham and Sarah, who were in their mid-seventies when God called them to pack up and go forth to a land unknown.

As I wrap this up, I told you about my epiphany in Andalusia. But I also saw a sign in that same service that gives me great hope. I looked out, and near the back of the church sat a young woman named Mia. She is 15 now. When I first met her, she was 8. Some of you do not know her as Mia but as the girl in the blue dress, about whom I sometimes tell a story. Mia was the little girl who I met in the narthex before a service. Everyone was lining up, the choir, acolytes, clergy. Everyone was all dressed up to play our parts. Right smack in the middle of it all, sitting quietly in a chair was this young girl in a blue dress.

She sat with the Gospel book propped in her lap “Hello” I said to her, “My name is Russell. I am the Bishop.” “Hello” she quipped back. She was clearly not impressed with my being a Bishop. “So who are you?” I asked. “I am the Gospel.” “Oh.” Talk about being trumped. It was the custom for a child to carry the Gospel book, but she was not just carrying the Gospel, she was the Gospel. “I am the Gospel.” She said it with such conviction. “I am the Gospel.” And she was right.

And eight years later, there she was, still the Gospel. Time does fly. And we cannot turn back time. Nor should we try. So, let’s not waste the time given to us, but use our time to be the Gospel, the living signs of the Spirit. We are the story. We are the song. I look forward to living many more stories with you, and even singing a new song with you too.

Summary of the official acts of The Right Reverend James Russell Kendrick for 2022 as required by Title III, Canon 24, Section 6 of the Canons of the General Convention.

**CONFIRMATIONS/RECEPTIONS/
BAPTISMS/DEDICATIONS**

Kendrick 142/68/8/3

NEW MINISTRIES 3

David Clothier 01/05/22

Neil Kaminski 02/13/22

Randy Sellers 05/11/22

CLERGY RECEIVED 3

Randal Hugh Sellers Mississippi

Ashley Burton Freeman Louisiana

Bryan Massey Gentry Texas

CLERGY DIMITTED 0

ORDINATIONS

CGC School for Ministry

Priesthood 1

Kenneth Paul White-Spunner, III 11/13/22

ORDINATIONS

Transitional Diaconate 1

Amanda Harbert Doshier 04/30/22

CGC School for Ministry

Transitional Diaconate 1

Kenneth Paul White-Spunner, III 04/30/22

BISHOP KENDRICK’S DAILY ACTIVITIES**January 2022**

- 1 Saturday: New Year’s Day: Office Closed
- 2 Sunday; Second after Christmas Day: am Visitation at St. Patrick’s, Panama City; Confirmed 1, Received 1.
- 3 Monday: Day Off; 45 days to Convention.
- 4 Tuesday: at Duvall Center; staff meeting in am; mid-day Convocation Deans ZOOM meeting.
- 5 Wednesday; Eve of Epiphany of Our Lord Jesus Christ: at home office; am Campaign Cabinet Leadership ZOOM meeting; afternoon General Convention Governance committee ZOOM mtg; drove to Epiphany, Crestview for Celebration of New Ministry for David Clothier, appointed as Vicar.
- 6 Thursday: at Duvall Center for the day; late afternoon drove to St. Christopher’s, Pensacola to offer prayers during the Visitation of my assistant’s mother who died.
- 7 Friday: in am drove to St. Christopher’s, Pensacola to preside over funeral for my Assistant’s mother; drove to Barrancas National Cemetery to preside over interment.
- 8 Saturday; Eve of the First Sunday After the Epiphany: am ZOOM meeting for Cursillo training; prepared for tomorrow’s visitation to St. John’s, Monroeville
- 9 Sunday; First Sunday After the Epiphany: Baptism of Our Lord Jesus Christ; am Visitation at St. John’s, Monroeville.
- 10 Monday: Day Off.
- 11 Tuesday: am drove to Eufaula for afternoon meeting; joined staff meeting via ZOOM; mid-day attended the Baptized for Life on-line workshop with the Dean of our local school for ministry; afternoon meeting with local leadership; traveled home following meeting.
- 12 Wednesday: at home office; am meeting with individual regarding our capital campaign; late morning checked in with Campaign Cabinet Leadership Team Zoom meeting; afternoon meeting with another person regarding the campaign.
- 13 Thursday: at Duvall Center; afternoon a portion of the ZOOM meeting for the House of Bishops’ Peer Coaches; ZOOM meeting with new bishop I’m coaching.
- 14 Friday: am drove to Pensacola hospital to pray with priest having surgery; drove to Beckwith for COM overnight meeting with Nominees recommended for postulancy by their congregations.
- 15 Saturday: COM meeting with Nominees for final interviews and recommendations; met with Nominee to discuss decision for postulancy; prepared for visitation at Nativity, Dothan.

- 16 Sunday; 2nd after Epiphany: Visitation at Nativity, Dothan - Confirmed 10, Received 13.
- 17 Monday: Martin Luther King Day: Office Closed; in am drove to Mobile for appointments with Nominees regarding postulancy decision; in afternoon had ZOOM meeting with Nominee regarding postulancy decision.
- 18 Tuesday; the Confession of Saint Peter the Apostle: at Duvall Center; in am had meeting with Nominee regarding postulancy decision; staff meeting followed; following staff meeting had appointment with another Nominee regarding postulancy decision; afterwards attended the second series of the Baptized for Life on-line workshop.
- 19 Wednesday: at Duvall Center; had am appointment regarding the Capital Campaign; following, drove to St. Cyprian's, Pensacola for a meeting with the Campaign Cabinet Leadership Team; afterwards, drove to Grace Church, Panama City Beach for meeting with the Vestry followed by my Visitation service.
- 20 Thursday: drove to Panama City first thing to meet with Nominee regarding postulancy decision; afterward, drove home to work from home office.
- 21 Friday: worked from home office; had three appointments with lay leaders midday.
- 22 Saturday: at home; mid-morning had ZOOM meeting with seminarians; prepared for next day's visitation.
- 23 Sunday; 3rd after Epiphany: morning visitation at St. Mary's, Andalusia – Baptized 1, Received 1.
- 24 Monday; Commemoration of the Ordination of Florence Li Tim-Oi, First Woman Priest in the Anglican Communion: Day Off.
- 25 Tuesday; The Conversion of Saint Paul the Apostle; am staff meeting; drove to Mobile to for two meetings with lay leaders regarding the capital campaign.
- 26 Wednesday: at home office; am ZOOM meeting with Campaign Cabinet Leadership Team.
- 27 Thursday: at Duvall Center; had two afternoon meetings, one with a local priest and another with a local Deacon.
- 28 Friday: worked from home office on Convention preparation.
- 29 Saturday: at home; morning ZOOM meeting with General Convention deputation; prepared for next day's visitation.
- 30 Sunday: 4th After the Epiphany: am visitation at Trinity, Apalachicola; in afternoon held Pre-Convention ZOOM meeting for delegates.
- 31 Monday: Day Off; after noon, met with couple regarding capital campaign.

February 2022

- 1 Tuesday; Eve of the Presentation: at Duvall Center; am Standing Committee ZOOM meeting preparing for Convention.
- 2 Wednesday; the Presentation of Our Lord Jesus Christ in the Temple: early morning participated in Christ Church, Pensacola's Episcopal Day School's morning chapel service; afterwards worked at Duvall Center and joined a Campaign Cabinet Leadership ZOOM meeting.
- 3 Thursday: at Duvall Center; in am went to meet with lay leader regarding capital campaign; in afternoon met with another lay leader regarding the campaign.
- 4 Friday: worked from home office; in am joined a portion of the House of Bishops Peer Coaching meeting; following held a ZOOM session with new bishop I'm coaching.
- 5 Saturday: in am drove to St. Cyprian's, Pensacola to lead a Lay Leadership training class on the Book of Common Prayer; prepared for next day's visitation in Gulf Shores.
- 6 Sunday; 5th after Epiphany: am visitation at Holy Spirit, Gulf Shores – Received 1.
- 7 Monday: Day Off; had am ZOOM meeting with priest possibly interested in moving to the Gulf Coast.
- 8 Tuesday: at Duvall Center; in am drove to Murray House in Mobile and met up with my Administrator, to attend their Board meeting; afterwards drove to St. Luke's, Mobile's Upper School for a visit, joined by a local priest; afterwards attended the third series of the Baptized for Life on-line workshop.
- 9 Wednesday: at home office; late morning joined Campaign Cabinet Leadership ZOOM meeting; in afternoon attended the General Convention Governance ZOOM meeting.
- 10 Thursday: drove to Newnan, Georgia for funeral of good friend; stopped along way to join am staff meeting; afterwards had Bishop to Bishop ZOOM meeting regarding a clergy call; then on to Newnan.
- 11 Friday: in Newnan, Georgia for funeral.
- 12 Saturday: drove back home from Newnan, Georgia; prepared for tomorrow's visitation in Eufaula.
- 13 Sunday; 6th After Epiphany and Feast Day of Absalom Jones; presided over two visitation services at St. James, Eufaula – Baptized 1, Confirmed 1 at later service; in afternoon, presided over Celebration of New Ministry for Neil Kaminski as Rector of St. James.
- 14 Monday: Day Off and Valentine's Day.
- 15 Tuesday: at the Duvall Center preparing for Diocesan Convention; short staff meeting in am; afterwards met with couple regarding the capital campaign; midday attended the fourth session of Baptized for Life on-line workshop.

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- 16 Wednesday: at home office; late morning joined Campaign Cabinet Leadership ZOOM meeting; spent rest of day working on last minute Convention items.
 - 17 Thursday: Convention begins; at St. Simon's, Fort Walton Beach for ZOOM Budget Hearing; followed by ZOOM Business Session I; and Evening Prayer with my official Address to the Convention body.
 - 18 Friday: at the Destin-Fort Walton Beach Convention Center for in-person Business II, starting with Morning Prayer; Presiding Bishop Michael Curry was our guest for this year's Convention and gave a dynamic presentation for us prior to Noonday Prayers and lunch; after lunch, several workshops were presented followed by a time for social visiting and light refreshments; after a short time visiting, my staff and I had a wonderful dinner with Bishop Curry, his staff, and Dr. Berry with her staffer.
 - 19 Saturday: at the Destin-Fort Walton Beach Convention Center for last day of Convention, beginning with remaining business, in which Dr. Bertice Berry offered an incredible presentation with Table Conversations; afterwards, all joined Bishop Curry for closing Eucharist; following the close of Convention Business, clergy and clergy spouses enjoyed a wonderful lunch at St. Simon's Church, along with Bishop Curry, his staff, and Dr. Berry with her staffer.
 - 20 Sunday; 7th After Epiphany: am visitation at St. Agatha's, DeFuniak Springs – Received 1.
 - 21 Monday: Office is Closed following Convention weekend.
 - 22 Tuesday: at Duvall Center; staff meeting in am; early afternoon attended Florida Bishops ZOOM meeting.
 - 23 Wednesday; at home office; am ZOOM meeting with seminarians; mid-morning ZOOM meeting with Campaign Cabinet Leadership team; spent afternoon on ZOOM meeting for the General Convention Governance Committee.
 - 24 Thursday; Saint Matthias the Apostle: at home office.
 - 25 Friday: travel to South Carolina for consecration service of the new Bishop for the Diocese of Upper South Carolina.
 - 26 Saturday: attended Consecration service in the Diocese of Upper South Carolina.
 - 27 Sunday; Last After the Epiphany: travel home.
 - 28 Monday: Day Off.

March 2022

- 1 Tuesday; Shrove Tuesday: at Duvall Center; staff meeting in am.
- 2 Wednesday; Ash Wednesday: in am drove to Christ Church Cathedral, Mobile to officiate Ash Wednesday service; before service, attended Campaign Cabinet Leadership ZOOM meeting; following service had meeting with local clergy; stayed overnight at Beckwith for capital campaign meetings scheduled tomorrow.

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- 3 Thursday: in am, Camp Director and I met with individual regarding the capital campaign, followed by a lunch meeting with another couple to discuss the campaign; in afternoon had meeting with the Deacon for our local school.
 - 4 Friday: in morning, spent some time with those attending the Men’s Conference at Beckwith; then drove to meet with a local couple regarding the campaign.
 - 5 Saturday: drove to St. Cyprian’s, Pensacola for Lay Leadership training class; afterwards drove home to prepare for tomorrow’s visitation.
 - 6 Sunday; 1st in Lent: am visitation at St. John’s, Pensacola – Baptized 1, Received 4.
 - 7 Monday: Day Off.
 - 8 Tuesday: at Duvall Center; am staff meeting; afterward met with local priest; in afternoon met with couple regarding Discernment.
 - 9 Wednesday; Ember Day: in am drove to Troy, Alabama for visitation that afternoon; on the way, had lunch meeting; afterward, met with lay leader in Troy; afternoon visitation at St. Mark’s, Troy – Confirmed 5.
 - 10 Thursday: at Beckwith to serve on Cursillo #166 Team.
 - 11 Friday; Ember Day: Cursillo #166 continues.
 - 12 Saturday; Ember Day: Cursillo #166 continues.
 - 13 Sunday; 2nd in Lent: visitation at Holy Cross, Pensacola; after visitation drove by office for House of Bishops meeting material.
 - 14 Monday: Travel Day for Spring House of Bishops meeting at Camp Allen in Texas.
 - 15 Tuesday: Spring House of Bishops meeting begins.
 - 16 Wednesday: Spring House of Bishops meeting continues.
 - 17 Thursday; Patrick, Bishop and Missionary of Ireland: Spring House of Bishops meeting continues; broke away in afternoon to join the Diocesan Prison Ministry ZOOM meeting for a short time.
 - 18 Friday: Spring House of Bishops meeting continues.
 - 19 Saturday; Feast of Saint Joseph: Spring House of Bishops meeting continues.
 - 20 Sunday; 3rd in Lent: Spring House of Bishops meeting continues.
 - 21 Monday: Spring House of Bishops meeting continues; late afternoon ZOOM meeting with clergy considering call to our diocese.
 - 22 Tuesday: Spring House of Bishops travel day home.
 - 23 Wednesday: at home office; attended am ZOOM meeting of the Capital Campaign Leadership Team.
 - 24 Thursday; Eve of the Annunciation: at Duvall Center; mid-morning meeting with Administrator and Standing Committee President in preparation for upcoming meeting; in afternoon met with clergy prospect for call to our diocese.
 - 25 Friday; the Annunciation of Our Lord Jesus Christ the Blessed Virgin Mary; at home office; prepared for COM/SC ZOOM meeting tomorrow to interview candidates for ordination to the Transitional Diaconate; afterwards, Standing Committee stayed on ZOOM for their Orientation meeting.

- 26 Saturday: at home office; am ZOOM meetings for COM and Standing Committee deacon ordination interviews, followed by the Standing Committee's Orientation meeting; in afternoon prepared for tomorrow's visitation.
- 27 Sunday; 4th in Lent: am visitation at St. James, Fairhope – Confirmed 27; afterwards, drove to Beckwith for Happening Closing service.
- 28 Monday: [Day Off]; am at Christ Church Cathedral for the planning meeting of the Service of Repentance; afterwards, drove to Daphne for meeting with local priest.
- 29 Tuesday: at Duvall Center; staff meeting in am.
- 30 Wednesday: at Duvall Center; am meeting with Dean of our School for Ministry; then drove over to St. Cyprian's, Pensacola for a Capital Campaign meeting; in early evening attended a Musical Tribute for World Peace at St. Simon's, Fort Walton Beach.
- 31 Thursday: at Duvall Center; enjoyed lunch meeting with lay leader.

April 2022

- 1 Friday: at Duvall Center; in afternoon drove to Mobile to meet with CGC priest; later had dinner meeting.
- 2 Saturday: in am drove to Christ Church Cathedral in Mobile to preside over the Service of Repentance, which included a light lunch provided by the Cathedral.
- 3 Sunday; 5th in Lent: am Visitation at St. John's, Mobile; late afternoon attended a Capital Campaign gathering for Mobile clergy and vestries; hosted by local priest.
- 4 Monday: [Day Off]; in am drove to Mobile for meeting with lay leader about capital campaign; at noon joined ZOOM mt for Happening #59; afterwards had ZOOM meeting regarding campaign; late afternoon attended St. Luke's, Mobile School Board meeting.
- 5 Tuesday: in Mobile for the day; late morning had meeting with couple regarding the Capital Campaign and made several calls throughout the day.
- 6 Wednesday: at home office; mid-morning attended Capital Campaign ZOOM meeting; in afternoon drove to Nativity, Dothan for Celebration of New Ministry for new Rector, The Rev. Randy Sellers.
- 7 Thursday: at Duvall Center; in afternoon drove to St. Jude's, Niceville to meet with Nominee for the Discernment process.
- 8 Friday: at home office; prepared for tomorrow's Senior Warden Day.
- 9 Saturday: in am drove to St. Christopher's, Pensacola for Senior Warden Day; late afternoon, drove to St Luke's, Mobile for the Upper School Graduation Ceremony.
- 10 Sunday; Palm Sunday: am Visitation at Holy Trinity, Pensacola.
- 11 Monday: Day Off.

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- 12 Tuesday: at Duvall Center; am Staff meeting; following, met with Dean and staff member regarding school for ministry and discipleship and development goals; after lunch filmed Easter video.
 - 13 Wednesday: at home office; am ZOOM meeting for Capital Campaign; throughout the afternoon met with individuals regarding our campaign.
 - 14 Thursday: at home office; in am drove to Mobile to meet with individuals regarding the Capital Campaign; drove back home afterward; continued working from home office.
 - 15 Friday; Good Friday: at home office – Duvall Center is closed ½ day in observance of Good Friday.
 - 16 Saturday; Holy Saturday: drove to Beckwith to prepare for Easter Vigil service early the next morning.
 - 17 Sunday; Easter Day: woke early to officiate at the Easter Vigil service at Beckwith; afterwards drove to Good Shepherd, Mobile for their annual visit and Easter Sunday service.
 - 18 Monday: Duvall Center closed for Easter Monday holiday; mid-morning held ZOOM meeting with Search Committee to review applications for a new Missioner for Discernment position in the diocese.
 - 19 Tuesday: worked at the Duvall Center; staff meeting in am; followed by meeting with one of our new Postulants; afternoon meeting with CGC priest.
 - 20 Wednesday: worked at the Duvall Center; am appointment with CGC priest and possible Nominee for Discernment; CGC Capital Campaign ZOOM meeting afterwards; mid-day appointment with CGC priest back from Sabbatical.
 - 21 Thursday: two (2) appointments at St. Simon's, Fort Walton Beach in am; worked at the Duvall center rest of day; ZOOM meeting with CGC Deacon in afternoon.
 - 22 Friday: worked from home office; Kim, my staff Financial Secretary celebrated nine (9) years with the Diocese today!
 - 23 Saturday: spent time with family at Music Festival in Destin.
 - 24 Sunday; 2nd of Easter: [Beckwith Sunday]; visitation at St. Paul's, Daphne - Confirmed 13.
 - 25 Monday: Day Off.
 - 26 Tuesday: at Duvall Center; am staff meeting where we celebrated the 7th anniversary of staff of Kim, my financial secretary; afterwards met with the School for Ministry Dean and my Missioner for Development; following lunch, filmed my Easter message video.
 - 27 Wednesday: at home office; am attended Capital Campaign
 - 28 Thursday: am drove to Foley for meeting regarding Capital Campaign; then drove to Robertsedale for meeting regarding Campaign; in afternoon met with couple to discuss Campaign.

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- 29 Friday: at home office; in am contacted my assistant, Mary, to wish her happy birthday; later on had ZOOM meeting with a new Bishop I'm mentoring.
 - 30 Saturday: in am drove to Wilmer Hall for their Pancake Breakfast; mid-morning officiated at our Deacons' Ordination service where I ordained 2 Transitional Deacons; stayed overnight in the apartment at Christ Church Cathedral and prepared for tomorrow's visitation with them.

May 2022

- 1 Sunday; 3rd of Easter and Saint Philip and Saint James, Apostles: am visitation at Christ Church Cathedral, Mobile – Baptized 1, Confirmed 8; I afternoon attended Go Forward Campaign gathering, hosted at local priest's home.
- 2 Monday: [Day Off]; worked at the Duvall Center; in am joined ZOOM meeting with the Missioner for Discernment Search Committee; in afternoon attended Nehemiah Assemble at the Wahoo Stadium in Pensacola.
- 3 Tuesday: worked at the Duvall Center; am staff meeting; following, walked over to Christ Church, Pensacola for ECW Installation of Officers and final meeting of the season – installed officers, enjoyed a wonderful lunch, and was Guest Speaker to talk about "Good Ol' Revival Motivation"; mid-afternoon had meeting with CGC Priest.
- 4 Wednesday: at home office; CGC Capital Campaign ZOOM meeting in am; during day checked in on Senior Wardens of small churches without parochial clergy; early afternoon attended General Convention Governance & Structure Committee ZOOM meeting; afternoon drove to Milton, Florida for St. Mary's visitation – Confirmed 1, Received 2; Reaffirmed 3.
- 5 Thursday: am Dentist appointment; at home office for the day; mid-day joined ZOOM meeting for College for Bishops Board members.
- 6 Friday: drove to St. Augustine's, Navarre for meeting with possible applicant for Discernment; drove to St. Cyprian's, Pensacola and met my assistant to set up for Saturday's Lay Leadership class; drove to Duvall Center for late morning meeting with couple for pre-marriage counseling; mid-day had meeting with CGC priest.
- 7 Saturday: am, drove to St. Cyprian's for Lay Leadership training day; drove home mid-afternoon to prepare for tomorrow's visitation.
- 8 Sunday; 4th of Easter; Mother's Day: am visitation at Holy Nativity, Panama City – Confirmed 6, Received 3; had meeting with a couple in afternoon.
- 9 Monday: [Day Off]; at home office in am; drove to Duvall Center late morning for Discernment Committee's ZOOM interviews with candidates for the Missioner for Discernment position.

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- 10 Tuesday: at Duvall Center; am weekly Staff meeting; mid-day drove to St. Paul’s, Daphne for meeting with CGC priest; in afternoon drove to Wilmer Hall for Board meeting; afterwards, drove to St. Luke’s, Mobile for School Board meeting.
 - 11 Wednesday: spent morning at Home office; mid-morning ZOOM meeting with CGC Capital Campaign committee; drove to Dothan for evening Celebration of New Ministry.
 - 12 Thursday: at home office; in am called our VTS graduates to wish them well at their graduation ceremony today; in afternoon drove to Niceville for meeting.
 - 13 Friday: at home office.
 - 14 Saturday: am at St. Christopher’s, Pensacola for Senior Warden Day; afterwards drove to St. Luke’s, Mobile for the Upper School Graduation Ceremony, as co-presenter, guest speaker, and offered the closing prayer.
 - 15 Sunday; 5th of Easer: visitation at Christ Church, Pensacola – Confirmed 13, Received 1, Reaffirmed 1; after service and reception, drove to Evergreen, Alabama for the Worship in the Woods service, hosted by Convocation IV churches.
 - 16 Monday: [Day Off]; spent the day speaking with Vestries in the process of discernment.
 - 17 Tuesday: at Duvall Center; am weekly Staff meeting; spent day making several phone calls re our Capital Campaign.
 - 18 Wednesday: at home office; Capital Campaign Zoom meeting in late morning; in afternoon drove to Holy Nativity, Panama City; met with lay leader; afterwards joined Holy Nativity Family Gathering; while there, Confirmed 2, Received 4 individuals that weren’t able to make my scheduled Sunday visitation.
 - 19 Thursday: at Duvall Center; in afternoon met with Vestry in Panama City.
 - 20 Friday: at home office; am ZOOM meeting with person in the Discernment process.
 - 21 Saturday: at Duvall Center for Lay Leader training; after getting back home, prepared for tomorrow’s Visitation in Santa Rosa Beach.
 - 22 Sunday; 6th of Easter: Visitation at Christ the King, Santa Rosa Beach – Baptized 1 person, Confirmed 12 and 1 person from St. Simon’s, Fort Walton Beach; following service, drove to Beckwith for Baldwin County Go Forward event.
 - 23 Monday; Rogation Day: Day Off.
 - 24 Tuesday; Rogation Day: at the Duvall Center; am weekly Staff meeting.
 - 25 Wednesday; Rogation Day/Eve of the Ascension: at home office; Capital Campaign ZOOM meeting in am, drove to Niceville for meeting with church leadership in early evening.
 - 26 Thursday; Ascension Day: at the Duvall Center; mid-day went over to Christ Church, Pensacola with Staff for lunch with Clergy and Renewal of Vows; afternoon appoint priest interested in call to the Diocese; afterwards had phone

- meeting with possible contributor to Capital Campaign; did special confirmation for individual not able to attend the May 15th visitation date.
- 27 Friday: at home office; today is the 8th anniversary on staff, of my office Administrator, Dwight; late morning drove to St. Agatha's, DeFuniak Springs for meeting.
- 28 Saturday: at home; prepared for tomorrow's Visitation in Cantonment.
- 29 Sunday; 7th of Easter and the Sunday after the Ascension: am Visitation at St. Monica's, Cantonment.
- 30 Monday; Eve of the Visitation of the Blessed Virgin Mary: Office Closed for Memorial Day holiday.
- 31 Tuesday; The Visitation of the Blessed Virgin Mary: at Duvall Center; am staff meeting; mid-afternoon attended Bishops' Collaborative ZOOM meeting.

June 2022

- 1 Wednesday: at the Duvall Center; late morning drove to Beckwith to have lunch with the Summer Camp Deans.
- 2 Thursday: at home office; late morning joined ZOOM meeting for the Brotherhood of St. Andrews.
- 3 Friday: at Duvall Center; candidate for Canon to the Ordinary/Missioner for Discernment staff position was in town for the day for final meeting with the search committee; time to meet with my staff over lunch; and spend time with me separately; in afternoon drove to Holy Cross, Pensacola for a wedding rehearsal I am officiating.
- 4 Saturday; Eve of Pentecost: in am, drove to Holy Cross, Pensacola for wedding ceremony.
- 5 Sunday; The Day of Pentecost: am Visitation at St. Simon's, Fort Walton Beach – Confirmed 7, Received 1, Reaffirmed 1.
- 6 Monday: at Beckwith serving on staff for Senior High Camp; after lunch, had meeting with parishioner interested in the Discernment process.
- 7 Tuesday: Senior High Camp at Beckwith continues; in am, briefly joined diocesan staff meeting, via ZOOM, to check in; mid-afternoon, stepped away for a short time to join the Bishops of Florida ZOOM meeting.
- 8 Wednesday; Ember Day: Senior High Camp at Beckwith continues.
- 9 Thursday: Senior High Camp at Beckwith continues; in afternoon stepped away to have phone call with candidate for my Canon to the Ordinary/Missioner for Discernment staff position.
- 10 Friday; Ember Day: at home office.
- 11 Saturday; Eve of Trinity Sunday; Ember Day: at Duvall Center for School for Ministry training.

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- 12 Sunday; Trinity Sunday: am Visitation at Trinity, Mobile – Confirmed 6, Received 1, Reaffirmed 2.
 - 13 Monday: Day Off.
 - 14 Tuesday: at Duvall Center; am meeting with Standing Committee; in afternoon met with Wardens of local congregation.
 - 15 Wednesday: at home office.
 - 16 Thursday: at Duvall Center: am phone meeting with CGC priest; late morning had meeting with CGC Deacon; afterwards had phone meeting with priest interested in a call to our diocese; received word that 3 parishioners were shot at a potluck at St. Stephen’s in Vestavia Hills where I was Rector prior to becoming Bishop – I’m completely numb hearing this news – they were and still are my people.
 - 17 Friday: at Home Office; sent a Message from the Bishop out to the diocese regarding the tragedy at Saint Stephen’s, Vestavia Hills, asking for prayers and “to continue to hold the light of Christ for them”.
 - 18 Saturday: prepared for visitations to Citronelle and Jackson tomorrow.
 - 19 Sunday: 3rd of Pentecost; Father’s Day; am Visitation at St. Thomas, Citronelle; afterwards drove to St. Peter’s, Jackson for their annual visitation.
 - 20 Monday: Day Off.
 - 21 Tuesday: at Duvall Center; am staff meeting; afterwards had meeting with local CGC priest; after lunch, had meeting with CGC retired priest.
 - 22 Wednesday: in Birmingham, Alabama at St. Stephen’s Church [my former parish], for funerals of parishioners who were tragically shot during the church’s potluck supper.
 - 23 Thursday; Eve of the Nativity of Saint John the Baptist: in Birmingham, Alabama at St. Stephen’s Church for second funeral.
 - 24 Friday; The Nativity of Saint John the Baptist: in Birmingham, Alabama at St. Stephen’s Church for third and final funeral; in am prior to funeral, joined ZOOM meeting of the General Convention Governance & Structure committee.
 - 25 Saturday: in morning drove to St. Cyprian’s, Pensacola for Graduation Service of our School for Ministry Lay Leadership class.
 - 26 Sunday; 4th of Pentecost: am visitation at St. Peter’s, Bon Secour – Received 1.
 - 27 Monday: Day Off.
 - 28 Tuesday: spent day in Mobile having scheduled several meetings with parishioners interested in the Discernment process; started morning joining my staff meeting via ZOOM; followed by the Discernment process meetings; in the afternoon stopped by St. John’s, Mobile during their outreach ministry; then dinner with lay couple regarding the Capital Fund.
 - 29 Wednesday; Saints Day for Saint Peter and Saint Paul, Apostles: at home office; am drove to St. Simon’s in Fort Walton Beach for meeting with Rector.

- 30 Thursday: at Duvall Center; am meeting with the Dean of our School for Ministry; afterwards had meeting with parishioner that attended Lay Ministry training in the School for Ministry; in afternoon had brief gathering with leadership of the Brotherhood of St. Andrew's local chapter, who presented the Diocese with a check for funds raised during their recent chili-fest event.

July 2022

- 1 Friday: in Birmingham for vacation time with family.
- 2 Saturday: vacation time with family.
- 3 Sunday: 5th of Pentecost: vacation time with family.
- 4 Monday: Office Closed in observance of 4th of July holiday.
- 5 Tuesday: at Duvall Center; am staff meeting; spent day reviewing material for the upcoming 80th General Convention
- 6 Wednesday: at home office; spent much of the day on final preparations for the upcoming General Convention.
- 7 Thursday: Travel Day and registration check-in for General Convention;
- 8 Friday: the 80th General Convention in Session.
- 9 Saturday: attended morning session of General Convention; travelled back early to conduct services for St. Stephen's, Vestavia Hills.
- 10 Sunday; 6th of Pentecost: at St. Stephen's Episcopal Church in Vestavia Hills conducting services for them as they were without a supply priest for this day.
- 11 Monday: [Day Off]; celebrated Robin's and my 35th Anniversary! Mid-day drove to St. Mary's, Andalusia to review the liturgy with them.
- 12 Tuesday: at Duvall Center; the rest of our deputies to General Convention are traveling back home today.
- 13 Wednesday: at home office.
- 14 Thursday: at Duvall Center; am meeting with student enrolled in our School for Ministry; later, met with priest and parishioner to discuss Discernment process; mid-day drove to St. Mary's, Milton for meeting with church leadership.
- 15 Friday: at home office; late morning had ZOOM meeting with a couple.
- 16 Saturday: at home
- 17 Sunday; 7th of Pentecost: Vacation Day with family.
- 18 Monday: Day Off.
- 19 Tuesday: at Duvall Center; am staff meeting; afterwards met with my Administrator and my Dean for the local School; after lunch met with seminarian interested in coming to our diocese; in the afternoon had meeting with newly approved Postulant.
- 20 Wednesday; Saint Mary Magdalene: at home office; in am contacted my assistant, Mary, who is celebrating her 28th anniversary on staff at the Diocesan office.

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- 21 Thursday: at Duvall Center; am meeting with Deacon moving into our area; afterwards had meeting with a member of the Commission on Ministry who is also the COM Spiritual Advisor; following lunch worked with my Communications Missioner on a video message.
 - 22 Friday; Saint Mary Magdalene: at home office.
 - 23 Saturday: at home; prepared for two visitations tomorrow in Port St. Joe and in Wewahitchka.
 - 24 Sunday; 8th of Pentecost: am visitation at St. James, Port St. Joe; then drove to St. John, Wewahitchka for their annual visitation – Received 1.
 - 25 Monday; Saint James the Apostle: [Day Off]; received nice notes from staff for my 7th anniversary as Bishop; in am, drove to Providence Hospital to say prayers for CGC priest prior to heart surgery.
 - 26 Tuesday: at Duvall Center; am staff meeting; Lambeth Conference begins today – I had to make the choice not to attend because both my Mom and Robin's Mom were under the care of Hospice; I had a notice sent out to the clergy and Standing Committee to let them know I wouldn't be attending; upon my assistant contacting Lambeth, it was learned that there would be a portal made available for Bishops to participate in some on-line and live offerings set up by Lambeth.
 - 27 Wednesday: at home office; in the am called my Canon to the Ordinary to pray with him prior to a medical procedure.
 - 28 Thursday: at the Duvall Center.
 - 29 Friday: at home office; in afternoon drove to Wilmer Hall for a meeting.
 - 30 Saturday: at home.
 - 31 Sunday; 9th of Pentecost: [Wilmer Hall Sunday].

August 2022

- 1 Monday: [Day Off]; my new Candidate for Missioner for Discernment and Canon to the Ordinary arrives in the Diocese for onboarding to my staff.
- 2 Tuesday: at the Duvall Center; am staff meeting where staff celebrated my birthday with me.
- 3 Wednesday: at home office.
- 4 Thursday: at Duvall Center.
- 5 Friday; Eve of the Transfiguration: drove to Beckwith for their 50th Anniversary Celebration weekend.
- 6 Saturday; Transfiguration of Our Lord Jesus Christ: Beckwith Anniversary Celebration continues.
- 7 Sunday; 10th of Pentecost: last day of Beckwith's Anniversary Celebration; Celebrated Eucharist for those in attendance.
- 8 Monday: Day Off.

- 9 Tuesday: at St. Simon's, Fort Walton Beach for meeting with family to discuss plans for funeral they have asked me to do; joined am Staff meeting via ZOOM; late afternoon joined ZOOM meeting of the Happening Steering Committee.
- 10 Wednesday: worked from home office; in afternoon drove to Holy Nativity, Panama City for meeting with parishioner.
- 11 Thursday: at home office; in am drove to Christ the King, Santa Rosa Beach for staff meeting of the Treehouse School.
- 12 Friday: worked from home office; mid-day had ZOOM meeting with CGC seminarian.
- 13 Saturday: at home; in afternoon drove to Epiphany, Enterprise to meet with Confirmands for tomorrow's visitation.
- 14 Sunday: 11th of Pentecost; Jonathan Myrick Daniels day: am Visitation at St. Michael's, Ozark; afterwards drove to Epiphany, Enterprise for their Visitation – Confirmed 2.
- 15 Monday; Saint Mary the Virgin, Mother of Our Lord Jesus Christ: [Day Off]; at Duvall Center; spent day with outgoing and incoming Canon to the Ordinary for orientation and to "pass the torch".
- 16 Tuesday: at Duvall Center; am staff meeting; continued orientation with new Canon to the Ordinary followed by lunch with my staff; after lunch, had meeting with CGC priest.
- 17 Wednesday: worked from home office; mid-morning joined ZOOM meeting with Capital Campaign team.
- 18 Thursday: at Duvall Center; am phone meeting with fellow Bishop inviting him to be the guest speaker at one of our clergy conferences; afterwards met with Senior Warden of local congregation; after lunch, worked with Communications Missioner on Eucharistic Visitor video for lay leader training; early evening ZOOM meeting on the School for Ministry Lay Leader program.
- 19 Friday: worked from home office; in am met with family who has asked me to officiate over the funeral to be held at St. Simon's, Fort Walton Beach on the 21st.
- 20 Saturday: at Duvall Center for the day for the Commission on Ministry and Standing Committee postulant interviews for Candidacy recommendation and endorsement; once home, prepared for Visitation tomorrow in Navarre.
- 21 Sunday; 12th of Pentecost: am Visitation at St. Augustine's, Navarre; drove to St. Simon's Fort Walton Beach in afternoon to preside over funeral I was asked to do..
- 22 Monday: Day Off.
- 23 Tuesday: at Duvall Center; am staff meeting; late morning drove over to St. Cyprian's, Pensacola who is hosting the Convocation III Clericus gathering.
- 24 Wednesday; Saint Bartholomew the Apostle: worked from home office.

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- 25 Thursday: in am contacted Jenn, my Missioner for Communications, for her 8th anniversary staff; drove to St. Mary’s, Andalusia who is hosting the Convocation IV Clericus gathering; following, had meeting with CGC priest.
 - 26 Friday: worked from home office.
 - 27 Saturday: prepared for tomorrow’s Visitation in Foley.
 - 28 Sunday; 13th of Pentecost: am Visitation at St. Paul’s, Foley – Confirmed 3, Received 2; after the service met with parishioner interested in discernment.
 - 29 Monday: Day Off.
 - 30 Tuesday: at Duvall Center; am staff meeting; noonday lunch meeting with CGC priest planning a Sabbatical; had two afternoon meetings with Nominees for discernment to review their psychological evaluations with each of them.
 - 31 Wednesday: at home office.

September 2022

- 1 Thursday: at Duvall Center; am phone meeting with lay leader; afterwards had ZOOM meeting with Nominee for discernment to review psychological evaluation; mid-day, joined my staff in celebrating my Dean of the local school’s 3rd anniversary as Dean and my diocesan financial secretary, Kim, for her birthday; in afternoon drove to St. Peter’s, Bon Secour for their annual fish fry.
- 2 Friday: at home office.
- 3 Saturday: enjoying long weekend for the Labor Day holiday with family.
- 4 Sunday; 14th of Pentecost: Labor Day weekend – no visitations scheduled.
- 5 Monday; Labor Day: Office Closed
- 6 Tuesday: at Duvall Center; am Staff meeting; enjoyed lunch with retired resident Bishop; drove to St. Paul’s, Daphne for two meetings with Nominees for discernment to review psychological evaluations; met with local CGC priest afterwards.
- 7 Wednesday: at home office; mid-morning joined Capital Campaign Leadership Team ZOOM meeting.
- 8 Thursday: at Duvall Center; late morning went over to First Baptist Church for Session I of their Fall Symposium on Dementia; afterwards met with Senior and Junior Wardens of one of our small congregations at my office; afternoon meeting with local CGC priest.
- 9 Friday: at home office.
- 10 Saturday: at Duvall Center from mid-morning until early afternoon for Commission on Ministry Orientation for new Nominees; once home, prepared for tomorrow’s Visitations in Atmore and then back in Pensacola.
- 11 Sunday; 15th of Pentecost: early am visited with CGC Deacon in the hospital prior to having knee replacement surgery; then drove to Trinity, Atmore for joint

- Visitation for St. Anna's and Trinity, Atmore; afterwards drove to Pensacola to Holy Trinity, Pensacola for a special scheduled Visitation of 4 Confirmands not able to be present earlier in the year.
- 12 Monday: Day Off
 - 13 Tuesday; Eve of Holy Cross Day: at Duvall Center; am ZOOM Peer Coach/New Bishop session; after lunch met with seminarian that was in town; early afternoon drove to Wilmer Hall Children's Home to dedicate their Chapel; drove home after the celebration.
 - 14 Wednesday; Holy Cross Day: at home office; had afternoon phone meeting; in evening, had dinner with the psychiatrist who does our discernment evaluations, along with his guest speaker and colleagues for tomorrow's Center for Clergy Care symposium.
 - 15 Thursday: at Duvall Center; in am attended the Center for Clergy Care symposium; afterwards had meeting with CGC Deacon; mid-afternoon joined ZOOM meeting for Bishops Collaborative; afterwards joined ZOOM meeting of the Commission on Racial Justice; then drove to Beckwith for Cursillo #167 opening.
 - 16 Friday: at home office.
 - 17 Saturday: in am drove to Christ Church in Pensacola for a meeting of the Brotherhood of St. Andrews; after getting back home, prepared for tomorrow's visitation in Pensacola.
 - 18 Sunday; 16th of Pentecost: am visitation at St. Cyprian's, Pensacola.
 - 19 Monday: Day Off.
 - 20 Tuesday: at Duvall Center; am Staff meeting; in afternoon met with CGC retired clergy.
 - 21 Wednesday; Saint Matthew, Apostle and Evangelist; Ember Day: at home office; mid-morning joined Campaign Leadership Team ZOOM meeting; in afternoon drove to St. Matthew's, Chipley for their annual Visitation – Confirmed 5; after service dropped by St. Simon's, Fort Walton Beach for the celebration of their Organist/Choir Director's 38 years of music service with them.
 - 22 Thursday: at home office; in am drove to Holy Nativity, Panama City to meet with Nominee in the School for Ministry process; mid-day drove to Grace Church, Panama City Beach to join the Convocation V Clericus luncheon; in afternoon drove to Pensacola for a Convocation gathering with the Capital Campaign Team.
 - 23 Friday; Ember Day: flew to Sarasota, Florida for tomorrow's Consecration of the Bishop-elect for the Diocese of Southwest Florida.
 - 24 Saturday; Ember Day: participated in Consecration service for Bishop-elect Douglas Scharf.
 - 25 Sunday; 17th of Pentecost: at wedding of dear friends' son.
 - 26 Monday: [Day Off]; in am joined ERD Hurricane Preparedness ZOOM meeting.

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- 27 Tuesday: at Duvall Center; am Staff meeting where we also celebrated the birthday of my Administrator, Dwight; in afternoon joined COM ZOOM meeting; afterwards drove to Good Shepherd, Mobile for a Vestry meeting.
 - 28 Wednesday; Eve of Saint Michael and All Angels: at home office; in afternoon drove to St. Michael’s, Chickasaw for their Visitation.
 - 29 Thursday; Saint Michael and All Angels: at Duvall Center; mid-day attended the Fall symposium Session IV on Grief and Bereavement at First Baptist Church, Pensacola.
 - 30 Friday: am at St. Simon’s, Fort Walton Beach doing Stewardship video; then at Duvall Center; early afternoon appointment with a Transitional Deacon; then drove to Beckwith for BayLights weekend.

October 2022

- 1 Saturday: at Beckwith for BayLights weekend; early afternoon meeting with a Candidate in the process.
- 2 Sunday; 19th of Pentecost: at Beckwith; officiated at am service; drove to Robertsdale for their visitation – Confirmed 1.
- 3 Monday: [Day Off]; late morning had video meeting with a Sacred Places consultant.
- 4 Tuesday: at Duvall Center; am Staff meeting; late morning ZOOM meeting with Sacred Places consultant to finish conversations; afterwards had ZOOM meeting with representative of the Episcopal Church Building Fund.
- 5 Wednesday: at Duvall Center; am meeting with CGC priest; afterwards joined Campaign Leadership Team ZOOM meeting; afternoon phone meeting with newly approved Postulant in the process.
- 6 Thursday: at Duvall Center; am ZOOM meeting with Sacred Places consultant; mid-day had meeting with newly approved Postulant; late afternoon joined ZOOM meeting for St. Luke’s, Mobile’s school.
- 7 Friday: at home office; prepared for tomorrow’s Lay Leadership class.
- 8 Saturday: At St. Jude’s, Niceville, Teaching for Lay School; after arriving home, prepared for tomorrow’s Visitation in Greenville.
- 9 Sunday; 19th of Pentecost: [Murray House Sunday] am Visitation at St. Thomas, Greenville – Received 2; in afternoon drove to Christ the King, Santa Rosa Beach for their Tree House School Dedication.
- 10 Monday: Day Off
- 11 Tuesday: at Duvall Center; am Staff meeting; afterwards had meeting with CGC transitional deacon to review upcoming ordination to the Priesthood; early afternoon met with retired CGC clergy to check in on well-being.

- 12 Wednesday: drove to Camp McDowell for their Baptized for Life residency program.
- 13 Thursday: at Camp McDowell for Baptized for Life program.
- 14 Friday: at Camp McDowell for Baptized for Life program.
- 15 Saturday: last day at Camp McDowell for Baptized for Life program; in am contacted my Communications Missioner, Jen, for her birthday; in route home from Camp McDowell stopped at local eatery for meeting with a priest previously from this diocese who is accepting a call back to the Central Gulf Coast; once home, prepared for tomorrow's visitation in Marianna.
- 16 Sunday; 20th of Pentecost: am Visitation at St. Luke's, Marianna – Baptized 1.
- 17 Monday: Day Off
- 18 Tuesday; Saint Luke the Evangelist: at Duvall Center; am Staff meeting; early afternoon The Rev. Frank Allen, guest speaker for our clergy conference arrives; I pick him up at the airport for a ride together to Beckwith.
- 19 Wednesday: at Beckwith for the Fall Clergy Conference.
- 20 Thursday: at Beckwith for the Fall Clergy Conference; during breaks had individual meetings with a CGC Priest new to the Diocese and then a newly ordained CGC Priest, to check in and see how things were going.
- 21 Friday: Final day at Beckwith for the Fall Clergy Conference.
- 22 Saturday: at home; early afternoon COM and Standing Committee each met via ZOOM with our Transitional Deacon for recommendation and certification for ordination to the Priesthood, once receiving positive results from both meetings I contacted the candidate and gave my approval and blessings to be ordained a Priest; later in day spent time preparing for tomorrow's Visitation in Pensacola.
- 23 Sunday; 21st of Pentecost; Saint James of Jerusalem, Brother of Our Lord Jesus Christ, and Martyr: am Visitation at St. Christopher's, Pensacola – Baptized 1, Confirmed 8, Received 11, and Reaffirmed 2.
- 24 Monday: Day Off
- 25 Tuesday: at Duvall Center; am Staff meeting.
- 26 Wednesday: at home office; in afternoon drove to St. Francis, Gulf Breeze for their Visitation – Received 3.
- 27 Thursday: in am drove to Evergreen, AL to Saloom Properties to meet up with staff for our Annual Staff Retreat day; once over, drove to St. John's, Pensacola for the dedication of their Children's Center.
- 28 Friday; Saint Simon and Sint Jude, Apostles: at home office.
- 29 Saturday: drove to St. Paul's, Mobile for the Commission on Affirmative Aging workshop; in evening prepared for tomorrow's Visitation in Niceville.
- 30 Sunday; 22nd of Pentecost: am Visitation at St. Jude's, Niceville – Confirmed 1, Received 3, Reaffirmed 3.
- 31 Monday; All Saint's Eve: [Day Off]; had mid-morning meeting with CGC Deacon.

November 2022

- 1 Tuesday; All Saint's Day: at Duvall Center; am Staff meeting; lunch meeting with CGC Seminarian that was in town; in afternoon drove to St. Mary's, Coden for their Visitation.
- 2 Wednesday: at home office; in afternoon officiated at a funeral.
- 3 Thursday: Robin and I hosted dinner at our home for the Capital Campaign Team and my Staff.
- 4 Friday: at home office; prepared for tomorrow's Lay School class.
- 5 Saturday: in am drove to St. Jude's, Niceville to teach class for the Lay School; once home, prepared for tomorrow's Visitation in Mobile.
- 6 Sunday; 23th of Pentecost: am Visitation at All Saint's, Mobile – Baptized 1, Confirmed 5.
- 7 Monday: Day Off
- 8 Tuesday: at Duvall Center; am Staff meeting and birthday celebration for Lydia, the Missioner for Development; in afternoon drove to St. Simon's, Ft. Walton Beach for meeting with CGC Deacon.
- 9 Wednesday: at Duvall Center; mid-day ZOOM meeting for Bishops Collaborative; in afternoon drove to St. Luke's, Mobile for their Visitation – Baptized 1, Confirmed 1, Received 3, Reaffirmed 1.
- 10 Thursday: in am drove to St. Paul's, Mobile for meeting with CGC Transitional Deacon; afterwards drove to Beckwith for the Retired Clergy and Spouses luncheon.
- 11 Friday: at home office.
- 12 Saturday: in am joined Happening Steering Committee ZOOM meeting; in afternoon prepared for tomorrow's Visitation in Brewton and Priesthood Ordination in Monroeville.
- 13 Sunday; 24th of Pentecost: am Visitation at St. Stephen's, Brewton; afterwards drove to St. John's, Monroeville to preside over the Priesthood Ordination.
- 14 Monday: [Day Off]; in am presided over Aunt Mary's committal; later, had ZOOM meeting with Nominee for a check-in.
- 15 Tuesday: at Duvall Center; am Staff meeting; drove to All Saint's, Mobile for Clericus Luncheon Meeting where the Freedom School was a guest speaker.
- 16 Wednesday: at home office.
- 17 Thursday: at Duvall Center; am ZOOM meeting with CGC Priest.
- 18 Friday: at home office.
- 19 Saturday: mid-day, checked in with COM Chair to see how the Session II Small Group meeting with our discernment Nominees went; in afternoon prepared for tomorrow's Visitation in Mobile.

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- 20 Sunday; Last of Pentecost: am Visitation at St. Paul's, Mobile – Confirmed 29, Reaffirmed 1.
 - 21 Monday: Day Off.
 - 22 Tuesday: at Duvall Center; am Staff meeting; later had meeting with Nominee regarding discernment process.
 - 23 Wednesday: at home office; mid-day drove to St. Stephen's, Brewton for meeting.
 - 24 Thursday: Office Closed for Thanksgiving Day.
 - 25 Friday: Office Closed for Thanksgiving Holiday.
 - 26 Saturday: in evening prepared for tomorrow's Visitation in Destin.
 - 27 Sunday; 1st of Advent: am Visitation at St. Andrew's, Destin – Received 2, Reaffirmed 3.
 - 28 Monday: Day Off
 - 29 Tuesday: at Duvall Center; am Staff meeting; early afternoon did walk-thru of site for upcoming Convention; in afternoon drove to Brewton as dinner guest of supporters of the Capital Campaign.
 - 30 Wednesday; Saint Andrew the Apostle: at Duvall Center; in afternoon drove to St. Andrew's, Mobile for their Visitation.

December 2022

- 1 Thursday: at Duvall Center.
- 2 Friday: at home office; spent day working on Convention matters.
- 3 Saturday: in am drove to St. Andrew's, Panama City to teach Lay School class; in afternoon prepared for tomorrow's Visitation in Panama City.
- 4 Sunday; 2nd of Advent: am Visitation at St. Andrew's, Panama City – Received 1.
- 5 Monday: Day Off.
- 6 Tuesday: at Duvall Center; am Staff meeting; afterwards joined Standing Committee ZOOM meeting; mid-afternoon joined meeting with the Episcopal Church Building Fund team regarding Solar energy; afterwards had meeting with CGC Priest.
- 7 Wednesday: at home office.
- 8 Thursday: at Duvall Center; am meeting with student attending the School for Ministry; afterwards had meeting with my Communications Missioner.
- 9 Friday: at home office.
- 10 Saturday: in afternoon prepared for tomorrow's Visitation in Mobile.
- 11 Sunday; 3rd of Advent: am Visitation at Redeemer, Mobile; on way back home, stopped by Murray House to visit with CGC retired clergy.
- 12 Monday: Day Off.
- 13 Tuesday: at home office; afternoon dental appointment.

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- 14 Wednesday; Ember Day: at home office; in afternoon drove to St. Paul's, Magnolia Springs for Vestry meeting.
 - 15 Thursday: at Duvall Center; after lunch drove to Eufaula as guest at a Christmas party and stayed overnight in town.
 - 16 Friday; Ember Day: drove back home from Eufaula.
 - 17 Saturday; Ember Day: in afternoon prepared for tomorrow's Visitation.
 - 18 Sunday; 4th of Advent: am Visitation at Church of the Advent, Lillian – Received 3.
 - 19 Monday: Day Off.
 - 20 Tuesday: at Duvall Center; am Staff meeting; early afternoon had meeting with candidate for call as Rector of St. Francis, Gulf Breeze; afterwards met with my Communications Missioner to record my Christmas Day video to the Diocese.
 - 21 Wednesday; Saint Thomas the Apostle: at Duvall Center; mid-morning drove to Church of the Advent, Lillian to preside over Committal service for Paul Kreamer, spouse of The Rev. Martha Kreamer.
 - 22 Thursday: at Duvall Center; in afternoon joined staff for our Staff Christmas Party.
 - 23 Friday: Office Closed for Christmas Holiday.
 - 24 Saturday; Christmas Eve: in afternoon drove to St. Mary's, Andalusia to preside over their Christmas Eve service.
 - 25 Sunday; the Nativity of Our Lord Jesus Christ, Christmas Day: mid-morning drove to St. Simon's, Fort Walton Beach for the Christmas Day service.
 - 26 Monday; Saint Stephen, Deacon and Martyr: Office Closed for Christmas Holiday.
 - 27 Tuesday; Saint John, Apostle and Evangelist: Office Closed for Christmas Holiday.
 - 28 Wednesday; the Holy Innocents: at Duvall Center; in afternoon drove to Mobile for Celebration of Life service.
 - 29 Thursday: at Duvall Center; late morning drove to St. Christopher's, Pensacola to attend the Memorial Service for Jimmy Bishop, who did the calligraphy for my office.
 - 30 Friday: at home office.
 - 31 Saturday; New Year's Eve.

REPORTS OF THE GENERAL OFFICERS

Who is the Standing Committee?

President **The Rev. Richard Proctor | Christ the King, Santa Rosa Beach | 2023
Secretary Carole Lea Johnson

Members

Class of 2023

The Rev. Christie Hord | St. John's, Pensacola
 Terri Moore | St. James, Fairhope
 Bruce Partington | Christ Church, Pensacola
 *Carl Walters | Grace Church, Panama City Beach

Class of 2024

*The Rev. Rian Adams | St. Andrew's by the Sea, Panama City
 Anne Gill | Trinity, Mobile
 *Carole Lea Johnson | Nativity, Dothan
 The Rev. Will Lowry | Holy Spirit, Gulf Shores
 Van Fuller | St. Simon's on the Sound, Ft. Walton Beach

Class of 2025

*Michelle Crawford | St. Jude's, Niceville
 *The Rev. Bob Donnell | All Saints, Mobile
 The Rev. De Freeman | St. James, Fairhope
 Robbie Runderson | Good Shepherd, Mobile
 Mark Waddell | St. Augustine's, Navarre

*nominated by the bishop

**completing term vacated by the Rev. Linda Suzanne Borgen | St. Thomas, Greenville | 2023

What is the Standing Committee? What do we do? The Standing Committee shall:

- a) Be a council of advice to the Bishop and shall fulfill, and in no manner be contrary to, the General Constitution and General Canons.
- b) Act as a planning committee for the Diocese and shall advise the Bishop and/or the Diocesan Convention of procedures or actions which it deems wise to be taken under consideration.
- c) Establish a Commission on Finance which shall give effect to the standard business methods in Church affairs, and which shall fulfill such other duties as may be given to it from time to time by the Convention.
- d) Have no legislative authority of its own except such as may be provided by the General Canons, and such as may be given to it from time to time by the Convention.

What were the highlights of our year together?

- We met on Feb. 19 at the Diocesan Convention and elected our officers: Richard Proctor (President) and Carole Lea Johnson (Secretary).
- We had several candidates come before us as part of their process of discerning ordination to the diaconate and priesthood. Candidates came to us after having been interviewed by the Commission on Ministry. We have a lot of excellent candidates in both our Diocesan School for Ministry and various residential seminaries. Our diocese is raising up a diverse group of faithful, talented persons to serve the Church.
- We approved diocesan loans to a couple of parishes for maintenance/repairs.
- Success and implementation of initiatives related to the Go Forward capital campaign (ie: Beckwith projects)
- The diocese called the Rev'd Ashley Freeman to serve as our Canon to the Ordinary/Missioner for Discernment
- Diocesan School for Ministry moved to Milton, FL and has a new class of participants on various tracks.
- Approval of several Bishop elections throughout TEC

It has been my pleasure serving on the Standing Committee. My favorite part has simply been getting to know more people from around our diocese. As a clergyperson, I get to know my fellow clergy via retreats, etc. So, it was nice to get to know more lay people from beyond the walls of my own parish. We have a tremendous group of servant leaders on the Standing Committee, as well as on our diocesan staff.

Submitted with gratitude,
The Rev'd Richard G. Proctor, OA
President

REGISTRAR – HISTORIOGRAPHER

Canon 8 sets forth the duties and responsibilities of the Registrar-Historiographer: upon nomination by the Ecclesiastical Authority and elected annually by the Diocesan Convention, to “gather, receive and safeguard all materials of historical significance in the diocese and the several Parishes and Missions, and shall present to each Convention a report of all such events as may be deemed to be of permanent interest and importance.”

The man who drafted the language of our diocesan canons and who presented them to our 1970 Primary Convention for adoption, the Hon. Albert J. Tully, became a parishioner and friend of mine a few years later. I was a lay delegate to the Primary Convention which adopted the canons. In the 53 years since then, during thirty of which I have served as Secretary and then Registrar-Historiographer, I have learned that my friend wrote large and expected much. His ideals and the ideals of The Episcopal Church regarding the safeguarding of materials of historical significance are worthy of remembering and of constant striving.

Within these ideals, the relatively modest work of the Registrar-Historiographer in our Diocese has continued and begun to emerge from the strictest closure of the Covid pandemic.

My work in 2022 included one day working in the archives room of the Duvall Center. With the help of my wife, Nancy, we continued to move materials from open shelves into the safer drawers of recently acquired water/safe, fire/safe file cabinets. We also continued the work of making identifying labels more visible and useful.

Additionally, I worked from home responding to requests from persons doing individual, parish, or agency inquiries into the history of St. Paul's Church, Whistler; St. John's Church, Wewahitchka; St. Paul's Church, Daphne; and Wilmer Hall Children's Home, Mobile. More recently, I received inquiry from member of the Church of the Good Shepherd, Mobile, and a member of St. Augustine's Church, Gary, Indiana, about the designation of "Colored Episcopal Missions" in Episcopal dioceses. Response and research for the projects are still in progress.

All these inquiries represent the interest of Episcopalians to know the stories of our faith lived by their ancestors, either of blood or of baptism.

I responded to members of one of our parishes who have taken on the task of caring for its archives – a task left by a former parish archivist who has departed this life. They have taken on a noble task, and I gave them a morning trying to help them on their way. In this, I was assisted by my friend and predecessor, Registrar-Historiographer Emeritus, Kit Caffey.

A few days ago, I received on behalf of our archives, the personal journals of a priest who was perhaps the longest serving parish priest in our history. These documents will require a long time for reading, but they may shed light on the story of the Gospel in our part of the world.

I like to think that the bits and pieces of our story in the Episcopal Church in south Alabama and the Florida panhandle take their place within the pages of the great big Bibles once common place on our lecterns, visible and verbal embodiments of our sacred story, and from which our folks knew how to read.

As I write this, I am 80 years old. From being the first postulant of our then-new Diocese to have been ordained, I am living the years of our diocesan story. And yet, I know only a small part of it. Our archives tell us much more of our story and should tell us more. I am honored and blessed to take my turn in caring for the records of our precious story.

Respectfully submitted,
The Rev. S. Albert Kennington, Registrar-Historiographer

COMMISSION ON MINISTRY

The Commission on Ministry has two primary responsibilities. The first is to assist individuals in their response to God's call to ministry. In particular, the Commission seeks to support those who are discerning a call to ordained ministry. The second responsibility is to advise the Bishop, when requested, in matters concerning discernment and formation.

COM Mission Statement

The COM seeks to prayerfully ascertain, discriminate, and discern a sense of God's call in a person's life and in the life of the church for his/her *lay or ordained vocation and ministry*.

The Commission on Ministry will

-be a resource for aspirants for ordination

-be an advisor to the bishop concerning aspirants, postulants, and candidates

-be a shepherd and advocate for those being prepared for ordination, providing pastoral care and guidance on an individual basis

-assist the bishop in developing and furthering continuing education for the clergy of the Diocese.

In this diocese, individuals called to ordained ministry may follow one of two separate paths. One path is for those who are called to the Priesthood and the other for those called to the vocational Diaconate.

Ordinations: In April, we ordained two (2) individuals to the Transitional Diaconate (Amanda Doshier and Kenneth White-Spunner). In November, Kenneth White-Spunner was ordained to the Priesthood and placed appointed as Priest-in-Charge of St. John's, Monroeville. Amanda Doshier was scheduled for Ordination to the Priesthood in January 2023.

Seminary: We had two (2) individuals accepted as Postulants to attend Seminary (Drew Downey and Ellen Huckabay) At present, seminarians from this diocese enrolled at Virginia Theological Seminary (Jen Leahey and Stephen Pecot); at Seabury (Pam Christian); and at Seminary of the Southwest (John Fountain and Ryan Lee).

Diocesan School for Ministry: We had two (2) individuals accepted as Postulants in the Priesthood track (Ted Kirchharr and Leanne Whalen-Beaumont) and one (1) individual accepted as a Postulant in the Diaconate track (Kay Dennis). At present, we have five (5) individuals enrolled in the Priesthood track (Brad Clark - was transferred from the Diaconate track, Ted Kirchharr, Salem Saloom, Mark Waddell and Leanne Whalen-Beaumont) and three (3) individuals enrolled in the Diaconate track (Kay Dennis, Deborah Knight-Epps, and Pratt Paterson).

Discernment for those called to the Priesthood and for those called to the Diaconate requires participation by many from the community, as the individuals prayerfully seek God's direction for their lives. The Commission is grateful for the willingness of so many within this diocese to support and assist those who are examining their call to ordained ministry.

Respectfully submitted,
Eugene Johnston, Chair/mrp

BECKWITH BOARD OF DIRECTORS

Things are alive and well in God's front yard!! The Beckwith staff is ready to serve you in 2023 so I encourage you to pick up the phone and give Rhona a call to book your parish retreat, youth retreat, or parish picnic.

Mark your calendars for **Beckwith Sunday, April 30, 2023**. This is a wonderful time to celebrate with camp liturgies, to pray for Beckwith, our Executive Director, and staff.

Save the date for Bay Lights 2023: September 29 – October 1st. BayLights is the last weekend in September each year. This is the perfect opportunity for a fun filled weekend with your family and friends in God's front yard. I encourage you to participate in some part of the weekend – there are activities for the entire family.

Summer Camp 2022 had another successful year, serving over 650+ campers. Beckwith gave out \$12,350 in scholarships and discounts, received \$10,000 in grants and donations, and completed the summer with enthusiasm and excitement. Rachel said the summer was magical complementing her leadership team and camp staff. She is gearing up for summer 2023 and is currently hiring staff and making plans for another wonderful summer season.

I am happy to report that the desire to be at Beckwith continues to grow. For the third year we are poised to post revenue numbers reflecting our pre-pandemic demand. January was an extremely busy month which is always a great way to start the year. As we prepare for 2023 our team is stronger than ever. We are planning and preparing for a fabulous season of retreats and summer camp.

We are truly blessed and looking forward to the opportunities to serve you this year.

Respectfully submitted,
Jubal Hamil Board Chair

MURRAY HOUSE BOARD OF DIRECTORS

The Murray House Board of Directors is pleased to announce the addition of Ms. Angela Powell as Executive Director effective August 2022. Ms. Powell is a licensed administrator for both Assisted Living and Skilled Nursing facilities.

Murray House, a ministry of the Diocese of the Central Gulf Coast, is a not-for-profit level 1 Assisted Living Facility which means that the residents must be able to have the cognitive abilities and physical wherewithal to direct their own care. Currently, there are 23 residents who meet this requirement.

Like nursing homes and health agencies, assisted-living facilities like Murray House have found it hard to retain and hire staff during the pandemic. In addition to attrition caused by natural death, the census at Murray House decreased in 2020-2022 due to restrictions placed on the facility by the State of Alabama and the CDC. Historically, financial sustainability requires a minimum of 33-35 residents.

To offset the resulting financial deficit, Murray House applied for and received two Payroll Protection Program grants in 2021 for a total of \$262,000. The PPP was established by the CARES Act and implemented by the Small Business Administration to help small businesses and not for profits keep the workforce employed and offset financial losses during the COVID-19 crisis.

In March 2022, the Murray House census was 22 residents and the PPP funds exhausted. The Diocese began to support the monthly financial deficit with a \$25-30,000 per month supplement. Without this additional income Murray House would not be sustainable.

Due to the lack of memory care units in the Mobile Metro area and to provide continuity of care to our residents, Murray House made application for sixteen Specialty Care Assisted Living Facility beds for a new memory care unit. This much needed expansion would result in an increase in residents and revenue. After an extensive study of Alzheimer/Dementia care in Alabama, we conclude that the need for memory care units is increasing approximately 15% per year.

The application has been approved by the State Health Planning and Development Agency. Plans are in place to convert one wing of the existing building to a memory care unit. We expect the sixteen Specialty Care Assisted Living Facility beds to open sometime in late 2023.

The Murray House Board of Directors approved the following resolutions in 2022:

Resolution 1: Whereas the Mobile Female Benevolent Society (MFBS) began a 200 year old history of faith based care for the elderly and Whereas Murray House is the present day legacy of the MFBS and Whereas the Murray House Board of Directors

wishes to preserve all documents concerning Murray House to further a written history of this legacy, the Board of Directors resolves to secure the records of Murray House in the event that Murray House is no longer an agency of the Episcopal Diocese of the Central Gulf Coast.

Resolution 2. Whereas Murray House contains many artifacts, specifically but not exclusively furniture, photographs, etc. dating from the days of the Mobile Female Benevolent Society and Whereas these artifacts are part of the legacy of Murray House, the Board of Directors resolve to produce a photographic catalogue of these tangible artifacts.

The Murray House Board of Directors (July 21, 2022)

In conclusion, the ministry of the Diocese at Murray House continues to be positive and life giving! Murray House is a unique and much needed ministry to older adults. Pursuing a healthy lifestyle of nutritious food, daily exercise, supportive social connections, and opportunities for spiritual growth means thriving is an achievable goal for every resident.

With the addition of a new Executive Director, the ongoing passionate work of the Board, the approval of a 16 bed Memory Care Unit, and the financial assistance of the Diocese, the ministry of Murray House will continue to provide a loving, safe, and supportive home for older adults.

Respectfully submitted,
The Rev. Ken Cumbie, Board President

WILMER HALL BOARD OF DIRECTORS

Wilmer Hall, an agency of the Diocese located in Mobile, Alabama, has been serving young people in need since 1864. It was founded by Bishop Richard Hooker Wilmer, the second Bishop of Alabama. We currently have six programs: Residential, Transitional Living (TLP), Transitional Family (TFP), Education4Life, the Philippa Stirling Hamilton Education Center, and the Max Miller Education Program.

In 2022, we had a total of 56 residents in our three residential programs (Residential, TLP, TFP). We served 58 students in our on-site Education Program and 50 students in our two community-based education programs (the Hamilton Education Center and the Max Miller Education Program). **Our total number of children and young adults served in 2022 was 164.**

We currently serve 58 students in our on-campus education program, called Education4Life. In the 13 years since its inception, the students in the program have a 100% graduation/promotion rate. We expanded our successful education model into other areas of our community in 2018 and 2019. The Hamilton Education Center serves students in the Maysville Community at Williamson Prep Middle School, and

the Max Miller Education Program serves students at Mobile County Training School. All of our tutors are local college students, supported by our education staff.

We launched a delivery-based food pantry in 2019. In 2022, we delivered groceries to roughly 400 individuals and families.

Our staff and board continue to be good stewards of our resources as we recently passed a balanced budget as we care for our historic campus. We charge no fees for our services, of course, and receive funding from the Diocese, the United Way, and from many donations and grants.

We greatly appreciate the support from the Diocese, its churches, and their congregants as we carry out our Mission in helping the homeless, the poor, and the needy.

We welcome visitors from around the diocese for a visit to campus, and we are also happy to come talk to your parish or group about our mission and ministry. Please contact Pratt Paterson (ppaterson@wilmerhall.org).

Respectfully submitted,

D. Pratt Paterson, Executive Director William J. Gamble, Jr., Board President

The mission of Wilmer Hall Children's Home is to provide a safe home and educational resources for children and young adults in need due to poverty, abuse, neglect, and homelessness. We serve all children and young adults without regard to race, ethnicity, or religion.

Wilmer Hall extends warm and nurturing care to every child and young adult in its care, ensuring they are surrounded by people who love and support them. Our goal is to help children succeed in four areas: physical health, emotional stability, academic achievement, and spiritual maturity.

Wilmer Hall serves children and young adults through five programs: the Residential Living Program, the Transitional Living Program, the Transitional Family Program, the on-campus Education Program, and the Community-Based Education Programs.

CHRIST CHURCH CATHEDRAL

Christ Church Cathedral Prayer

Gracious God, today we give thanks for the ministry you have entrusted to us as the cathedral church of our diocese. Help us to be faithful in answering the sacred calling to be ministers of hospitality for your people and leaders of worship to your honor and glory. May this place be a beacon of your light and love for the world. All this we ask through your Son, our Savior Jesus Christ. Amen.

This was a year that started with a Covid outbreak, but ended with church feeling a little more like pre-pandemic days. We continue as a hybrid church with both in person and streaming for worship. Our streaming is now for those who cannot get out or for those who are out of town. We anticipate continuing streaming into the foreseeable future.

The Cathedral Foundation was founded in 2006 as an endowed fund and was drawn upon for the second time in 2022. The Cathedral Agreement specifies that diocesan events such as ordinations, diocesan meetings, and choir and acolyte festivals held at Christ Church Cathedral will be funded by the Cathedral. The Foundation was created to provide those financial resources for the Cathedral mission and ministry and to promote investment of gifts by members and friends of the Cathedral for its ministry to the Diocese of the Central Gulf Coast. The Foundation Trustees met on June 28, 2022 to review the balance statements. The balance in the Cathedral Foundation as of December 31, 2022 was \$376,548. The distribution for 2022 was \$23,617.

We had a special year working together with the Commission on Racial Justice and Reconciliation. A Service of Repentance for Racial Injustice was held at Christ Church Cathedral on Saturday, April 2, 2022. Bishop Russell Kendrick was joined for a conversation by Bishop Phoebe Roaf from the Diocese of West Tennessee. Elizabeth Bemis was joined by the Path to Peace Choir, co-directed by Dorothy Johnson and Jason Pears. Ashley M. Jones, Poet Laureate for the State of Alabama read *Manifest Destiny* from *Reparations Now*. On Thursday, September 22, 2022, the commission hosted Frye Gaillard and Cynthia Tucker in a forum entitled *Progress Made During the Civil Rights Era: Comparisons with Issues We Face Today*. A reception and book signing of their book *The Southernization of America: A Story of Democracy in the Balance* followed the program. Members of the Commission joined us for worship for a Black History Month Celebration on Sunday, February 6, 2022.

The Ordination to the Diaconate for Amanda Harbert Doshier and Kenneth Paul White-Spunner III was held on Saturday, April 30, 2022. The following day, May 1, Bishop Russell Kendrick joined us for the Cathedral Celebration Eucharist celebrating our 17th as the Cathedral of the Diocese of the Central Gulf Coast. Bishop Kendrick stayed in his new apartment in our renovated spaces several times during the year. The Reverend Marshall Craver meets with local clergy at the Cathedral most Mondays in his roll as Diocesan Clergy Spiritual Director for diocesan clergy.

The Baptized for Life initiative sponsored by the Lilly Foundation and administered through Virginia Theological Seminary concluded with a residency at Camp McDowell from October 12 through the 16. Dean Beverly Gibson, Jill Chow and Carolyn Jeffers attended. As part of our BFL project we served supper for Be Loved Mobile at Public Safety Park on January 9. We have continued to support the MOB Pacers, an organized walk with a purpose. The MOB Pacers have continued to prove that walking with others can keep you motivated, make you accountable, and meet new people with similar goals. Our vestry did a study of *How to Lead, When You Don't*

Know Where You're Going by Susan Beaumont. The book discusses leading in a liminal season. Local artist and Episcopalian Pier Hardin was commissioned to paint murals in our Sunday School rooms.

In May a photographer from the Domestic and Foreign Missionary Society (DFMS) came to the Cathedral to photograph the stained-glass windows. Photos were also made of Dean Gibson, Elizabeth Bemis, Music Director, and Provost Carolyn Jeffers.

Cathedral leaders continue to serve in a number of capacities within the diocese. Ron Snider serves as Treasurer of the Diocese, and as Chair of the Commission on Finance. Jill Showers Chow served as a Lay Deputy to the 80th General Convention of the Episcopal Church in Baltimore, Md from July 7 –11, 2022. Clayton Ryan serves on the board for Murray House. Carl Cunningham, Jr., and Douglas Kearley, Sr. serve on the Wilmer Hall board. Jubal Hamil and Carl Cunningham, Jr. serve on the Beckwith board. Jill Showers Chow serves on the Commission on Racial Justice and Reconciliation. We are grateful for the diocesan representatives who serve on the Cathedral Chapter, The Rev. Dee Freeman, St. James, Fairhope, David Quittmeyer, Trinity, Mobile, and Phyllis Findley, St. Andrew's, Mobile.

As we continue to grow into our ministry as Cathedral, it remains a joy for us as we serve the diocese.

Cathedral Mission Statement

Christ Church Cathedral lovingly welcomes all people to traditional Episcopal worship, to deepen our relationships, serve our community, and grow closer to God.

Institution Statement for the Cathedral Church of the Diocese of the Central Gulf Coast

The Cathedral is the spiritual center of the Diocese of the Central Gulf Coast. The Cathedral is a dynamic and evolving church that serves as a liturgical, educational, and pastoral center for Diocesan life. It serves as a visible symbol of unity and promotes growth, hope, and a deepening trust in the Lord. The Cathedral is a place where the Gospel of Jesus Christ will be faithfully preached and responded to, and it will model new concepts and ideas for education, evangelism, and outreach to which the Gospel calls us.

Respectfully submitted,
The Very Reverend Beverly F. Gibson, Dean
Carolyn S. Jeffers, Provost

MISSIONER FOR DEVELOPMENT

Some the best stories we get to live and tell and the ones that point us towards God's goodness. In my work as your Missioner for Evangelism and Development I have gotten to hear and see stories of God's goodness as I consult with parishes about programming and evangelism, as I visit for supply, and collaborate with people

around the diocese. I have been encouraged as I have witnessed lay leaders who stepped into new leadership roles as worship leaders, preachers and pastoral care givers and helped breathe new life into their churches through our grant work with the Episcopal Evangelism Society. As the teacher in the School for Ministry I have seen God's goodness as students tackle assignments, learning curves, and learn and grow with such grace. Some of the most joyful stories I heard took place as served as a summer camp dean and again as dean for Winter Woods as Camp Beckwith. Behind the scenes, I had the delightful pleasure of getting to touch base with all of seminarians who took the General Ordination Exams (GOEs) by sending them a "good luck" gift of snacks and cheer from the diocese.

A key piece of our story I see is that our diocese is full amazing people who are faithfully seeking to know and love God. God is working among us.

Out of our stories, flows our song which highlights the heart at work in the world. Our song helps us invite others to see and experience God's goodness together. I hear our song being sung each month as we gather for our Evangelism Brainstorm Zoom. We share ideas of how to point one another toward God's goodness, offer space to celebrate it and invite each other to more. I love hearing everyone's ideas and seeing eyes light up when they become inspired to take on an evangelism experiment. I heard our song in the diocesan Advent devotional materials we put together about waiting. Those memories woven together made a song of hope and community. Our song was sung as parishes opened their hearts and doors to allow me to officiate funerals for strangers. The continued growth and experimentation of the Beloved Community Outreach Center in Mobile, AL faithfully sings our song by forging new partnerships and offering creative opportunities for community and worship. I am excited to hear what new verses emerge as we prepare to receive \$4000 from the Young Adult and Campus Ministries Grant awarded to BCOC and Lampost to experiment with outdoor worship and holy hikes. I look forward to hearing new melodies when we take a small cohort to the Church Redevelopment Retreat and Episcopal Parish Network Conference.

The song is beautiful. I am grateful for the opportunity to listen to it and to sing along.

Faithfully submitted,
The Rev. Lydia Johnson
Missioner for Evangelism and Discipleship

MISSIONER FOR DISCERNMENT & CANON TO THE ORDINARY

As your new Canon to the Ordinary and the Missioner for Discernment (COMD), when I think about our theme for convention this year, it is pretty clear to me what my story is at this moment. Unlike my predecessor, Massey Gentry, who served in our diocese as the Canon for over a decade and served in similar roles across the church for more than thirty years, I have just finished my sixth month as your Canon

Missioner. In many ways at the moment my story feels a lot like trying to drink from a fire hydrant.

That does not mean I am not enjoying this new call. On the contrary, I am having an absolute blast. In my time as your canon missioner, I have had the pleasure of meeting search committees, vestries, priest, and countless others. In addition, I have had the opportunity to lead worship and preach all across our diocese; something I am honored and blessed to do regularly. In all of my visits, meetings, and other engagements around the diocese I have been inspired and impressed by the people I have meet and the ministries I have witnessed. Our diocese is comprised of many talented, spirit filled people and churches and it has been an honor and pleasure to begin this new ministry with you.

One of the chief duties I carry out as your COMD, is that of the Transition Officer for the diocese. In other words, I work with the vestries and search committees of the parishes looking to call new priests. When I arrived in August we had six parishes in the search process, five of which had been in the process well over a year. At this time I am happy to report, we have filled four of the six openings.

St. Jude's, Niceville has called The Rev. Blake Hutson (started in January)

St. Mary's, Andalusia has called The Rev. Eric Mancil (started in January)

St. Francis, Gulf Breeze has called The Rev. Christian Rabone (starts March 5)

St. Paul's Magnolia Springs has called The Rev. David Chatel (starts April 16)

In addition to these new calls, the search committee at Grace and St. Thomas, Panama City Beach faithfully continues to do their work of prayer and discernment and Trinity, Apalachicola is currently receiving names of candidates.

As I stated earlier, my story at this time is very busy with lots of new experiences and many opportunities for learning. However, I am beginning to hear my new song. As I work with the vestries and search committees across our diocese, it is an incredible experience to watch the relationship between a church and a new priest blossom. From the first time they meet via zoom until the new priest has moved and started his/her new ministry, the entire process is one filled with excitement, enthusiasm, and limitless possibilities. As these new chapters of ministry begin, I hear a new song of God's grace, hope, and love in these communities and I look forward to continuing my work as the sound of this new song grows in our diocese.

Faithfully Submitted,

The Rev. Ashley Freeman

Canon to the Ordinary & Missioner for Discernment

MISSIONER FOR DISCIPLESHIP & SCHOOL FOR MINISTRY DEAN

Our convention theme this year is one that strikes close to my heart as Dean for our School for Ministry and as your Missioner for Discipleship. Last year we had two dynamic storytellers with us, Presiding Bishop Curry and Dr. Bertice Berry. This year, we have the dynamic Rev. Becca Stevens who embodies what it means to move from story, stories that threaten to annihilate our very dignity and worth, to songs of purpose and resurrection in people's lives.

Because that is essentially the crux of our life together, our bonds of common community, some of the familiar words and phrases we have used in past year's conventions. As we well know with church or business mottos, vision statements, etc., it can become all too easy to forget who we are and what we are truly called to be doing. And, while it is tempting to think there is perhaps one definitive answer to these questions, I will argue that there is not. We are here in an entirely different space than last year, with a vast array of different experiences and encounters which have changed us, forged us in fire, and invited us to this moment, this now. That's all we have in actuality.

So, without veering too far into the abstract, let me get down to some particulars. This year I have been grateful to become full time as Dean and Missioner and to attend to the various expansions in our School for Ministry. As most of you are well aware, we now have a Lay School, a School to raise up priests and deacons, and a newly formed track to officially "Anglicize" those ministers who come to us from other traditions and want to join us in helping to realize God's Kingdom here on the beautiful Gulf Coast. We are also working on developing a path to train and develop spiritual directors in our Diocese.

My vow to you as Dean has remained fairly singular: to do my best to stay abreast of the most recent developments in seminary education and pedagogy and to balance that knowledge with a commitment to excellence and integrity in all of our formation programs. Being full time has allowed me a greater balance in fulfilling the administrative responsibilities inherent in these programs while also immersing myself in academic study, participation in professional societies, and representation at designated conferences and panels that nourish our mission and dreams.

The School for Ministry for those seeking ordination currently has 8 people enrolled: six priests and two deacons. The new challenge and gift is that we have people studying together who are in their first, second or third years. We look and pray for the ordination of two of these candidates this year and will add a new one to join us this fall.

Our Lay School is continuing to raise up leaders who are licensed as worship leaders, preachers, catechists, and pastoral care leaders. I remain grateful to Bishop Kendrick, Sue Rollins, Anita Ford, and Joe Taylor for their gifts in leading the various tracks in this program. Again, we have a dynamic group of people who are dedicating their time to pursuing further gifts and resources in expanding ministry not only in their contexts but beyond as well.

I hope to lift up some of these voices at the end of this presentation so that you can see and hear what the Lord is doing.

I think so many of us are still grappling with our stories—how they have changed over the last three years, grieving what seems gone, daring to hope for what may be born, trying to see things through entirely different lenses. In a sense, that is why Nicodemus is such a role model for our time together. He comes to Jesus undoubtedly with questions, maybe some accusations, maybe even a warning that Jesus was upsetting the status quo. And, in that encounter, under that cloak of darkness, Nicodemus found something that changed him, impelled him, all the way to the light of day and the foot of the Cross.

We all bear similar stories. We can't forget that in our highly digital world. We cannot be forced into a false narrative that breezes past the darkness nor one that shines an unnatural light on all that seems to glitter and shine but is really empty. My story, my witness serves to stir the witness in you: narrative begets narrative.

The story of my life has been knit together by a love for education, for formation, for questions that have no easy answers. This is where I am at home. Together with my colleagues, the Bishop and you, I will continue to dream of ways in which each and every person in our Diocese feels supported, encouraged, and invited to exercise their gifts in ministry. We still have much work to do; to break through the tough red clay in places, to trudge through the swamps of our own making, to transform our stories of isolation, despair, disappointment or fear into a song of liberation, of healing, of hope, of restoration, and of renewal.

To echo a prophet we lost too soon, Rachel Held Evans: *One of the most destructive mistakes we Christians make is to prioritize shared beliefs over shared relationship, which is deeply ironic considering we worship a God who would rather die than lose relationship with us.*

I share with you now the voices of two of our candidates for ordination this year. They will tell you what it has been like to start their formation in the middle of a pandemic, to come into relationship from drastically different backgrounds, and to branch out into community as we admitted new students into the program. [Brad Clark, Deborah Knight-Epps]

I pray their witness, your witness, becomes our witness. This is my story, this is our song.

Respectfully submitted,
The Rev. Joy Blaylock, PhD
Dean, School for Ministry Missioner for Discipleship

REPORTS OF THE COMMISSIONS

AFFIRMATIVE AGING

Members of the Commission are The Rev. Sara D. Phillips, Mendy Henderson, PhD, Elaine Estafan, Kay Cruthirds, Susan Bridges, and Cris Turnage.

The Commission met three times in person during 2022, and frequently over email. We discussed the upcoming second annual C on AA workshop, “Adventurous Aging: How To Stay Young At Heart.” Part of the Mission Statement for this Commission states that our goal is “...an ideal aging experience for all...” Thus, we again decided to host this workshop for a nominal fee and as a service to the community. The goal was to provide participants with information on how to age as well as possible in body, mind, and spirit.

The workshop was held on Saturday, October 29 at St. Paul’s Episcopal High School in Mobile. Over fifty people attended.

Mendy Henderson, PhD, spoke on “Concepts and Theories of Aging.” Grant Zarzour, M.D. spoke on Orthopaedic Health and Joint Replacement Surgery. Aimee Walsh, M.D. spoke on Adult Pain Management. Natalie Smith of St. Mary’s by the Sea led us in low impact Cardio Worship. Matthew Quin, M.D. spoke on Cardiovascular Health and Heart Rhythm. A healthy and delicious lunch was served then followed with Chair Yoga led by Anne Falkenhagen of Theodore.

The evaluations were overwhelmingly positive, and we believe a good time was had by all.

The Commission plans to meet in person early in the New Year. Plans for another “Adventurous Aging” workshop will be discussed and hopefully held next fall in the Pensacola Area.

Respectfully submitted,
The Rev. Sara D. Phillips, Chair

CURSILLO

Cursillo is Back! After a 30-month absence due to the pandemic, the Commission on Cursillo hosted its first Cursillo weekend at Camp Beckwith in March 2022. The return of the ministry required the Commission and staff to dust off supplies, relearn procedures, rely on the experience of seasoned staff, and rekindle friendships and relationships to provide a spiritual weekend for the pilgrims of #166. The weekend was exciting and reminded everyone of the power of God’s love through the Holy Spirit. Cursillo #167 following in September 2022 and the participation grew with a 33% increase in participation over #166. Future Cursillo weekends are currently

scheduled twice/year in the months of March and September. Special thanks to the Lay Rectors and key staff for the weekends:

<u>Position</u>	<u>Cursillo #166</u>	<u>Cursillo #167</u>
Lay Rector	Kelley Fuller	Diane Voors
Head Cha Cha	Bryan Whitehead	Tonye Frith
Head Logistics	Van Fuller	Eleanor Reeves
Head Music	John Talbert	David Adams
Head Spiritual Advisor	Rev David Knight	Rev Ken Cumbie

Cursillo Music Program. The Commission will host a music workshop this Spring, inviting musicians who have been to Cursillo who are interested in being on a music team. In a parallel effort, the Commission is developing a base music “setlist” of songs for the weekend. The intent is to provide an expected flow of memorable songs, with appropriate alternatives, that are easy for pilgrims to learn and remember without limiting creativity by a music team.

Rev Mark H. Wilson Scholarship. In memory of the late Fr Mark, and in honor of his inspiring wife Beth, a one-time \$2,500 seminary scholarship is available for a first-year postulant enrolled in an accredited three-year Master of Divinity program or a one-time \$1,000 scholarship for a first-year postulant enrolled in the CGC School for Ministry. Candidates must have been active in the Cursillo Ministry in the Diocese of the Central Gulf Coast and anticipate continuing to serve as Cursillo weekend clergy upon ordination. Unfortunately, the fund is nearly exhausted. To sustain and replenish the fund, the Commission used the Cursillo emblem designed by Samantha Bates, daughter of Rev Steve and Lori Bates, to adorn clothing and accessories. The items are for sale at [Cursillo Merch | Official Merchandise | Bonfire](#). A donation can also be made any time, for any amount, with a check made out to the Duvall Fund and note in the memo line: MHW Scholarship and mail your check to: Episcopal Diocese of the Central Gulf Coast, PO Box 13330, Pensacola FL 32591-3330.

Ultreya is a Spanish word that means “Onward.” In 2022, the Commission conducted two Ultrayas – one at St. Simon’s Fort Walton Beach and one at Camp Beckwith as part of Baylights. And 2023 is already off to a good start with an Eastern Convocation IV Ultraya at Nativity Dothan on Jan. 21 with 25 people in attendance and the question asked by many “When are we doing this again?” At the same time, St Simon’s Fort Walton Beach held a parish Ultraya with 12 people in attendance. These are examples of Diocese, Convocation, and Parish forums to encourage our brothers and sisters in Christ. Plans are in the works for an Ultraya at St. Paul’s in Daphne in April, and September at Camp Beckwith. The Commission is also working to schedule additional dates and locations to host ‘regional’ Ultrayas around the Diocese.

Cursillo #168 is on March 9th, just a few days after the Convention! There still may be space available for more pilgrims too! Please remember this weekend and Lay

Rector Leslie Talbert in your prayers. Cursillo #169 is scheduled on Sep 14th. Registering prospective pilgrims is easy with [this online form](#). Before submitting the form, sponsors should talk with clergy about the suitability of the prospective pilgrim. When the form is submitted, the clergy will get an email asking them to official approve the registration

GLOBAL MISSION ENGAGEMENT

In 2022, after three years of COVID hindering our mission ministry, we were able to resume some of our mission efforts. Following is a report of those activities and a preview of some of our plans for the coming year.

1. **Baluba, Zambia, Africa**

With our assistance the Baluba, Africa Healthcare and self-sufficiency programs are now well underway. Thanks to the “boots-on-the-ground” help of Baluba’s minister, Victor Chimfwembe, and his ability to get local government programs involved Baluba is now having monthly medical clinics that care for approximately 200 men, women and children each month.

Part of our commitment to Baluba has been to help them establish a building for clinics and a local pharmacy. Previously medicines were not locally available and the people of Baluba had to travel many miles, often on foot, to receive medical care. The medical building as well as a school building are now completed The people of Baluba made all of the bricks for these buildings and are now working to enlarge the school.

Seeing that Baluba was making progress on it’s own initiative the Zambian Ministry of Health (MOH) became involved and has provided Covid19 vaccinations, along with all other relevant vaccinations to the majority of the clinic's patients. The MOH has also provided monthly health education lectures and medications for some of the more prevalent diseases such as malaria.

Partnering with others we have helped provide a monthly stipend of \$1000 sent in combination by the Commission and St. Simon's church. As part of our commitment to assist locals to become self-supporting this monthly stipend was reduced to \$500 in March 2022 with plans to discontinue this financial support in July 2022. However, we were able to continue this support through September 2022.

Baluba “chicken and pigs” Project: To compensate for this planned decrease in financial support, Victor Chimfwembe, the community's pastor and clinic organizer, began a project of raising chickens in 2021 with a goal of selling roasters. In 2022 he also started similar project with pigs. He also

planted a significantly large crop of soy. These projects are going along well and Victor's goal was that by October, 2022 this project would provide sufficient funds to independently continue the clinic and its pharmacy.

Helping Educate a Local Nurse: Rachael, Victor's wife, has now graduated from a four-year nursing school. Her tuition of \$1500/year was funded by the Commission. With additional tuition support from the Commission she is now attending a graduate course in mid-wifery. Her objective is to donate her time as a nurse and mid-wife to the Baluba community.

2. Rio Grande Borderland Ministries

In September 2021, the Diocese formalized a three-year partnership agreement with the Rio Grande Borderland Ministries (RGBM), a program of the Episcopal Diocese of the Rio Grande. This partnership commits the Commission to a three-year contract in which we will offer a stipend of \$2000/year to support the RGBM activities at a shelter in Juarez, Mexico. Additionally, it commits the Commission to developing pilgrimages of youth and adults to travel to the border to hear stories and to experience first-hand the lives lived by immigrants attempting to enter the US for safety and well-being. It is hoped that these pilgrimages will result in the transfer of stories from returning pilgrims to others in the diocese with the intent to further educate congregations about the lived experiences of those who have been forced to flee their homes as a result of violence, discrimination, etc.

A first pilgrimage had been planned for May 2022, however, had to be postponed. An on-site visit by two of the Commission members is scheduled for early 2023.

In 2022 we also offered financial support to the Diocese of the Rio Grande to provide winter clothing to those migrants being sent to northern climates.

3. Dominican Republic Church Furniture Mission

Our Church Furniture mission to the Dominican Republic (the DR) has been on-going since 2006. In that time we have furnished many Episcopal churches in the DR with pews, pulpits, lecterns, baptismal fonts, altars, clergy chairs, bishop's chairs, alcolyte benches, credence tables and other furniture necessary for them to have a comfortable, attractive and functional house of worship.

We will resume this ministry with a team going to the DR in March 2023. Plans are made, the team has been formed and as of this time all systems are go.

4. Education Mission to the Dominican Republic

In 2022 we were able to resume our Education Mission to the Dominican Republic. We have partnered with an Episcopal church in Lincoln, Nebraska and sent two teams in 2022 to hold workshops and seminars for the teachers and administration of the Dominican Episcopal church parochial school system.

We have plans to continue to support this ministry in 2023.

5. Scholarships to the University of South Alabama

Now that COVID has slacked off we have resumed our discussions with the staff of the University of South Alabama for them to offer an annual scholarship for a promising high school senior graduating from the Episcopal school system in the Dominican Republic. An essential requirement is that the scholarship recipient be sufficiently fluent in English to understand the course work. Our team is working with the Dominican staff to ensure that English classes are offered as a first step toward obtaining these scholarships.

6. Internal Difficulties in Haiti:

Due to internal unrest in both the church as well as local and national governments in Haiti we have not been able to follow-up on our mission ministries there.

We prayerfully hope that the COVID and travel difficulties are now over and that we will be able to resume these and other ministries as they were before COVID.

Respectfully submitted,
Geary Gaston, Chair

PRISON MINISTRY

The prisons in Florida and Alabama are recovering from the pandemic as are most. Both states are having man-power issues and causing volunteer activities to be slowed and in some cases stopped. There is movement with Kairos weekends at Century Correctional and Kairos in the planning stages at Santa Rosa Correctional, Santa Rosa Correctional has called Florida National Guardsmen to help with manpower issues, as several other prisons in Florida. Alabama prison have similar issues. Holman is still having retreats twice a year for those on Death Row. Fountain, St Dismas is in a temporary holding pattern because they don't have a fulltime Chaplain, these are some of the activities currently active in the prisons in our diocese.

There are other activities going in the diocese such as Kairos Outside in Alabama and Northwest Florida and Kairos Reunions at Reception Center in Panama City and weekly service in the planning stages at Santa Rosa Correctional.

Our Goals for 2023 is to bring on board a new and user-friendly website that will be with our Diocesan website to help those who are looking to explore opportunities and contacts to explore prison ministry. We are looking to recruit new commission members as well.

I ask all congregations to pray for our brother and sisters incarcerated.

Respectfully submitted,
The Rev. John Kendall, Deacon, Chair

RACIAL JUSTICE & RECONCILIATION

Mission Statement

As members of the Jesus Movement, our mission is to dismantle individual and institutional racism by sharing resources and creating opportunities that inspire and empower faith communities and the larger community, resulting in reconciliation and restoration of all God's People.

In furtherance of our stated mission, the Commission engaged in a wide range of activities in 2022, despite the difficulties that lingered because of the recent pandemic.

Martin Luther King Birthday Celebration. We began the year with a celebration of the life of Dr. Martin Luther King, participating in and co-sponsoring a Community Worship Service at St. James Episcopal Church. Our own Bishop Russell Kendrick delivered a stirring and motivational sermon, calling upon everyone to live into the meaning of Beloved Community, which Dr. King spoke of so eloquently before he was tragically assassinated. Prior to the service, St. James hosted an ecumenical clergy dinner, which was widely attended by ministers, rabbis, and priests from the Baldwin County community.

The Selma Bridge Crossing Jubilee. The Commission followed up its outreach work in March by hosting a trip to participate in the Selma Bridge Crossing Jubilee, the annual commemoration of Bloody Sunday. The event is held annually to keep alive the memory of what happened on March 7, 1965, when state and local police used billy clubs, whips, and tear gas to attack hundreds of civil rights activists who were marching from Selma, Alabama, to the state capitol in Montgomery. The horrifying images of violence were broadcast on national television, shocking many viewers, and helping to rouse support for the civil rights cause. The event is widely credited with spurring passage of the Voting Rights Act of 1965 three months later.

Pilgrimage to The Whitney Plantation. The Commission continued living into its mission statement by sponsoring a pilgrimage to the Whitney Plantation, in Edgard, Louisiana. The plantation is the only former plantation site in Louisiana with an exclusive focus on the lives of the enslaved. Generations of Africans were enslaved there to establish and maintain indigo, rice, and sugar crops. The pilgrimage was financed through a Becoming Beloved Community Grant from The Episcopal

Church. In addition to the trip itself on Saturday, March 19, the pilgrimage experience also included two meetings, one two weeks in advance of the trip and one two weeks after the trip. The first meeting involved discussions on the nature of the pilgrimage and preparation for trauma that might arise; the second offered opportunities for sharing and reflection by pilgrims after they had had time to reflect on what they saw and experienced at the plantation. The Commission hired a licensed mental health counselor who specializes in dealing with historical trauma, and she was present and available at both meetings and on the trip. The Commission felt this was important because of the harsh realities that the pilgrims would confront by visiting the plantation. Mindful of the need for ecumenical outreach, the pilgrimage was widely advertised, and the preparation meeting took place at Holy Trinity Lutheran Church in Daphne, and some of its members were included as pilgrims. It is noteworthy that the final gathering took place on the same day as and in connection with the Diocesan Service of Repentance (see “Service of Repentance” below), at Christ Church Cathedral, which was originally constructed using labor of enslaved people.

Service of Repentance. A Service of Repentance, held on Saturday, April 2, at our cathedral, was the headline event for our Commission for the year and was the culmination of many years of work and planning. The holding of Services of Repentance in the dioceses was envisioned by the General Convention of 2006 where it was resolved that the Episcopal Church should formally repent of its collusion in the institution of slavery. In our Diocese, the service was conducted by The Rt. Rev. Phoebe A. Roaf, Bishop of The Episcopal Diocese of West Tennessee, and our own Bishop Russell Kendrick. Response to the service was overwhelmingly enthusiastic, with many attendees, both black and white, expressing gratitude for a long-overdue and very poignant and cathartic worship experience.

Before and after the service, participants were welcomed to explore an exhibit hall where community service organizations had set up informational tables. This was a way to help answer the question, “What are the next steps?” Community organizations that participated in the exhibit fair included:

ACLU of Alabama Alabama Arise

Alabama Appleseed Center for Law & Justice Alabama Coalition For Immigrant Justice Alabama Institute for Social Justice

Black Voters Matter

Commission on Prison Ministry (Episcopal Diocese of the Central Gulf Coast)

Commission on Racial Justice & Reconciliation (Episcopal Diocese of the Central Gulf Coast) Community Remembrance Project of the Equal Justice Initiative

Dora Franklin Finley African-American Heritage Trail Faith in Action Alabama

Freedom School Pensacola Just Pensacola

Mobile Area Interfaith Council NAACP

Path to Peace (Community Building Initiative) Poor People’s Campaign

Pilgrimage to the Jonathan Myrick Daniel Memorial. The Commission participated in the planning and execution of the annual remembrance of Jonathan

Daniel and the Martyrs of Alabama. The Commission also took a group of pilgrims in St. James' (Fairhope) van to attend the pilgrimage in Hayneville, Alabama, on August 13. Jonathan Daniel, was killed in Hayneville in 1965 by a county deputy, while in the act of shielding 17-year-old Ruby Sales from gunfire and saving her life. They were both working in the nonviolent civil rights movement in Lowndes County to integrate public places and register Black voters after passage of the Voting Rights Act that summer. Daniels' death generated support for the civil rights movement. Daniels, an Episcopal seminarian at the time of his death, is one of only two American martyrs commemorated by a monument at Canterbury Cathedral in England (The other is Martin Luther King, Jr.).

Pilgrimage to the Equal Justice Initiative's Legacy Museum and National Memorial for Peace & Justice. The Commission chartered two buses to Montgomery on November 12 to visit the Equal Justice Initiative's Legacy Museum and National Memorial for Peace and Justice, which tells the story of the more than 4,400 African-American men, women, and children who were hanged, burned alive, shot, drowned, and beaten by white mobs between 1877 and 1950. After visiting both sites, the pilgrims gathered at the Episcopal Church of the Good Shepherd in Montgomery, for reflections on what they had encountered.

Visit to Poarch Creek Indian Pow-Wow. Commission members and guests attended the annual Thanksgiving Day Poarch Creek to watch and engage in dancing, music, crafts, and other cultural practices of the Creek Native Americans and to learn of their history.

Commission's Speaker Series on Truth-Telling. In 2022, the Commission's ongoing Speaker Series hosted some notable figures.

J. Chester Johnson. J. Chester Johnson is a poet and nonfiction writer who has written extensively on race and civil rights. He composed the Litany for the Day of Repentance (October 4, 2008), when the Episcopal Church formally apologized for its role in slavery and related evils. He and W. H. Auden were the poets on the drafting committee for the retranslation of the Psalms for the 1979 Book of Common Prayer. Mr. Johnson's most recent book, *Damaged Heritage: The Elaine Race Massacre and A Story of Reconciliation*, was released in May 2020. He spoke to our audience about the Elaine Race Massacre, which occurred in his native area of eastern Arkansas and in which his grandfather participated. Mr. Johnson narrated the process of his healing through a relationship with Sheila L. Walker, a descendant of African-American victims of the massacre, and the reconciliation work they embarked upon.

Elizabeth Ackford. On September 25, 1957, Ms. Eckford and eight other black students sought to test the U.S. Supreme Court's landmark 1954 ruling in *Brown v. Board of Education*, by integrating their public high school in Little Rock, Arkansas. Ms. Eckford, now 82 years old, shared her experience as a member of the Little Rock Nine and explained how those events not only impacted the course of her life, but

how they also impacted the national discourse of race relations and their lingering impact today. As she herself said, “Under extraordinary circumstances, ordinary people can do extraordinary things.” Our Speaker Series event was attended by over 300 individuals and will serve as a template for the Commission to partner with other community-based organizations to bring national speakers to our area.

The Rev. Rachel Taber-Hamilton. The Rev. Rachel Taber-Hamilton is an indigenous ordained priest in the Episcopal Church. As a Shackan First Nation person, she represents the Episcopal Church on the Board of the Anglican Indigenous Network. She served on the Episcopal Church delegation to the United Nations Permanent Forum on Indigenous Issues and served on the Presiding Bishop’s delegation to United Nations Climate Change Conference (COP26). Rachel has 30 years of experience in cross-cultural communication, specialized ministry, social justice advocacy, and environmental advocacy. She shared with our audience a thorough and detailed recounting of American history as it relates to and affects indigenous peoples. She offered advice on recognizing inaccurate histories, adopting corrective narratives that we should all know about, and understanding how the Episcopal Church can be a participant in the process of healing and reconciliation with our indigenous brothers and sisters.

Cynthia Tucker and Frye Gaillard. A native of Monroeville, Alabama, Cynthia Tucker was born during the early years of the Civil Rights Movement, in an era of racial segregation; She spent more than three decades as a reporter and columnist for the Atlanta Journal-Constitution, where she won the Pulitzer Prize and was named Journalist of the Year by the National Association of Black Journalists. She is currently Journalist-in-Residence at the University of South Alabama. Frye Gaillard is Writer-in-Residence at the University of South Alabama. He is the author of more than thirty books and, for several decades, was an editor of the Charlotte Observer.

Together, they brought their journalistic experience and historical insight to discuss their book, *The Southernization of America: A Story of Democracy in the Balance*, published in February 2022. The book is an examination of the last four decades of American history and an exploration of why and how the rest of the country has become more like the South, rather than vice versa.

Racial Reconciliation Workshops: The Commission schedules four to six workshops each year in which attendees can gain insights into the causes and effects of racism, unconscious bias, prejudice, white privilege, and ways to work together to Become Beloved Community. This offering qualifies for eight hours of clergy continuing education for those who complete the full-day course. The Racial Reconciliation Workshops constitute a central component of our ministry.

In 2022, we were forced to cancel several of our workshops due to inadequate numbers of registrants. While we were disappointed in the number of workshops that we conducted for the year, we anticipate a return to at least four workshops for 2023. This expectation is based on several factors. First, the Commission is engaged in

ongoing work to revise and update the workshop curriculum and to enhance the workshop experience for participants. Second, under the diocesan Anti-Racism Training Policy, approved in 2022 by the Standing Committee, all those in leadership positions, including parish leadership (such as vestry members) and at the diocesan level (including those serving on commissions, committees, agencies, or boards) are now required to take the training. Finally, the Commission has committed to increased and enhanced publicity regarding the workshops and to holding them at a variety of locations around the Diocese, particularly in some of our less populous areas.

It is through the exercise of the forgoing actions that the Commission has sought to fulfill its mission statement. We look forward to continuing our sacred work in the coming year.

Respectfully submitted,

Your Commission on Racial Justice and Reconciliation

Nancy Bolton Beck, St Paul's Daphne

The Rev David R Chatel, St Stephen's, Brewton

Jill Showers-Chow, Christ Church Cathedral, Mobile

Ozie Christian, Christ Church, Pensacola

The Rev. Jim Flowers, All Saints, Mobile

Michael Foote, St Paul's Chapel, Magnolia Springs

The Rev. John C George, Good Shepherd, Mobile

Laura Gilliam, St. Christopher's, Pensacola

James Holcomb, Epiphany, Enterprise

Andrew P. Howard, Good Shepherd, Mobile

The Rev. Clyde Jones, Macedonia Missionary Baptist Church, Daphne

Nichelle Jones, Macedonia Missionary Baptist Church, Daphne

Elizabeth King, Holy Cross, Pensacola

Antwon Lewis, Epiphany, Enterprise

Joe McDaniel, Jr., Christ Church, Pensacola

Susan Miller, St. Stephen's, Brewton

Valerie Mitchell, All Saints, Mobile

Gary Moore, St Paul's Chapel, Magnolia Springs

Dent Neilson, St Thomas, Greenville

Donnis Norman, Trinity AME Church, Bay Minette

Christopher Norman, Trinity AME Church, Bay Minette

Mary Mullins Redditt, St. James, Fairhope

Robbie Runderson, Good Shepherd, Mobile

Pam Smith, St. Jude's, Niceville

Ken Thomas, Nativity, Dothan

The Rev. Lydia Knizley Johnson, Bishop's Staff Advisor

REPORTS OF THE DIOCESAN COORDINATORS

CHAPLAINS TO RETIRED CLERGY & CLERGY SPOUSES

Chaplains to retired clergy, spouses, and surviving spouses are appointed by the Bishop, and they serve at his call. Throughout The Episcopal Church, these chaplains are coordinated and supported by the Church Pension Group although this ministry began in a number of dioceses, including the Central Gulf Coast through the care of the Rev. Bob Graves, well before the participation of CPG. Presently, our diocesan team of chaplains has nine members: The Rev. Albert and Nancy Kennington are coordinators of the team. Members include the Rev. Ken Cumbie for Convocation I, the Rev. Bill and Millie Ericson for Convocation II, the Rev. John and Ann Phillips and Sheila Campbell serve Convocation III, the Rev. Joe Hagberg serves Convocation V, and members serve Convocation IV.

At this writing, there are 145 retired clergy, spouses, and surviving spouses who live within our diocese. There are 60 others who reside beyond our diocese – from border to border and coast to coast.

Beyond the Bishop's basic call, chaplains serve to contact our retirees by various means, to respond helpfully in times of crisis, and to help with occasional opportunities for fellowship. Such opportunities were curtailed during the Covid-19 pandemic, but they began to resume in 2022. With assistance from chaplains, the Bishop was host for luncheon gatherings of retirees at Beckwith on November 10, 2022, and on January 12, 2023, at the St. Andrew's Bay Yacht Club in Panama City for Convocation V.

On May 3-6, 2022, Bill and Millie Ericson and Sheila Campbell attended the Triennial Chaplain's Conference in St. Paul's, Minnesota. For the Province IV Chaplain's Conference in Savannah February 14-17, 2023, Johnny and Ann Phillips, Sheila Campbell, Bill and Millie Ericson, and Joe Hagberg are scheduled to attend. In the provincial and national conferences, chaplains get to know each other, share ideas for their ministry, attend informative and encouraging seminars, spend time in worship, and enjoy fellowship. Through the year, our team members stay in touch by emails, phone calls, and occasional get-togethers.

Special for our diocese this year is the Enriching Your Retirement day together which will be led by the Rev. Laura Queen and Sean Scheller of the New York Church Pension Group staff. All retired clergy, spouses, and surviving spouses are invited to St. Christopher's Church, Pensacola, for this luncheon day together. More information will be forthcoming.

At this writing, all members of our team of chaplains have agreed to continue serving in 2023.

Respectfully submitted,
Albert+ and Nancy Kennington, Diocesan Coordinators

EDUCATION FOR MINISTRY (EFM)

Education for Ministry (EfM) invites participants into small, mentored groups that provide the framework for understanding life and shaping actions as Christian faith is deepened. EfM seminar groups meet in local settings and online, providing a four-year curriculum that develops a theologically informed, reflective, and articulate laity. The program is administered by the Beecken Center in the School of Theology at the University of the South (Sewanee).

Innovation has been the key for EfM in the diocese since the start of the Covid pandemic. With concerns about meeting face-to-face in small groups for up to two-and-a-half hours each week, three churches offered EfM via Zoom during 2021-2022, Trinity-Apalachicola, St. Paul's Chapel-Magnolia Spring, and St. Fames-Fairhope. Due to health concerns, Christ Church-Pensacola restarted in January 2021, while St. Christopher's-Pensacola, was the only group that met face-to-face during the traditional September-May term.

Christ Church-Pensacola continued this past year with a January start, and will meet through May, take the summer off and continue September until December. Pam Tanner and Annie Christina Wimer are mentoring the group at Christ Church. The group that was based in Magnolia Springs continues to meet via Zoom and includes participants from several area churches. Elizabeth Kennington is mentoring this group.

St. Christopher's group was able to recruit five new participants in addition to five who continued in the four-year program, Mari Abbate and MaryAnn Bozeman are mentoring this group.

The EfM group at Trinity Apalachicola also continued into the new year, mentored by Martha Harris and Penny Marler.

The School of Theology at Sewanee is in the midst of developing a series of what it is calling "short courses" based on the EfM program. It is being designed for those who are not interested in the intensity of study found in the four-year program. Sewanee also no longer includes textbooks in its tuition, meaning participants must acquire these textbooks on their own. To help those who find this a financial burden, current and former EfM mentors were contacted to find those willing to either donate or lend their textbooks to those needing them.

Finally, after serving as the director for the EfM program for the past 12 years, Karen Meredith will retire at the end of the 2022-2023 academic year at Sewanee. Under her direction, the EfM program has undergone many changes. It will be interesting to see what direction the new leadership will take the program in the future.

Respectfully submitted,
The Rev. David M. Clothier, Diocesan Coordinator

UNITED THANK OFFERING REPORT

There is a lot of good news to report on behalf of UTO this year. First, the St. Francis of Assisi Senior Center received a grant for \$18,720 to encourage and assist members to volunteer with the various environmental agencies in the area. I am excited about this project not only because it encourages seniors and provides them with meaningful activities, but it also increases awareness of environmental concerns related to pollution and climate change. Congratulations to the people of St. Francis!

The next piece of good news is that our diocesan ingathering total increased from \$5,118.89 in 2021 to \$6,935.28 in 2022. We are going to the right direction, and I encourage everyone to continue to practice gratitude daily and make your offerings to UTO in the future. Remember, all ingathering funds go towards funding new and innovative ministries around the world.

If anyone is interested in UTO, I am available to come and speak at your congregation. All supplies including boxes, prayer books, grants lists, and brochures are at [Shima of Navajoland](#). You can find coordinator materials at [coordinator materials](#). If you register your parish, you will receive a welcome box from UTO that will help you get started.

I am so grateful for your continued participation and support of UTO. You will find the breakdown of parish contributions below.

St. Pauls Mobile, AL	\$3,656.20
Christ Church Pensacola, FL	\$1,002.00
St. Marks Troy, AL	\$667.36
St. Marys Coden, AL	\$342.40
St. Andrews Mobile, AL	\$260.00
St. Thomas Greenville, AL	\$230.00
St. Judes Niceville, FL	\$215.00
St. Johns Mobile, AL	\$209.45
Holy Trinity Pensacola, FL	\$76.15
St. Thomas Laguna Beach, FL	\$27.46
Church of the Epiphany Crestview, FL	\$20.46
St. Pauls Daphne, AL	\$3.80
Individual donors (parish not identified)	\$225.00

Respectfully submitted,
 Joyce Landers, Diocesan UTO Coordinator
 UTO VP

CONVOCATION DEAN REPORTS

CONVOCATION V

Convocation V of the Diocese of the Central Gulf Coast comprises Florida's Bay, Walton, Okaloosa, Washington, Gulf, and Franklin Counties.

The clergy of Convocation V convene several times throughout the year as *Clericus*, which is an opportunity to meet over lunch for fellowship, the sharing of mutual concerns, and occasionally a program or speaker beneficial to the ordained ministry.

In January 2022, the clergy and their spouses were invited to the customary Epiphanytide luncheon, this time at the Saint Andrew Bay Yacht Club in Panama City.

Clericus that had been scheduled for March at Saint Thomas', Laguna Beach and for May at Holy Nativity, Panama City unfortunately needed to be canceled due to a number of scheduling conflicts among the clergy.

In September, the clergy gathered for a meet-and-greet Oktoberfest luncheon with Canon Ashley Freeman at Grace Church, Panama City Beach; Bishop Kendrick was also present.

In November, the clergy were the guests of Saint Andrew's, Panama City.

On January 12, 2023, clergy and their spouses once again enjoyed an Epiphanytide luncheon at the Saint Andrew Bay Yacht Club in Panama City. This year, Bishop Kendrick graciously offered to be our host, and the surviving spouses of clergy who reside in our Convocation were also invited to join us that day.

Also in January, and in consultation with the clergy of Convocation, Ginny Leebrick, a communicant of Holy Nativity, Panama City, was appointed Youth Delegate to this convention.

Due to Diocesan Convention, Clericus is not planning to meet in March of 2023, but we look forward to gathering at Holy Nativity, Panama City in May.

Respectfully submitted,
The Rev. Joseph Hagberg, Dean

DIOCESAN BUDGET 2022-2023

INCOME			
INCOME	Budget 2022	Actual 2022	Budget 2023
Parishes and Missions	1,267,499	1,354,786	1,342,000
Total Parishes and Missions	1,267,499	1,354,786	1,342,000
CLF Interest Income	35,000	35,000	35,000
Hicks Trust	12,000	15,060	14,000
McMaster Fund	8,000	8,000	8,000
Quigley Fund	40,000	40,000	40,000
Workers Comp Credit	2,100	2,100	2,100
Vocations in Ministry	35,000	35,000	35,000
New Church Development	5,000	5,000	5,000
Duvall Center Fund	50,000	0	48,000
Miscellaneous Fund Transfers	4,000	0	4,000
Total Fund Income	191,100	142,222	193,100
Miscellaneous (Other) Income	1,835	2,062	2,000
TOTAL ALL INCOME	\$1,460,434	\$1,497,008	\$1,535,100

DISBURSEMENTS			
DISCERNMENT	Budget 2022	Actual 2022	Budget 2023
Seminarians	12,500	7,500	9,500
Commission on Ministry	6,000	6,311	6,500
Commissions/Committees	7,500	4,108	7,500
Dom. & For. Missionary Soc.	184,105	184,105	178,000
World Mission (Mission Engagement)	7,500	7,500	6,000
Canon to the Ordinary	80,000	97,287	99,000
Canon to the Ordinary Pension			17,820
TOTAL DISCERNMENT	\$297,605	\$306,811	\$324,320

DISBURSEMENTS, CONTINUED			
DISCIPLESHIP	Budget 2022	Actual 2022	Budget 2023
Beckwith Camp & Conference	112,000	112,000	112,000
Wilmer Hall	76,000	76,000	76,000
Murray House	10,000	10,000	0
Spiritual Direction Program (new)	10,000	12,135	10,000
Youth Ministries & Programs	20,000	2,069	17,500
Campus Ministry / Young Adults	2,500	0	0
Discipleship Programming	5,000	520	4,000
Racial Reconciliation Program	13,000	8,802	15,500
School for Ministry	8,000	8,001	8,000
School for Ministry - Dean	30,000	35,790	54,000
Missioner for Discipleship	51,000	48,833	54,000
TOTAL DISCIPLESHIP	\$337,500	\$314,150	\$351,000
DEVELOPMENT	Budget 2022	Actual 2022	Budget 2023
Education for Ministry/TENS	1,750	3,249	0
Canon for Development	24,000	23,600	26,000
Development Programming	6,000	1,026	5,000
Clergy Conferences	5,000	5,522	5,000
Sewanee - Univ. of the South	3,000	3,000	3,000
Deputies to General Convention	12,500	12,500	10,000
Deputies to Triennial	0	0	0
Deputies to Synod	750	750	1,500
Province IV Quota	2,200	2,831	1,500
Lambeth Conference	1,000	1,000	0
Communications Support	7,500	6,287	6,500
Diocesan Convention	12,000	22,765	10,000
Journal of the Convention	2,000	0	1,800
Support for Retirees	15,000	11,537	10,500
Liability Insurance (for congregations)	15,500	16,281	18,000
Diocesan Bond	1,400	1,290	1,500
TOTAL DEVELOPMENT	\$109,600	\$111,638	\$100,300

DISBURSEMENTS, CONTINUED			
ADMINISTRATIVE	Budget 2022	Actual 2022	Budget 2023
Bishop - Salary & Allowance	150,591	150,591	156,989
Pension	27,106	27,106	28,258
Bishop - Travel	17,000	14,026	17,000
Administrator - Salary	95,472	95,472	99,291
Pension	14,321	14,321	14,894
Financial Secretary-Salary	51,463	51,463	53,522
Pension	7,720	7,720	8,028
Bishop's Secretary - Salary	53,115	53,115	55,240
Pension	7,967	7,967	8,286
Communications Missioner Salary	54,340	54,340	57,057
Pension	8,151	8,151	8,559
Social Security	21,000	20,012	21,000
Medical & Life Insurance	101,000	109,025	120,000
Staff travel - reimbursement	6,000	6,325	6,500
Diocesan office maintenance	17,000	16,333	17,000
Office expense, suppl & equip	38,000	45,547	38,000
Diocesan Office Insurance	13,500	14,597	16,000
Bishop Automobile	4,000	2,085	6,000
Diocesan Audit	21,000	26,500	23,000
Workers Compensation Insurance	2,500	2,335	2,500
Reserve - Major maintenance	4,500	8,850	4,500
TOTAL Office/Admin	\$715,746	\$735,881	\$761,624
TOTAL INCOME	1,460,434	1,497,008	1,535,100
TOTAL EXPENSE	1,460,451	1,468,480	1,537,244
Surplus/(Deficit)	-\$17	\$28,528	-\$2,144

*The Commission on Finance Balanced the 2022 Budget by transferring surplus funds to the Bishop's Continuing Education and Sabbatical Fund and the Quigley Fund.

OVERVIEW OF EXPENSES - 2023 BUDGET
DISCERNMENT:

Seminarians	\$9,500
Financial assistance, in the form of partial medical insurance premium payments, to support full-time Seminarians sent from this diocese.	
Commission on Ministry	\$6,500
Expenses for the Commission that receives, interviews and recommends those planning to seek ordination, including travel for candidates and seminarians and their spouses, and GOE registrations.	
Commission/Committees - Other	\$7,500
Expense reimbursement for committees and commissions that requested support to meet, plan and execute the programs for training, development and outreach in the Diocese. This line item also includes meeting expenses of the Commission on Finance, the Standing Committee and staff.	
Domestic and Foreign Missionary Society (DFMS)	\$178,000
Our annual assistance provided to support the mission and program work of The Episcopal Church. Pledge is based on DFMS formula and based on overall diocesan income (pledges/endowment)	
Mission Engagement (World Mission)	\$6,000
Funding to support the commission's work to plan / engage in mission efforts	
Canon to the Ordinary	\$116,820
Estimated salary and pension for our full-time Canon.	
Total Discernment	\$324,320

DISCIPLESHIP:

Beckwith Camp & Retreat Center.....	\$112,000
Diocesan support to Beckwith's operating budget to underwrite programs and staffing at Beckwith including summer camps, Cursillo, clergy conferences, scholarships, etc.	
Wilmer Hall Children's Home	\$76,000
Diocesan support to Wilmer Hall's operating budget to help underwrite programs and staffing that serve children and young adults in the Mobile, AL area including tutoring, on-campus living, and education	

programs.

Murray House	\$0
Established as an agency of the Diocese in 1995, Murray House is an assisted living facility adjacent to All Saints Episcopal Church in Mobile, Alabama. Murray House is currently receiving additional assistance, not from operational budget.	
Spiritual Direction Program	\$10,000
Funding to provide active clergy support and spiritual direction focused workshops.	
Youth Ministries and Programs	\$17,500
Supports activities of Commission on Youth Ministries, including the Jr. High / High School Ministry, Happening, Youth Leader Training, Youth Coordinator.	
Discipleship Programming	\$4,000
Expense assistance for various diocesan programming including music, evangelism, vestry, pastoral care education.	
Racial Justice & Reconciliation Commission	\$15,500
Support for Commission on Racial Justice & Reconciliation's facilitator training, speakers, and programming.	
School for Ministry, Operations	\$8,000
Expense assistance for the in-diocese education and formation of future deacons and priests. Includes annual curriculum license fees.	
School for Ministry, Dean	\$54,000
Salary & benefits for the Dean of School for Ministry.	
Missioner for Discipleship	\$54,000
Salary & pension for full-time Missioner to assist in development of discipleship/formation resources.	
Total Discipleship	\$351,000

DEVELOPMENT:

Education for Ministry / TENS	\$0
Annual fee (2023 fees paid in 2022) to Sewanee for Diocese to be an EFM-sponsoring agent and annual membership in The Episcopal Network for Stewardship, providing stewardship resources to all churches.	

Canon for Development.....	\$26,000
Expense assistance for part-time Missioner for Congregational Development salary, benefits & travel.	
Development Programming.....	\$5,000
Programming for CEV, training consultants, Convocational development, and missional engagement.	
Clergy Conferences	\$5,000
Programing, accommodations, and other related expenses for clergy conferences/study days in the Diocese.	
University of the South at Sewanee.....	\$3,000
Voluntary pledge toward the operating budget of this academic institution of which we are an owning diocese.	
Deputies to General Convention	\$10,000
Budgeted annually on an accrual basis to cover expenses of our deputies to General Convention every three years.	
Delegates to Synod	\$1,500
Partial offset of expenses of delegates to annual Synod meeting (our Synod is Prov. IV dioceses in the southeastern United States.)	
Province IV Quota	\$1,500
Pro-rata share among 21 southeastern dioceses for maintaining programs of the Province. Fee waived in 2021.	
Lambeth Conference	\$0
Budgeted annually on an accrual basis for the Bishop to attend Lambeth Conference in England held every 10 years. Currently funded for next scheduled Lambeth Conference.	
Communications Support.....	\$6,500
Expense to support website, apps, registrations, email marketing, domain name, miscellaneous programming and training for congregations.	
Diocesan Convention	\$10,000
Annual supplement to host parish and convention-related Diocesan office expenses. Convention Magazine printing expenses and technology support is now rolled into this.	
Journal of the Convention	\$1,800

The official Minutes of the Diocesan Convention with supporting data. The Journal is primarily produced / distributed electronically; a limited number of journals are printed as required.

Support for Retirees.....	\$10,500
Diocesan portion of premium costs for coverage of retired diocesan employees.	
Liability Insurance.....	\$18,000
Church portion of liability insurance that includes Directors and Officers Liability, Umbrella Liability and Non-owned and Hired Automobile Liability insurance, and diocesan property.	
Diocesan Bond.....	\$1,500
A \$500,000 Fidelity Bond as required.	
Total Development.....	\$100,300

OFFICE/ADMINISTRATIVE:

This includes salary and benefits for the Bishop and his Staff (plus required social security, Medicare, and workman’s comp expenses) plus all operational expenses for the Duvall Center.

In 2021 all staff salaries were frozen. Medical / dental insurance expenses were also reduced for all eligible employees as was staff travel expenses. In 2023 the Bishop and his staff were provided with an average 4% cost of living increase. Medical premiums increased avg. 5%. This portion of the Budget includes all office utilities, IT support, major maintenance, supplies, equipment, printing, postage, and the annual financial audit by our CPA. Diocesan Office Insurance is specifically for the Duvall Center property / liability (property insurance by 20% in 2023). It includes the Bishop’s automobile, all Bishop’s travel and in-diocese staff travel expenses. Diocesan Office Depreciation is taken as an audit adjustment after the end of the year and is not shown as an expense in the Budget.

Total Office / Administrative	\$761,624
TOTAL ALL EXPENSES FOR 2023	<u>\$1,537,244</u>

PLEDGES FOR 2023 COMPARED WITH 2022

CONGREGATIONS	2022 Dollar Estimate	2022 Actual Paid	2023 Dollar Estimate
ANDALUSIA, St. Mary's	\$12,000	\$12,000	\$12,000
APALACHICOLA, Trinity	\$16,000	\$15,996	\$20,000
ATMORE, St. Anna's	\$0	\$0	\$600
Trinity	\$2,400	\$2,400	\$2,400
BAY MINETTE, Immanuel	\$3,382	\$4,800	\$4,238
BON SECOUR, St. Peter's	\$6,846	\$6,660	\$5,740
BREWTON, St. Stephen's	\$17,090	\$18,369	\$18,000
CANTONMENT, St. Monica's	\$0	\$600	\$600
CHICKASAW, St. Michael's	\$0	\$0	\$517
CHIPLEY, St. Matthew's	\$5,400	\$6,007	\$6,600
CITRONELLE, St. Thomas'	\$0	\$220	\$220
CODEN, St. Mary's	\$5,000	\$5,569	\$5,500
CRESTVIEW, Epiphany	\$2,400	\$2,450	\$2,400
DAPHNE, St. Paul's	\$61,307	\$61,307	\$60,700
DAUPHIN ISLD., St. Francis	\$10,138	\$10,200	\$12,266
DeFUNIAK SPGS, St. Agatha's	\$4,000	\$4,622	\$4,000
DESTIN, St. Andrew's	\$4,000	\$7,700	\$7,000
DOTHAN, Nativity	\$29,000	\$52,000	\$54,000
ENTERPRISE, Epiphany	\$9,000	\$10,200	\$10,500
EUFAULA, St. James'	\$15,000	\$15,000	\$15,300
FAIRHOPE, St. James'	\$130,000	\$130,265	\$130,000
FOLEY, St. Paul's	\$22,000	\$28,500	\$25,000
FT WALTON BCH, St. Simon	\$57,980	\$57,980	\$51,855
GREENVILLE, St. Thomas'	\$21,136	\$23,102	\$18,481
GULF BREEZE, St. Francis	\$18,945	\$16,487	\$15,918
GULF SHORES, Holy Spirit	\$33,750	\$33,750	\$33,750
JACKSON, St. Peter's	\$1,400	\$1,400	\$1,400
LAGUNA BEACH, St. Thomas'	\$5,565	\$7,069	\$6,160
LILLIAN, Advent	\$10,930	\$10,930	\$9,504
MAG. SPRGS., St. Paul's	\$10,000	\$25,000	\$20,000
MARIANNA, St. Luke's	\$14,300	\$13,000	\$10,000
MILTON, St. Mary's	\$15,165	\$19,415	\$14,461

PLEDGES FOR 2023 COMPARED WITH 2022 CONTINUED

CONGREGATIONS	2022 Dollar Estimate	2022 Actual Paid	2023 Dollar Estimate
MOBILE, All Saints	\$18,000	\$19,833	\$20,000
Christ	\$41,800	\$41,800	\$41,800
Good Shepherd	\$0	\$2,720	\$2,350
Redeemer	\$11,606	\$14,000	\$14,000
St. Andrew's	\$5,000	\$4,221	\$4,160
St. John's	\$14,100	\$13,477	\$15,000
St. Luke's	\$18,000	\$20,000	\$20,000
St. Mark's	\$0	\$0	\$0
St. Paul's	\$185,000	\$185,000	\$195,000
Trinity	\$14,520	\$14,520	\$16,000
MONROEVILLE, St. John's	\$7,384	\$4,132	\$9,384
NAVARRE, St. Augustine's	\$2,148	\$3,375	\$3,375
NICEVILLE, St. Jude's	\$27,379	\$28,259	\$33,890
OZARK, St. Michael's	\$568	\$2,358	\$2,278
PANAMA CITY, Holy Nativity	\$33,000	\$33,000	\$33,000
St. Andrew's	\$18,000	\$37,515	\$14,000
St. Patrick's	\$6,684	\$3,794	\$3,500
PANAMA CITY Beach, Grace	\$10,524	\$10,530	\$10,500
PENSACOLA, Christ	\$127,100	\$127,100	\$129,000
Holy Cross	\$22,600	\$22,800	\$24,000
Holy Trinity	\$9,625	\$9,625	\$8,193
St. Christopher's	\$67,660	\$67,660	\$70,000
St. Cyprian's	\$3,000	\$3,400	\$3,400
St. John's	\$11,000	\$8,608	\$15,560
PORT ST. JOE, St. James'	\$1,500	\$1,500	\$1,500
ROBERTSDALE, St. John's	\$1,700	\$1,620	\$1,600
SANTA ROSA Bch, Christ/King	\$47,887	\$53,362	\$53,400
TROY, St. Mark's	\$17,580	\$17,580	\$18,000
WEWAHITCHKA, St. John's	\$0	\$0	\$0
TOTAL	\$1,267,499	\$1,354,786	\$1,342,000

BALANCE SHEET
DECEMBER 31, 2022

ASSETS**Current Assets**

Hancock Checking	507,215	
Petty Cash	60	
Total Current Assets		507,275

Investment Accounts

Hancock Money Market	286,512	
State Street Global Advisors	8,592,731	
Regions Bank	99,664	
Fulfilling the Vision Stock	28,995	
Tot. Investment Accounts		9,007,902

Fixed Assets

Buildings and Land		
Diocesan Office	405,766	
Mission Land	25,400	
Memorial Land	41,550	
Total Buildings and Land	472,716	
Total Fixed Assets		482,116

Receivables

Congregational Loan Fund Receivables	566,031	
Pledge Receivables	130,905	
Total Receivables		130,905

Total Assets		<u><u>\$10,694,230</u></u>
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BALANCE SHEET CONTINUED
DECEMBER 31, 2022

LIABILITIES, FUND PRINCIPAL & RESTRICTED FUNDS

Current Liabilities	125	
Clearance	39,230	
Amounts Held for Others	<u>1,641,187</u>	
Total Current Liabilities		1,680,542
Long Term Liabilities		
Loans		\$0
Fund Principals		
Board Designated Fund	2,019,630	
Real Estate Fund	431,166	
Operating Fund		
Designated Equity Fund	1,264,265	
Undesignated Equity Fund	795,571	
Total Operating Fund	2,059,837	
Total Fund Principal		4,510,633
Restricted Funds		
Temporarily Restricted	1,716,128	
Permanently Restricted	<u>2,786,927</u>	
Total Restricted Funds		4,503,055
Total Liabilities, Fund Principal, & Restricted Funds		<u><u>\$10,694,230</u></u>

AMOUNTS HELD FOR OTHERS – DECEMBER 31, 2022

Development Grants	5,968
ECF Lilly Grant Award	5,651
Bon Secour, St. Peter's Cemetery	36,543
Bon Secour, St. Peter's Mullet	448,418
Laguna Beach, St. Thomas	18,391
Lillian, Advent – General Endowment	40,989
Mobile, St. Mark's	45,217
Marianna, St. Luke's	126,052
Apalachicola, Trinity - Genevieve Marshall- Altar	2,935
Apalachicola, Trinity - Restoration & Preservation	34,270
Apalachicola, Trinity – Young Fund	531,747
Apalachicola, Trinity - Marshall	21,124
Apalachicola, Trinity - Maintenance	33,671
Apalachicola, Trinity – Endowment	54,376
Ozark, St. Michael's	9,795
St. Thomas, Citronelle	924
Niceville, St. Jude Reserve Fund	215,491
Beloved Community Mobile	9,626
Total Amount Held for Others	1,641,187

Mission Land - December 31, 2022

Loxley, St. Alban's	15,000
Pushmataha	400
Clayton, Grace	10,000
Total Real Estate	25,400

Permanently Restricted Funds - December 31, 2022

Women of the Church	118,916
Middleton Theological Fund	99,664
Bishop's Fund	320,094
Golson Fund	93,962
McDougall Fund	137,868
Edmundson Fund	225,635
Juergen & Helen Ihns Fund	111,901
Clerical Relief Fund	88,539
Peabody Fund	23,962
Henderson Fund	1,281

Permanently Restricted Funds - December 31, 2022, continued

McMaster Fund	142,064
Dunlap Fund	99,395
McCorvey Fund	318,985
E.B. Wilson Scholarship Fund	12,641
Bishop Wilmer Scholarship Fund	12,702
M.P. Wilson Memorial Fund	2,465
Middleton Fund	5,168
Gates-Austill Fund	2,415
Niceville, St. Jude's Zoe Bush Fund	7,156
Lillian, Advent Perm Endowment	31,345
Pensacola, Holy Cross Endowment	659,577
Pensacola, Holy Cross Shearer Trust	225,241
Total Permanently Restricted Funds	2,781,927

Temporarily Restricted Funds - December 31, 2022

Bishop's Discretionary Fund	72,535
Bishop Curacy Fund	14,987
Bishop's Continuing Education (incl Sabbatical Fund)	29,820
Clergy Marriage Fund	14,397
Bishop's Dollars Fund	4,362
Duvall Cursillo Fund	172,180
Cursillo Mark Wilson Scholarship	183
Happening (incl Lisa Dickson) Reserve Fund	25,687
Kairos Fund	12,985
Episcopal Refugee Ministries Fund	8,378
Joseph Horn Fund	2,108
New Church Development Fund	213,194
Vocations in Ministry Fund	527,915
Hurricane Relief Gift Fund	66,119
Campus Ministries Fund	10,307
Ashby M. Jones Scholarship Fund	21,507
Sarah M. Kreamer Fund	7,095
World Mission	931
School of Deacons Fund	11,493
Archives/Historical Project Fund	4,490
Liturgical-Altar Guild Fund	2,043
Education for Ministry Fund	3,277

Temporarily Restricted Funds - December 31, 2022, continued

Prison Ministry Fund	2,449
Julie Quigley Fund	458,789
Total Temporarily Restricted Funds	1,716,128

Designated Equity Funds - December 31, 2022

Capital Campaign	1,041,845
Diocesan Conferences	14,661
Stewardship/Vestry Training	7,043
Comm on Young Adult	9,800
National/Regional Youth Event	2,922
Technology/Resources	13,712
Spiritual Direction Support	2,000
Lambeth Conference	10,359
Gen Convention Deputies	16,949
Church Growth	10,000
Land Conference	1,099
WOC Triennial	2,005
Episcopal Community (DOK)	2,715
Biblical Study	4,634
Deputies to Synod	(1,071)
School for Ministry	114,531
Congregational Enrichment	4,171
Church Ins Safety Div	6,891
Total Designated Equity Funds	1,264,265

Undesignated Equity Fund - December 31, 2022

Duvall Center Fund	612,600
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Board Designated Funds - December 31, 2022

Diocesan Convention Reserve Fund	0
Diocesan Office - Major Maintenance	0
Mary Berner fund	189,053
Noel Turner Family Advancement Fund	343,264
Perdido Key Fund	25,958
Congregational Loan Fund (less outstanding loans)	888,434
Workers Compensation Audit	6,889
Total Board Designated Funds	1,453,598

Episcopal Diocese of the Central Gulf Coast
 Vital Statistics of Congregations and Missions
 Year in parentheses is last year of filing, if not 2022

City	Name	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sat/Sun Eucharists	Baptisms - 16 yrs and Older	Baptisms - Under 16 Years	Confirmed or Received
Andalusia	St Marys Episcopal Church	187	165	0	41	52	1	1	2
Apalachicola	Trinity Episcopal Church	120	79	0	60	64	0	0	0
Atmore	St Annas Episcopal Church (2019)	33	107	0	19	48	0	0	0
Atmore	Trinity Episcopal Church (2017)	135	27	3	16	44	0	0	0
Bay Minette	Immanuel Episcopal Church	31	31	0	17	0	0	0	2
Bon Secour	St Peters Episcopal Church	192	172	0	50	95	1	4	1
Brewton	St Stephens Episcopal Church	130	130	0	27	0	0	3	1
Cantonment	St Monicas Episcopal Church	120	35	0	38	48	0	2	0
Chickasaw	St Michaels Episcopal Church (2014)	60	45	40	35	56	0	1	3
Chipley	St Matthews Episcopal Church	47	47	0	28	19	0	0	5
Citronelle	St Thomas Episcopal Church	4	4	0	5	18	0	0	0
Coden	St Marys by the Sea Episcopal Ch.	27	27	0	24	53	0	2	0
Crestview	Episcopal Ch of the Epiphany	38	34	0	24	0	0	0	0
Daphne	St Pauls Episcopal Church	916	653	0	169	0	1	4	12
Dauphin Island	St Francis Episcopal Church	47	47	0	39	50	0	0	0
Defuniak Springs	St Agathas Episcopal Church	50	48	0	37	0	1	1	0
Destin	St Andrews by-the-Sea Epis Church	46	37	0	39	53	0	1	2
Dothan	Episcopal Church of the Nativity	535	422	0	131	114	1	4	16
Enterprise	Episcopal Church of the Epiphany	95	53	0	27	49	0	2	2
Eufaula	St James Episcopal Church	132	108	0	56	54	0	1	1
Fairhope	St James Episcopal Church	1547	1540	0	333	125	1	5	27
Foley	St Pauls Episcopal Church	239	181	0	81	49	0	1	5
Fort Walton Beach	St Simons on-the-Sound Epis Church	237	237	0	141	98	1	3	12
Greenville	St Thomas Episcopal Church	125	125	0	44	0	0	4	2
Gulf Breeze	St Francis of Assisi Epis Church	127	127	0	54	0	1	0	3
Gulf Shores	Holy Spirit Episcopal Church	392	236	0	78	97	1	1	1
Jackson	St Peters Episcopal Church	13	13	0	9	0	0	0	0
Laguna Beach	St Thomas by-the-Sea Epis Church	42	38	0	26	101	0	0	0
Lillian	Church of the Advent	71	70	0	28	0	0	0	3
Magnolia Springs	St Pauls Episcopal Church	153	148	0	78	104	0	0	0
Marianna	St Lukes Episcopal Church	153	148	0	56	148	1	1	0

Vital Statistics of Congregations and Missions
 Year in parentheses is last year of filing, if not 2022

City	Name	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sat/Sun Eucharists	Baptisms - 16 yrs and Older	Baptisms - Under 16 Years	Confirmed or Received
Milton	St Marys Episcopal Church	158	120	0	62	2	0	1	3
Mobile	All Saints Episcopal Church	433	433	0	81	0	433	0	0
Mobile	Christ Church Cathedral	633	633	0	132	54	1	7	8
Mobile	Church of the Good Shepherd	137	74	0	66	74	0	0	0
Mobile	Episcopal Ch of the Redeemer	106	106	0	59	52	0	0	0
Mobile	St Andrews Episcopal Ch (2018)	48	39	4	26	53	0	1	0
Mobile	St Johns Episcopal Church	94	42	0	29	35	1	0	0
Mobile	St Lukes Episcopal Church	364	364	0	82	0	364	2	5
Mobile	St Pauls Episcopal Church	2681	2089	0	239	156	2	33	29
Mobile	Trinity Episcopal Church	314	265	0	71	190	1	3	7
Monroeville	St Johns Episcopal Church	76	53	0	18	52	0	0	0
Navarre	St Augustine of Canterbury	45	35	0	26	52	0	0	0
Niceville	St Judes Episcopal Church	185	185	0	69	98	0	1	10
Ozark	St Michaels Episcopal Church	22	22	0	14	52	0	1	0
Panama City	Holy Nativity Episcopal Church	619	619	0	137	0	1	5	12
Panama City	St Andrews Episcopal Church	153	75	0	74	0	0	1	0
Panama City	St Patricks Episcopal Church	17	16	0	11	5	0	0	2
Panama City Beach	Grace Episcopal Church	70	48	0	0	104	0	0	0
Pensacola	Christ Episcopal Church	2308	1601	0	276	61	1	13	15
Pensacola	Holy Cross Episcopal Church	334	292	0	161	227	0	1	19
Pensacola	Holy Trinity Episcopal Church	139	84	0	41	53	0	1	5
Pensacola	St Christophers Episcopal Church	1209	0	0	180	102	1	8	19
Pensacola	St Cyprians Episcopal Church	32	25	0	20	52	0	0	0
Pensacola	St Johns Episcopal Church	218	193	0	65	52	1	3	5
Port Saint Joe	St James Episcopal Church (2021)	30	29	0	12	49	0	1	0
Robertsdale	St John the Evangelist Epas Ch	30	30	0	18	53	0	0	1
Santa Rosa Beach	Christ the King Episcopal Church	325	271	0	123	0	1	3	26
Troy	St Marks Episcopal Church	168	168	0	55	48	0	0	5
Wewahitchka	St John the Baptist Epls. Ch. (2016)	21	16	0	17	0	1	0	0
	TOTALS	17,013	13,061	47	3,974	3,215	23	128	270

Episcopal Diocese of the Central Gulf Coast
 Financial Statistics of Congregations and Missions
 Year in parentheses is last year of filing, if not 2022

City	Name	Pledge Cards	Pledged Amount	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Andalusia	St Marys Episcopal Church	19	140595	153807	153807	153807	131300	12000	0	141900
Apalachicola	Trinity Episcopal Church	41	123548	222682	287378	339360	243365	15996	19579	302047
Atmore	St Annas Episcopal Church (2018)	0	0	43687	54790	135790	37622	2470	0	95988
	Trinity Episcopal Church (2017)	7	21360	37192	44985	45184	44746	2400	651	49506
Bay Minette	Immanuel Episcopal Church	14	33820	48971	65402	77483	79017	4800	0	95721
Bay Secour	St Peters Episcopal Church	26	66460	66899	118568	134530	129308	6110	3000	138888
Brewton	St Stephens Episcopal Church	26	171210	201452	291147	305718	278713	18369	0	297207
Cantonment	St Monics Episcopal Church	18	69560	106234	117075	117075	123612	600	0	123612
Chickasaw	St Michaels Episcopal Church (2014)	20	45000	51000	51000	56000	55000	2000	17500	71500
Chipley	St Matthews Episcopal Church	15	52860	70668	70898	92766	42438	6057	0	49123
Citronelle	St Thomas Episcopal Church	3	3600	3525	3525	3525	3186	100	0	3186
Coden	St Marys by the Sea Episcopal Church	15	42700	57043	58798	61106	61425	5569	20	65225
Crestview	Episcopal Ch of the Epiphany	16	64428	73126	78339	78339	86261	2430	453	94453
Daphne	St Pauls Episcopal Church	207	495793	685174	922337	1124629	935019	61307	0	942669
Dauphin Island	St Francis Episcopal Church	19	59970	124898	126248	178075	107123	10200	3196	121619
DeFuniak Springs	St Agathas Episcopal Church	14	88080	109082	262964	318349	266050	6700	34666	344584
Destin	St Andrews by-the-Sea Eps Church	28	88080	109082	262964	318349	266050	6700	34666	344584
Dothan	Episcopal Church of the Nativity	104	473340	560291	671485	1080564	641659	52000	22938	812579
Enterprise	Episcopal Church of the Epiphany	20	90840	125235	125235	145582	115597	10200	696	124765
Eufaula	St James Episcopal Church	50	175388	186605	288736	289536	263962	15000	0	316526
Fairhope	St James Episcopal Church	221	978480	1317466	2140555	2384219	2215611	130265	76997	2375302
Foley	St Pauls Episcopal Church	51	219506	339571	341552	384951	359921	28500	5536	376560
Fort Walton Beach	St Simons on-the-Sound Eps Church	88	418912	546524	638916	672657	61532	57980	25088	705030
Greenville	St Thomas Episcopal Church	43	214494	228203	228203	264429	197627	0	1448	234540
Gulf Breeze	St Francis of Assisi Eps Church	63	189316	208577	234257	270107	249327	0	6352	255689
Gulf Shores	Holy Spirit Episcopal Church	59	199180	254131	453112	646438	445700	33756	825	616137
Jackson	St Peters Episcopal Church	0	0	17080	18290	18290	18387	1400	0	18487
Laguna Beach	St Thomas by-the-Sea Eps Church	15	46220	65735	76372	81179	87347	7433	358	94522
Lillian	Church of the Advent	35	128560	141532	230709	240065	214254	10930	1928	241608
Magnolia Springs	St Pauls Episcopal Church	69	243256	274275	304547	308690	221608	20000	0	225751
Marianna	St Lukes Episcopal Church	41	134822	146028	169228	169228	177476	14300	0	230476

Financial Statistics of Congregations and Missions
 Year in parentheses is last year of filing, if not 2022

City	Name	Pledge Cards	Pledged Amount	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Milton	St Marys Episcopal Church	65	103000	222000	222000	222000	258165	15165	0	258165
Mobile	All Saints Episcopal Church	53	207918	303504	352263	352263	431393	20733	0	431393
Mobile	Christ Church Cathedral	140	779930	866846	927360	1392078	950471	41800	0	1408899
Mobile	Church of the Good Shepherd	28	84600	125669	127048	140083	135828	3561	3591	139419
Mobile	Episcopal Ch of the Redeemer	55	133540	160578	182741	184921	176792	13926	36130	216177
Mobile	St Andrews Episcopal Church (2018)	15	45118	55800	56904	56904	61845	4546	6028	61845
Mobile	St Johns Episcopal Church	41	146000	137539	167022	167465	23228	13477	0	23671
Mobile	St Lukes Episcopal Church	92	263702	314298	389665	391124	395659	20000	0	395659
Mobile	St Pauls Episcopal Church	358	1580037	1940121	3055392	3207596	3026518	185000	12220	3064460
Mobile	Trinity Episcopal Church	78	300300	350723	395772	395772	348231	14520	0	378231
Monroeville	St Johns Episcopal Church	15	72560	177785	177785	512575	129748	4132	0	129748
Navarre	St Augustine of Canterbury	16	43590	82861	82861	82861	77536	0	0	77536
Niceville	St Judes Episcopal Church	58	267585	292056	321274	335122	245735	28259	0	258841
Ozark	St Michaels Episcopal Church	10	18720	23743	24343	24343	25120	2358	0	25120
Panama City	Holy Nativity Episcopal Church	73	368000	579061	580535	927206	621658	33000	24443	916734
Panama City	St Andrews Episcopal Church	34	102054	201523	518576	518576	400029	36748	0	473229
Panama City	St Patricks Episcopal Church	8	24472	18906	35270	35270	0	3794	0	0
Panama City Beach	Grace Episcopal Church	19	106800	140027	143276	168512	115897	10530	0	143096
Pensacola	Christ Episcopal Church	334	1385100	1468265	1828494	3666958	1693882	127100	8670	3546761
Pensacola	Holy Cross Episcopal Church	124	370768	435236	495559	509967	469077	22800	0	626969
Pensacola	Holy Trinity Episcopal Church	24	70300	107885	111417	114837	104516	11413	3450	148718
Pensacola	St Christophers Episcopal Church	180	676000	730031	833665	951599	759639	67660	30793	836339
Pensacola	St Cyprians Episcopal Church	9	30840	49397	80531	80531	3400	3400	1509	15077
Pensacola	St Johns Episcopal Church	100	167411	207842	207842	276685	239710	11000	0	243510
Port Saint Joe	St James Episcopal Church (2021)	15	43580	60271	74970	75580	59566	5000	2680	61850
Robertsdale	St John the Evangelist Epls Ch	14	30192	32692	32692	32692	36463	1720	0	36463
Santa Rosa Beach	Christ the King Episcopal Church	100	526388	642959	642959	816172	675474	53362	0	991216
Troy	St Marks Episcopal Church	38	175894	157044	202105	220593	179634	179830	10092	210811
Wewahitchka	St John the Baptist Epls Church (2016)	7	28860	98812	98812	101812	10999	10999	0	14812
	TOTALS	3450	13144557	16545036	21043705	26214679	20173028	1327097	366377	24775375

POLICY STATEMENTS OF THE STANDING COMMITTEE**VISION OF THE EPISCOPAL DIOCESE OF THE CENTRAL GULF COAST**

Adopted, Standing Committee, January 25, 2010

Adopted, 39th Diocesan Convention, Christ Church, Pensacola, Florida, February 26, 2010

Vision Statement

Our vision is to share Christ crucified and God's reconciling love through effective ministry, leadership, stewardship and communication.

Mission Statement

We seek to accomplish our vision by the following:

- I. Provide and sustain ministries that enable committees, commissions, agencies, boards, clergy and congregations (CCABCC) to share the Good News of God in Christ;
- II. Develop clerical, lay and staff leadership within the diocese through effective organizational structures, human resource practices, continuing education and deployment;
- III. Proclaim our theology of stewardship to include financial, environmental, charitable and personal (mind, body, spirit) principles of Christian living; and
- IV. Convey our Vision and Mission and our progress toward their accomplishment through effective communication.

Commitment Statement

As we strive to attain this Vision via our stated Mission, we recognize our fundamental dependence upon God's grace, mercy and love and thus commit ourselves to begin all our endeavors with quiet, listening prayer to discern God's will.

STEWARDSHIP STATEMENT

Adopted, Standing Committee, April 20, 1989

Reaffirmed with Amendment, Standing Committee, January 24, 2004

Stewardship is at the heart of the main work of the Church. As the Standing Committee of the Diocese of the Central Gulf Coast, we acknowledge the importance of stewardship in the life of all Christians and call ourselves and others to responsible use of the abundant gifts God has given us.

1. We affirm the minimum standard of the tithe in personal giving and pledge ourselves individually to the tithe or to work toward the tithe in our personal giving.

2. We assert the importance of choosing leaders in the Church who are committed in Christian stewardship to tithing. We encourage that all candidates for the Standing Committee, in particular, affirm the minimum standard of the tithe in personal giving and pledge themselves individually to tithe or work toward the tithe in their personal giving.
3. We believe outside giving is also important for the Diocese. As the Standing Committee, we pledge to continue, as faithfully as possible, the Diocese's policy of giving at least 25% beyond the Diocese, including support of the national Church; and to increase funding of agencies which are our ministry beyond ourselves.
4. This statement will be reviewed annually at the first regular meeting of the new Standing Committee.

Stewardship is giving freely of what we have received. Stewardship causes us to reflect on what has been given to us. In the end, stewardship is fun! It is our way of participating in the work of Christ in the world.

**STATEMENT OF PRINCIPLE REGARDING
STEWARDSHIP TO THE DIOCESE OF THE CENTRAL GULF COAST
AND MATTERS OF CONSCIENCE**

Adopted, Standing Committee, October 19, 1995

Reaffirmed, Standing Committee, April 20, 2001

Recognizing and Reaffirming that:

1. It is our privilege and responsibility as members of the Diocese of the Central Gulf Coast to support our diocese; and
2. The Diocese of the Central Gulf Coast is dependent on our stewardship for the extension and building up of the Kingdom of God in our diocese; and
3. It is the privilege and responsibility of our Diocese to support the Domestic and Foreign Missionary Society (The Episcopal Church) for the extension and building up of the Kingdom of God beyond our Diocese; and
4. In concurrence with our Diocesan Stewardship Statement commending the tithe as the individual minimum standard of giving and 25% as the minimum standard of giving beyond the Diocese, we should continue our support beyond our Parishes and Missions, and beyond the boundaries of the Diocese of the Central Gulf Coast, as faithfully as possible; When a congregation in whole or in part cannot faithfully meet these standards for reason of conscience, it shall be embraced and loved as a full member of this diocese.

**POLICIES FOR THE
PROTECTION OF CHILDREN AND YOUTH FROM ABUSE**

Developed in partnership with the Church Pension Group and the Nathan Network

Adapted for use in the Diocese of the Central Gulf Coast

Adopted by the Standing Committee at St. Thomas, Greenville, June 27, 2008

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Copies of sample forms and other important Appendices are available on-line from the CHURCH PENSION GROUP web site. Go to www.cpg.org and search “model policies”.

Code of Conduct for Protection of Children and Youth

Relationships among people are at the foundation of Christian ministry and as such are central to the life of the church. Defining healthy and safe relationships through policies and codes of conduct is not meant, in any way, to undermine the strength and importance of personal interaction in our ministries. Rather, it is to assist in more clearly defining behaviors and practices that allow the church to more fully demonstrate its love and compassion for children and youth in sincere and genuine relationships.

Relationships in ministry should, ideally, always be experienced as caring and without intention to do harm or allow harm to occur. This Code of Conduct has been adopted by the Episcopal Diocese of the Central Gulf Coast to help the church create safe environments for children and youth and for those who minister to them. All Church Personnel are asked to carefully consider each statement in the Code and within the Policies for the Protection of Children and Youth from Abuse before agreeing to adhere to the statements and continue in service to the church.

Code of Conduct for Protection of Children and Youth

- Church Personnel agree to do their best to prevent abuse and neglect among children and youth involved in church activities and services.
- Church Personnel agree to not physically, sexually or emotionally abuse or neglect a child or youth.

- Church Personnel agree to comply with the policies for general conduct with children and youth as defined in these Policies for the Protection of Children and Youth from Abuse.
- All Church Personnel agree to comply with the Guidelines for Appropriate Affection with children and youth.
- In the event that Church Personnel observe any inappropriate behaviors or possible policy violations with children or youth, church personnel agree to immediately report their observations.
- All Church Personnel acknowledge their obligation and responsibility to protect children and youth and agree to report known or suspected abuse of children or youth to appropriate church leaders and state authorities in accordance with these policies.
- Church Personnel understand that the church will not tolerate abuse of children and youth and agree to comply in spirit and in action with this position.

General Definitions

A. Church Personnel: For the purposes of this policy, the following are included in the definition of Church Personnel when they are functioning in their respective roles for the church:

1. All clergy, whether stipendiary, non-stipendiary, or otherwise, who are engaged in ministry or service to the church.
2. All paid personnel, whether employed in areas of ministry or other kinds of services by the diocese, its congregations, schools or other agencies.
3. Those who contract their services to the diocese, its congregations, schools or other agencies.
4. Volunteers, including any person who enters into or offers him or herself for a church related service, or who actually assists with or performs a service, whether or not they have been selected or assigned to do so. Volunteers include members of advisory boards, vestries, Bishop's Committees, and boards of directors.

B. Children and youth: A child is defined as anyone under the age of 12 years. A youth is defined as anyone who is at least 12 years old, but not yet 18 years old. A youth may also be an individual who is 18 years old or older, but still in high school.

C. Regularly or Occasionally Work With or Around Children or Youth: For the purpose of this policy, the following are included in the definition of Church Personnel who **Regularly Work With or Around Children or Youth:**

1. All clergy, whether stipendiary, non-stipendiary, or otherwise, who are engaged in ministry or service to the church
2. All paid or volunteer Church Personnel whose work regularly takes them throughout the facility or grounds or who has keys giving them access to the buildings on the grounds
3. All persons who supervise or assist with supervising children or youth (other than church school teachers) in ministries, programs or activities more often than occasionally

4. All persons who provide transportation to children or youth without other adults in the vehicle more often than occasionally
5. Any paid personnel whose living quarters are on the grounds of the church, school or other related agency
6. All vestry members or other members of similar decision-making groups who have the authority to approve the creation of ministries, programs or activities for children or youth

Examples of Church Personnel who **Regularly Work With or Around Children or Youth** include, but are not limited to:

- Children's or youth choir directors
- Organists who work with children or youth
- Lay youth ministers
- Volunteer youth directors
- All Church Personnel who work or assist in the nursery more than four times a year
- All Church Personnel who work in the nursery if they are the only person over 21 present at any time
- All staff, whether volunteer or paid, at church camps
- Adults who participate in overnight activities with children or youth more than twice a year

For the purpose of this policy, the following are included in the definition of Church Personnel who **occasionally Work With or Around Children or Youth**:

1. Church school teachers
2. All persons who supervise or assist with supervising children or youth in ministries, programs or activities infrequently, generally no more than three times a year or for one program or activity during a year that lasts less than a month (i.e. assisting with preparation for the Christmas pageant, or teaching one "unit" of Church School for a month)
3. All persons who provide transportation to children or youth without other adults in the vehicle infrequently, generally no more than three times a year
4. All persons who work or assist in the nursery four or fewer times a year, whether on an emergency basis or otherwise
5. Adults who participate in overnight activities with children or youth once or twice a year

D. Types of abuse

1. **Physical abuse** is non-accidental injury, which is intentionally inflicted upon a child or youth.
2. **Sexual abuse perpetrated by an adult** is any contact or activity of a sexual nature that occurs between a child or youth and an adult. This includes any activity, which is meant to arouse or gratify the sexual desires of the adult, child or youth.
3. **Sexual abuse perpetrated by another child or youth** is any contact or activity of a sexual nature that occurs between a child or youth and another child or youth when there is no consent, when consent is not possible, or when one child or youth

has power over the other child or youth. This includes any activity which is meant to arouse or gratify the sexual desires of any of the children or youth.

4. **Emotional abuse** is mental or emotional injury to a child or youth that results in an observable and material impairment in the child or youth's growth, development or psychological functioning.
5. **Neglect** is the failure to provide for a child or youth's basic needs or the failure to protect a child or youth from harm.
6. **Economic exploitation** is the deliberate misplacement, exploitation, or wrongful temporary or permanent use of a child or youth's belongings or money.

Safeguards for Children and Youth

A. Screening and Selection

1. Any and all Church Personnel who Regularly Work With or Around Children or Youth shall be screened and selected utilizing at least the following:
 - a. **A standard application** completed by the applicant that includes an authorization for the release of information to conduct background checks and the Code of Conduct
 - b. **Criminal records check** in any state where the applicant has resided during the past seven (7) years, and other states, if any, as determined by the church
 - c. **Sexual offender registry check** in any state where the applicant has resided during the past seven (7) years
 - d. **Individual interview** with the applicant
 - e. **Reference checks** of persons outside the congregation who know the applicant, preferably who know how the applicant works with children
 - f. **Driving or Motor Vehicle records check** if the person may be transporting children or youth
2. Any and all Church Personnel who Occasionally Work With or Around Children or Youth shall be screened and selected utilizing at least the following:
 - a. **A standard application** completed by the applicant that includes an acknowledgment for the release of information to conduct background checks and the Code of Conduct
 - b. **Individual interview** with the applicant
 - c. **At least one Reference Check** of a person or persons outside the congregation who know the applicant, preferably who know how the applicant interacts with children
 - d. **Driving or Motor Vehicle records check** if the person will be transporting children or youth
3. All information gathered about an applicant will be carefully reviewed and evaluated to make a determination, in consultation with others as necessary, of whether or not the person is appropriate to work with children or youth.
4. Church Personnel who work with or around children or youth must have a personnel file that is kept where other church records are kept.

5. Criminal records checks and sexual offender registry checks will be conducted every five (5) years for Church Personnel who Regularly Work With or Around Children or Youth.
6. To the extent possible, no person will be permitted to supervise an immediate family member when working with or around children or youth. For the purpose of this policy, immediate family member is defined as spouse, partner, child, parent, sister, brother, similar in-law relationship, stepchild, stepparent, step-sibling, grandparent, or co-habitant.
7. Church Personnel who transfer within the Diocese of The Central Gulf Coast and apply for or are asked to or who do undertake a position working with or around children or youth are required to undergo the same screening and selection process in Section A above. This requirement may be met through a transfer of a copy of their personnel file to the new congregation, school, agency, or program together with completion of a new application, individual interview and reference checks with the congregations, schools, agencies or other programs for which the applicant has worked with or around children or youth since the screening was last done as shown in the applicant's personnel file.

B. Education and Training Requirements

1. Three hours of child abuse prevention education and training is required for all Church Personnel Who Regularly Work With or Around Children or Youth before they start their work with children or youth or, if that is not possible, one hour of child abuse awareness training before they start their work and the rest of the training within three months of starting.
2. One hour of child abuse awareness education and training is required for all Church Personnel Who Occasionally Work With or Around Children or Youth before they start their work with children or youth.
3. Church Personnel who are responsible for screening, selection and supervision of others in programs for children and youth are required to complete an additional three (3) hours of specialized education and training in screening, selection and monitoring every two years.

C. Monitoring and Supervision of Programs

The monitoring and supervision of programs and activities involving children or youth is important for safeguarding children and youth and involves several aspects. One aspect involves having structural guidelines or standards for the programs and activities for children and youth. These include such things as who approves new programs, how many adults need to be present and the like. In addition to setting structural guidelines and standards, church leaders must make sure the structural safeguards are followed. Programs and activities have to be monitored and supervised to do that.

Another aspect of monitoring and supervision is that supervisory personnel and others monitor and supervise the behavior of adults, youth and other children with children and youth, so that inappropriate behaviors and interactions can be detected and stopped. Some behaviors and interactions are potentially harmful to children or youth in and of themselves. Examples include providing alcohol or drugs to children or youth

or actually having sexual contact with a child or youth. Other behaviors and interactions are not necessarily harmful in and of themselves but are the same behaviors and interactions known to be used by those who abuse children or youth to “groom” them or their parents for eventual abuse or which provide the privacy child molesters need in order to abuse children or youth. Examples of those behaviors and interactions include holding children over the age of three on the lap, transporting a child or youth alone, and the like. The structural guidelines and standards are covered in both this Monitoring and Supervision section and in the following section, General Conduct for the Protection of Children and Youth. The behaviors and interactions of persons with children and youth that need to be monitored and supervised are covered in the section on General Conduct for the Protection of Children and Youth and in the Guidelines for Appropriate Affection.

1. Every program for children and youth must have established ratios for adults and children in compliance with the established ratio, including activities that occur off church premises.
2. Church Personnel are prohibited from being alone with a child or youth or multiple children or youth where other adults cannot easily observe them.
3. Church Personnel over the age of 21 must directly supervise Church Personnel under the age of 18 and be physically present during all activities.
4. An up to date list of approved congregation-sponsored programs for children and youth will be maintained in the church office or other place where church records are kept.
5. Church Personnel are not permitted to develop new activities for children and youth without approval from the rector or canonical equivalent. Requests to develop new activities should be submitted in writing to the rector. The rector will consider whether the plan for a new activity includes adequate adult supervision.
6. Each program will develop age-appropriate procedures to ensure the safety of children and youth using restrooms and showers or baths.
7. When supervising or assisting private activities such as dressing, showering or diapering infants or children, Church Personnel will remain in an area observable by other adults or work in pairs.
8. At least two unrelated Church Personnel must supervise activities. When both boys and girls are participating, male and female adults must be present.

D. General Conduct for the Protection of Children and Youth

The following guidelines are intended to assist Church Personnel in monitoring and supervising behaviors and interactions with children and youth to identify and stop those that may be inherently harmful to children or youth, that are the type used by child molesters to groom children, youth and their parents, or that may create the conditions where abuse can occur more easily. These guidelines should also be used to make decisions about interactions with children and youth in church sponsored and affiliated programs. They are not designed or intended to address interactions within families. When exceptions to these guidelines must be made, they should be reported to the supervisor of the Church Personnel making the exception as soon as possible.

1. All Church Personnel who work with children or youth must agree to comply with the Diocese of the Central Gulf Coast's Guidelines for Appropriate Affection (Appendix A).
2. No person will be allowed to volunteer to Regularly Work With Children or Youth until the person has been known to the clergy and congregation **for at least six months.**
3. Programs for infants and children under six (6) years old will have procedures to ensure that children are released only to their parents or legal guardians or those designated by them.
4. Church Personnel are prohibited from the use, possession, distribution, or being under the influence of alcohol, illegal drugs, or the misuse of legal drugs while participating in or assisting with programs or activities specifically for children or youth.
5. Parents or guardians must complete written permission forms before Church Personnel transport children and youth for a church sponsored activity or for any purpose on more than an occasional basis.
6. Church Personnel will respond to children and youth with respect, consideration and equal treatment, regardless of sex, race, religion, sexual orientation, culture or socio-economic status. Church Personnel will portray a positive role model for children and youth by maintaining an attitude of respect, patience, and maturity. They will avoid even the appearance of favoritism.
7. One-to-one counseling with children or youth will be done in an open or public or other place where private conversations are possible but occur in full view of others.
8. Church Personnel are prohibited from dating or becoming romantically involved with a child or youth.
9. Church Personnel are prohibited from having sexual contact with a child or youth.
10. Church Personnel are prohibited from possessing any sexually oriented materials (magazines, cards, videos, DVDs, films, clothing etc.) on church property or in the presence of children or youth except as expressly permitted as part of a pre-authorized educational program.
11. Church Personnel are prohibited from using the Internet to view or download any sexually oriented materials on church property or in the presence of children or youth.
12. Church Personnel are prohibited from discussing their own sexual activities, including dreams and fantasies, or discussing their use of sexually oriented or explicit materials such as pornography, videos or materials on or from the Internet, with children or youth.
13. Church Personnel are prohibited from sleeping in the same beds, sleeping bags, tents, hotel rooms or other rooms with children or youth unless the adult is an immediate family member of all children or youth in the bed, sleeping bag, tent, hotel room or other room. It is acceptable to have multiple adults sleep with all the children or youth participating in one open space such as a church basement or camp lodge.

14. Church Personnel are prohibited from dressing, undressing, bathing, or showering in the presence of children or youth.
15. Church Personnel are prohibited from using physical punishment in any way for behavior management of children and youth. No form of physical discipline is acceptable. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force. Physical force may only be used to stop a behavior that may cause immediate harm to the individual or to a child, youth or others.
16. Church Personnel are prohibited from using harsh language, degrading punishment, or mechanical restraint such as rope or tape for behavior management.
17. Church Personnel are prohibited from participating in or allowing others to conduct any hazing activities relating to children's or youth ministry or camp activities.

Responding to Problems

A. Reporting Inappropriate Behaviors or Policy Violations with children or youth

1. When Church Personnel observe any inappropriate behaviors, behaviors that are inconsistent with the Guidelines for Appropriate Affection, or which may violate any provision of these Policies for the Protection of Children and Youth from Abuse, they must immediately report their observations. Examples of inappropriate behaviors or policy violations would be seeking private time with children or youth, taking children or youth on over-night trips without other adults, swearing or making suggestive comments to children or youth, or selecting or using staff or volunteers without the required screening.
2. Such inappropriate behaviors or possible policy violations that relate to interactions with children or youth should be reported in one of the following ways:
 - a. A telephone call or meeting with the immediate supervisor of the person,
 - b. A telephone call or meeting with the rector, if the person is not the rector;
 - c. A telephone call or meeting with a church warden if the person is the rector;
 - d. A telephone call, meeting or fax to the bishop;
 - e. Submit a Notice of Concern signed or unsigned, to the bishop.
3. All reports of inappropriate behavior or policy violations with children or youth will be taken seriously.

B. Reporting Suspected Abuse of Children or Youth

1. All Church Personnel are required by this policy to report known or suspected abuse of children or youth to the appropriate state authorities.
2. Failure to report suspected abuse of children or youth may be a crime. Reports may be made confidentially or anonymously. Every state provides immunity from civil liability for persons required to report suspected abuse in good faith and without malice. Simply stated, "in good faith" means that the person submitting the report believes what he or she is reporting to be true.

3. In addition to reporting to the state authorities, Church Personnel are required to report any suspected or known abuse of children or youth that may have been perpetrated by Church Personnel directly to the rector of the parish or institution so that immediate and proper steps may be taken to ensure the safety of alleged victims.
4. Reports of suspected or known abuse that involve Church Personnel may be reported to the Diocese of The Central Gulf Coast in the following ways:
 - a. A telephone call, meeting or fax to the bishop;
 - b. A telephone call or meeting with the rector, if the rector is not the person being complained about;
 - c. Submit a Notice of Concern signed or unsigned, to the bishop.
5. The Diocese of The Central Gulf Coast and the parish or institution will cooperate with any investigation by state authorities to the fullest extent appropriate, and inform authorities that a concurrent internal investigation will be directed by the Diocese of The Central Gulf Coast.

Appendix

A. Guidelines for Appropriate Affection

The Diocese of The Central Gulf Coast and the parish or institution are committed to creating and promoting a positive, nurturing environment for our children's and youth ministries that protect our children and youth from abuse and our Church Personnel from misunderstandings. When creating safe boundaries for children and youth, it is important to establish what types of affection are appropriate and inappropriate; otherwise that decision is left to each individual. Stating which behaviors are appropriate and inappropriate allows Church Personnel to comfortably show positive affection in ministry, and yet identify individuals who are not maintaining safe boundaries with children or youth. These Guidelines are based, in large part, on avoiding behaviors known to be used by child molesters to groom children or youth and their parents for future abuse. The following guidelines are to be carefully followed by all Church Personnel working around or with children or youth.

1. Love and affection are part of church life and ministry. There are many ways to demonstrate affection while maintaining positive and safe boundaries with children and youth. Some positive and appropriate forms of affection are listed below:
 - Brief hugs
 - Pats on the shoulder or back
 - Handshakes
 - "High-fives" and hand slapping
 - Verbal praise
 - Touching hands, faces, shoulders and arms of children or youth
 - Arms around shoulders
 - Holding hands while walking with small children
 - Sitting beside small children
 - Kneeling or bending down for hugs with small children

- Holding hands during prayer
 - Pats on the head when culturally appropriate. (For example, this gesture should typically be avoided in some Asian communities)
2. The following forms of affection are considered inappropriate with children and youth in ministry setting because many of them are the behaviors that child molesters use to groom children or youth and their parents for later molestation or can be, in and of themselves, sexual abuse:
- Inappropriate or lengthy embraces
 - Kisses on the mouth
 - Holding children over three years old on the lap
 - Touching bottoms, chests or genital areas other than for appropriate diapering or toileting of infants and toddlers
 - Showing affection in isolated areas such as bedrooms, closets, staff only areas or other private rooms
 - Occupying a bed with a child or youth
 - Touching knees or legs of children or youth
 - Wrestling with children or youth
 - Tickling children or youth
 - Piggyback rides
 - Any type of massage given by a child or youth to an adult
 - Any type of massage given by an adult to a child or youth
 - Any form of unwanted affection
 - Comments or compliments (spoken, written, or electronic) that relate to physique or body development. Examples would be, "You sure are developing," or "You look really hot in those jeans"
 - Snapping bras or giving wedgies or similar touch of underwear whether or not it is covered by other clothing
 - Giving gifts or money to individual children or youth
 - Private meals with individual children or youth

GUNS AT WORK POLICY

Adopted, Standing Committee, June 22, 2001

RESOLVED, the following shall be considered a guns at work policy of the Standing Committee: "No firearm of any type shall be permitted on or in any church building, chapel, educational building, or parish house, of any parish, mission, or mission station and on the grounds or in the buildings of any diocesan institution (Beckwith Camp & Conference Center, Murray House, Wilmer Hall) in the Diocese of the Central Gulf Coast."

POLICY ON SERVING ALCOHOLIC BEVERAGES

Adopted, Standing Committee, October 12, 2015

In accordance and alignment with Resolution A158 adopted by the 78th General Convention of the Episcopal Church, the Diocesan Policy on Alcohol Use was recently

updated and approved by the Standing Committee of the Diocese of the Central Gulf Coast. The Church's new policy reads as follows:

RESOLVED, the House of Bishops concurring, that the 78th General Convention acknowledge The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

RESOLVED, that the 78th Convention adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse. These policies should consider the following:

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. Some dioceses and congregations may decide not to serve alcohol at events or gatherings. Others may decide to permit a limited use of alcoholic beverages at church-sponsored events. Both can be appropriate if approached mindfully.
4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.
5. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.
7. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.
8. The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. "wine and cheese reception," "cocktail party," and "beer and wine tasting."

9. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.
10. Food must be served when alcohol is present.
11. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.
12. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.
13. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.
14. We encourage clergy to acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine.

And be it further

RESOLVED, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy church-wide, in consultation and coordination with Recovery Ministries of The Episcopal Church.

**STANDING COMMITTEE RESOLUTION and FORM
for PARISHES and MISSIONS TO USE WHEN MORTGAGING PROPERTY**

WHEREAS, from time to time it is necessary for congregations to borrow funds for construction or other purposes, and mortgage properties as security for such loans.

WHEREAS, standards are necessary for an orderly procedure in applying for approval of such loans and mortgages, therefore be it

RESOLVED, that the total amount of indebtedness of a Parish or Mission shall not under ordinary circumstances, exceed one-and-a-half times the average of the current and past two years' annual operating budget of the Parish or Mission, and be it

FURTHER RESOLVED, that the monthly payments on indebtedness of such Parish or Mission, including interest and housing allowance if applicable, shall not exceed twenty-five (25%) of such Parish or Mission's monthly operating budget, and be it

FURTHER RESOLVED, that if any Parish or Mission is of the opinion that such limitations imposed hereon are unacceptable, it may make application to the Bishop and the Standing Committee for an exception to these provisions, provided there is supporting evidence of the ability to pay such requested indebtedness, and be it

FURTHER RESOLVED, that all requirements and necessary data outlined in this resolution be submitted to the Commission on Finance, Diocesan Office, Post Office Box 13330, Pensacola, Florida 32591-3330, not less than one month prior to a scheduled meeting of the Standing Committee, and be it

FURTHER RESOLVED, that this resolution and the Form for Use of a Parish or Mission When Mortgaging Property or Borrowing from the Congregational Loan Fund shall be published annually in the Diocesan Journal.

THE FOLLOWING RESOLUTION WAS ADOPTED BY THE 38TH ANNUAL CONVENTION OF THE DIOCESE:

RESOLVED, that a current audit report required by Canon 10, Section 2, of the Diocesan Canons be prepared and submitted by any congregation or agency that seeks Diocesan approval for any loan transaction, including any renewal or refinancing, or that requests a loan from the Congregational Loan Fund.

GUIDELINES FOR CONGREGATIONAL LOAN FUND

Adopted March 17, 1983

Amended January 25, 2010

RESOLVED, that the Standing Committee approved the following guidelines for a CONGREGATIONAL LOAN FUND (CLF):

1. The total amount of indebtedness of a congregation shall not under ordinary circumstances, exceed one-and-a-half times the average of the current, and past two (2) years annual operating income of the congregation.
2. The monthly payments on indebtedness of such congregation, including interest, and housing allowance if applicable, shall not exceed 25% of each congregation's monthly operating income.
3. Any congregation is eligible to borrow up to \$20,000 from the CLF, regardless of the operating income formula.
4. Mission congregations are eligible to borrow up to one and one-half times average of the current, and past two (2) years' annual operating income from the CLF.
5. Parish congregations are eligible to borrow up to 75% of the average of the current, and past two (2) years annual operating income from the CLF.
6. Rates and terms for loans to mission congregations and Diocesan institutions from the CLF are 4% per annum and for loans to parishes, 5% per annum, with the amortization terms to be up to fifteen years, with a five year balloon note if more than five years is required to pay off the loan. Payments to the CLF will be monthly unless arranged otherwise.
7. Any extraordinary loan request or grant request should be submitted to the Bishop for consideration.

**FORM FOR USE OF PARISH OR MISSION WHEN MORTGAGING
PROPERTY OR BORROWING FROM THE CONGREGATIONAL LOAN FUND**

(Application to the Commission on Finance/Standing Committee for Mortgaging Property or Borrowing from the Congregational Loan Fund)

1. Name and location of church proposing mortgage:
2. Terms of note relating to mortgage for which consent is sought:
 - a. Amount proposed to be borrowed: \$ _____
 - b. Interest rate: _____%
 - c. Period of years: _____
 - d. Manner of payment of loan: _____
3. Name and address of lender and mortgagee:
4. If purchase money mortgage, supply the following:
 - a. Purchase price of property: \$ _____
 - b. Amount of down payment: \$ _____
 - c. Proposed use of property: _____
5. If not a purchase money mortgage, what is nature of project, etc.?
6. Estimated cost of project: \$ _____
7. Who made the cost estimates? (Attach copies of bids, etc.)
8. Has the Architectural Consultant approved the plans and specifications? Is a copy of the approval attached hereto?
9. Financial resources already assured:
 - a. Local cash \$ _____
 - b. Local pledges \$ _____
 - c. Loans from other sources \$ _____
10. When would work begin?
11. When will loan be needed? What length loan?
12. Describe present facilities and indebtedness of same.
13. Overall program: (Do plans call for other construction in the future? If so, is this project designed for eventual conversion to other use?)
14. Any other information which may be of interest to the Commission on Finance and the Standing Committee in considering this application should be set forth, i.e., does the application comply with these guidelines?
15. Attach copy of the legal description of property to be mortgaged.
 - a. Who holds title to the property?
 - b. Has there been compliance with Canon 12 of the Diocese?
 - c. If not, is action being taken to comply?
16. Number of communicants: _____
 Number of financially contributing families: _____
17. Current Annual Operating Budget: \$ _____
18. Current Annual Debt Service: \$ _____
19. What is the average of the current and past two calendar years' operating budget?
20. What is the amount of current monthly payments on indebtedness, including interest?
21. Present fair market value of all buildings and improvements?
22. Percentage of income pledged to the Diocese and amount paid thereon for the past two years: _____%
23. Do you agree to furnish quarterly reports in writing to the Standing Committee until the project is completed? _____ Yes _____ No

If answer is yes, please cover in narrative form the total contract price, contract completion date, amount paid on contract to date, percentage of time used to date and indicate if the project appears to be within the budget.

Approved by Chancellor:

Approved by Commission on Finance:

Approved by Standing Committee by 2/3 vote:

- a. By Mail:
- b. At a regular meeting:
- c. Mail Poll confirmed:

Approved by Bishop:

**VESTRY RESOLUTION TO ACCOMPANY FORM FOR PARISHES
AND MISSIONS TO USE WHEN MORTGAGING PROPERTY
OR BORROWING FROM THE CONGREGATIONAL LOAN FUND**

BE IT RESOLVED by the Vestry of (name of Parish or Mission) that a sum not exceeding \$ _____ be borrowed for not exceeding _____ years at a rate of interest not in excess of _____ % per annum for the purpose of _____ and that a mortgage be given on the _____ as security for said debt, and

BE IT FURTHER RESOLVED that the Senior Warden and Rector (or Vicar) are authorized to make application to the Bishop and the Standing Committee of the Diocese of the Central Gulf Coast for the approval of said mortgage loan and to do any and all things and execute any and all papers incidental to obtaining permission to obtain and secure said loan.

I, _____, Clerk of the Vestry of _____, hereby certify that the foregoing resolution was passed by a majority vote of the Vestry at a meeting duly held on _____ at _____ on the _____ day of _____, 20____.

Clerk of the Vestry

I, _____, Rector (or Vicar) of _____, hereby consent to the action of the Vestry in authorizing the foregoing mortgage loan dated at _____, Alabama/Florida, on this the _____ day of _____, 20 ____.

Rector (or Vicar)

ADMINISTRATIVE PROCEDURES TO BE FOLLOWED BY VESTRY

1. Engineering, construction and other necessary contracts should be with the Diocesan corporation, as owner. In similar fashion, bonds, insurance and other underwriting should run in favor of the Diocesan corporation.

2. All such contracts, bonds, insurance and the like should be negotiated and/or procured by the Vestry undertaking such construction. Contracts should be forwarded to the Diocesan office with a statement by the vestry that such instruments have the approval of the vestry and with a request that they be executed by the Diocesan corporation.
3. Mortgages and notes to finance any such construction must be executed by the Diocesan corporation, whether it be temporary financing for construction or permanent financing.
4. Where there is temporary construction financing, it would be desirable for the Vestry to designate some local bank or other institution as a trustee to disburse funds upon requisition by a designated person. The vestry will request that the Diocese approve a named person as agent to approve requisitions for payment.
5. The Diocese should obtain from the responsible vestry a letter or statement incorporated in the request for the execution of the construction contracts, agreeing that the parish will repay the debt with all costs and expenses thereto.

**POLICY STATEMENT OF THE STANDING COMMITTEE
DIOCESE OF THE CENTRAL GULF COAST**

Adopted June 6, 1974

Revisions ratified by Standing Committee December 11, 2018

Diocesan Minimum Compensation for Full-Time Clergy

The Standing Committee has approved a change in the initial minimum compensation schedule for full-time active clergy, effective January 1, 2019.

The new minimum standard is a 3.0% increase from previously approved diocesan minimums in 2016. The Diocese takes into consideration both the annual Social Security Administration (SSA) cost of living adjustment (COLA) and the Church Pension Group (CPG) annual recommendations when determining changes to minimum compensation. For reference, SSA & CPG cost of living adjustments announced were 2.8% in 2018 and 2.0% in 2017; the last approved clergy minimum compensation increase was 1% in 2016.

Years of Service in the Episcopal Ministry	Minimum Annual Salary for Full-Time Clergy
0 - 1	\$55,911
2	\$56,916
3	\$57,956
4	\$60,051
5+	\$61,600

Remember that these are **minimum salary standards and not maximums**; salary levels may and can be more than the minimums referenced. Churches are highly encouraged to provide increases for merit and / or local circumstances. Salaries lower than these minimums will be permitted only with agreement between the Bishop and the clergy

involved. Those working less than full-time are expected to be compensated in proportion to the scale but may negotiate compensation and benefits with approval of the Bishop. These minimums include that portion of salary also noted as housing allowance but exclude other items such as pension, health insurance, or travel.

In addition, the standard for supply clergy approved is \$175 for one service and \$225 for two services on the same Sunday, plus the IRS standard mileage rate for the business use of a vehicle (2022 rate is .585 per mile).

Below is an overview of compensation / benefit information for full-time, active clergy (without church provided housing / rectory):

Salary Compensation	The clergy minimum compensation standard includes the cash compensation that fits individual circumstances for full time / active clergy. It includes cash salary and the cash portion of that salary designate as housing allowance. Housing allowance is the amount of cash compensation determined by cleric and declared by vestry annually (in accordance with IRS Code).
Pension <i>(required)</i>	Church employers are required by Canon law to pay pension assessment on behalf of clergy, based on total assessable compensation (TAC). The current rate is 18% of a cleric's TAC. Please visit CPG.org for a complete listing of all assessable compensation.
Health Insurance <i>(required)</i>	The plan selection / coverage level is determined jointly by clergy / vestry. Coverage is provided by the Church Medical Trust. There are Diocesan minimum coverage levels and "parity" is required (clergy / lay employees have same coverage opportunities). Please read "CGC Denominational Health Plan Policy" for the specifics.
Group Life <i>(required)</i>	Group term life coverage is required and paid by employer (\$40,000 coverage level). Clergy may waive this coverage if they so wish only by notifying the diocese in writing.
Dental <i>(optional)</i>	Dental coverage is available; it is considered a negotiated benefit option.
SECA Contribution <i>(optional)</i>	Churches may provide SECA offset / reimbursement to clergy if so negotiated (minimum compensation amounts do not include SECA). Clergy are considered self-employed for Social Security and Medicare; this compensates clergy for paying both employee & employer's portion of SS/Med. Note: this is considered compensation and is pension assessable.

Disability (<i>optional</i>)	It should be noted that active clergy are now provided with some disability coverages thru CPG beginning in 2018. Clergy disability insurance is considered a voluntary / negotiated option above the current clergy benefit.
Other: (<i>Continuing Education, Phone, Travel Mileage</i>)	It is usual practice that travel required for church business be reimbursed at the IRS allowance. The IRS publishes an annual mileage reimbursement rate each year in late December (2022 rate is .585 per mile.)

CANON 17

Section 6. The Parish Vestry shall pay its clergy at least the minimum salary and allowance which have been or may be established by the Standing Committee for clergy serving in this diocese.

EXPENSE ALLOWANCE: Clergy should have a Qualified Reimbursement Plan (QRP) approved by their vestry to be reimbursed for travel and automobile expenses, meals and lodging expenses, if away from home overnight, as well as allowable educational expenses.

CAR ALLOWANCE: The car allowance standard refers to Diocesan clergy, and one of the following alternatives should be utilized and mutually agreed upon between vestry and clergyman:

1. Reimbursed for use of personal automobile for business use at the IRS allowable rate for automobile mileage reimbursement (for 2018 the rate is 54.5¢ per mile.)
2. The congregation supplies the car and makes provisions for work-use expense

HOUSING AND HOUSING ALLOWANCES: The Standing Committee reviewed the subject of clergy housing and reached the conclusion that it is advantageous for a clergyman to be provided a housing allowance. He can then select housing commensurate with the allowance and in keeping with the size of his family. This would allow the clergyman to begin accumulating an equity and at the same time take advantage of certain income tax advantages which accrue when a clergyman buys his own house. It also provides a measure of security in the event of his retirement or death. This is a major problem for clergymen who live in church-owned housing.

Where a congregation decides to sell an existing rectory and provide a housing allowance, every consideration should be given by said congregation to restrict use of the proceeds for capital purposes or use the income from an investment of proceeds to help provide a housing allowance.

Congregations are cautioned not to act as a financing agent for purchasers of church-owned property. The Standing Committee recommends that local banks or other like institutions be used by purchasers, since most churches are neither organized to keep up with amortization schedules nor able to take affirmative action when foreclosure becomes necessary due to non-payment on the note.

Where housing is provided, it should be kept in good repair, equipped with stove and refrigerator where required, and, if possible, carpeting and drapes in the main rooms. Additionally, full payment of heat, water, gas, electricity, sewage and garbage disposal, and church-related telephone calls is standard.

MOVING EXPENSES: Where a parish issues a call to a clergyman, the payment of his moving expenses by the calling parish to the new position is standard. In the case of calls by the Bishop to mission churches, it is suggested that the local congregations and the Diocese come to an agreement on the amount of sharing the moving expenses.

GROUP LIFE INSURANCE: All active clergy, retired clergy canonically resident in the Diocese, and lay employees of the Diocese, will be enrolled through the Church Life Insurance Corporation, a subsidiary of the Church Pension Fund, for life insurance coverage. This coverage will be in the amount of \$40,000 life benefit for clergy; \$50,000 for lay employees of the diocesan office; \$40,000 Accident Death and Dismemberment coverage and \$2,000 benefit for retired clergy. Premiums for Group Life Insurance will be paid by the employing unit, except that lay employees of parishes may participate in this program by paying premiums as they become due.

COMPREHENSIVE MEDICAL INSURANCE:

adopted by the Standing Committee November 7, 2015

In accordance with Resolution A177 adopted by the 76th General Convention of the Episcopal Church and Resolution B026 at the 77th General Convention of the Episcopal Church, and to comply with Title 1, Canon 8, Section 1 of the Constitution, and Canons of the Episcopal Church, effective by December 31, 2015, the following Denominational Health Plan Policy was approved by the Standing Committee of the Diocese of the Central Gulf Coast:

1. The Episcopal Diocese of the Central Gulf Coast and all its congregations shall participate in health insurance coverage administered by the Church Pension Group through the Episcopal Church Medical Trust, for all qualified employees (those employed to work 1,500 scheduled hours or more per year).
2. All eligible clergy and lay employees are required to have **equal access to and premium support parity within each congregation** for the healthcare benefits administered by the Church Pension Group through the Church Medical Trust.
3. Qualified employees may formally opt-out of medical insurance coverage if they have health care benefits through other approved sources (e.g. coverage under spouse's plan, former employer, or government plan such as TRICARE or Medicare). Healthcare benefits may be provided to domestic partners of eligible clergy and lay employees, but a congregation will not be required to provide such benefits

4. Schools and other institutions (such as Beckwith, Murray House, and Wilmer Hall), whether or not they operate under a separate tax ID from the sponsoring institution, are encouraged to participate in the Diocesan plan through the Episcopal Church Medical Trust on the same basis, but will not be required to do so.
5. Effective January 1, 2016, congregations within the Diocese of the Central Gulf Coast shall support a “minimum coverage benefit” for all eligible clergy and lay employees. This amount is defined as an amount *equivalent* to the premium cost of a single level coverage of the base high-deductible medical plan *plus* the deductible contribution to the Health Savings Account. **The base plan is considered to be the “Consumer Directed Health Plan 20 with HSA”.**
6. **Current (2022) minimum coverage benefit to be provided is \$773/month - \$9,276 per year.** Those amounts are the *equivalent* of 100% employer contribution to the monthly single premium cost of the “Consumer Directed Health Plan 20 with HSA” (\$657 per month) plus a monthly HSA contribution (min. \$116 per month) deposited in the employee’s Health Savings Account (HSA). Minimum HSA contributions regardless of the CDHP plan selection is \$116 per month.
7. Each congregation decides which plans, tier level, and cost sharing to offer its eligible employees. Again, per policy, this must be at least the ‘diocesan minimum’ and must apply equally to all eligible employees.
8. Where applicable, congregations within the Diocese of the Central Gulf Coast will provide coverage to clergy consistent with existing letter of agreement. Letters of agreement that become effective after December 31, 2015 will be compliant with the parity requirements of this Denominational Health Plan.
9. It is recognized that healthcare premiums are an important benefit. The diocesan minimum coverage benefit is considered a minimum funding level and not a maximum; congregations are encouraged to fund their clergy and lay employees above the diocesan minimum.

**Note: The minimum coverage benefit level will be adjusted annually as required, based on annual premium changes.*

MAJOR MEDICAL SUPPLEMENT TO MEDICARE:

Retired clergy canonically resident in the Diocese at the time of their retirement are eligible for a Medicare Advantage benefit from the Episcopal Church Medical Trust of the Church Pension Fund, based on years of service. One such plan may be no cost to qualified / fully vested participants. Retired lay employees of congregations may participate in this program by paying premiums when they become due. Medicare supplement premiums (approximately 85% of the appropriate premium), for retired lay employees of the Diocesan

office and their dependents, will be paid by the Diocese based on the total number of years of service, which need not be continuous:

Years of Service To the Diocese	Percentage of Diocesan Portion (85%) of Group Insurance Premium Diocese Will Pay
0-4	None
5	50%
6	60%
7	70%
8	80%
9	90%
10 or more	100%

In the case of retirement before age 65 and eligibility for Medicare, clergy and spouse will pay the premium for their appropriate benefit.

LAY EMPLOYEES PENSION: The following resolution was adopted by the Standing Committee at a regular scheduled meeting October 15, 2012:

In accordance with Resolution A138 adopted by the 76th General Convention of the Episcopal Church and Resolution C042 adopted by the 77th General Convention of the Episcopal Church, and in compliance with Title 1, Canon 8, Section 1 of the Episcopal Church, no later than January 1, 2013:

- The Episcopal Diocese of the Central Gulf Coast and all of its congregations shall participate in the Lay Employee Pension Plan provided by the Church Pension Fund (CPF) of the Episcopal Church for all qualified employees (those employed to work 1,000 scheduled hours or more per year);
- Lay employees pensions systems shall offer benefits that shall include the Defined Benefit Plan(s) and Defined Contribution Plan(s);
- If the Defined Benefit Plan is selected, the employer's assessment and/or contribution shall not be less than 9% of the employee's compensation;
- If the Defined Contribution Plan is selected, the employer's contribution will be a minimum of 5% of the employee's compensation, plus a match of 1% for an employee's 1%, up to a total of an additional 4% (at the maximum, the employer's portion will be 9%);
- Employers currently providing lay pension benefits through a non-CPF Defined Benefit Plan may continue to use that plan as long as the plan delivers pension benefits not less than the pension benefits required by Resolution A138. Employers, other than schools, that are currently providing lay pension benefits through a non-CPF Defined Contribution Plan must enroll in the Church Pension Fund Defined Contribution Plan no later than January 1, 2013;
- Schools that the Diocese had determined to be subject to the authority of the church and who are not currently providing benefits through a Defined Benefit Plan must adopt either a TIAA-CREF sponsored plan or CPF sponsored pension plan no later than January 1, 2013;

- Schools have an extended phase in schedule on employer contributions, allowing them to be in full compliance by January 1, 2018.

WORKERS' COMPENSATION INSURANCE: All parish and mission clergy and all lay employees of all parishes and missions and of the Diocese, with the exception of those persons employed in Parochial schools, will be covered under a blanket Workers' Compensation Insurance policy written through the Diocese. This will cover accidental or occupational disease arising out of or in the course of employment. State laws vary, but in general, medical expense is paid, with a small weekly benefit. Congregations will be billed individually for these premiums.

PROPERTY AND CASUALTY INSURANCE: Canon 17, Section 7 provides "the parish vestry shall procure such property and liability insurance coverage as the Standing Committee may establish from time to time." The following Standing Committee Policy was adopted October 5, 1993:

- Each church and church institution in the Diocese should be covered by the same insurance carrier if possible.
- If being on the same policy is not practical, the church policy should be concurrent with the diocesan policy in dollar limits and coverage, including 90% percent to replacement value cost coverage on property insurance and the same dollar amount for liability coverage.
- Congregations or institutions must comply with minimum policy limits on the diocesan policy or must be on the diocesan policy in order to insure concurrent coverage in the case of sexual misconduct liability.
- On "outside policies", the Diocese shall be named as "an additional named insured" and the diocesan office shall be furnished a complete copy of the policy.

ANNUAL LEAVE: All full-time active clergy are to be provided four weeks annual leave or vacation with pay, which can be taken at a time agreed upon by the Rector and/or Vicar and the Vestry. Lay employees in the Diocesan office shall have the following annual leave schedule: 0-2 years, two weeks; 3-7 years, three weeks; over 7 years, four weeks. Lay employees of parishes, missions, and Diocesan institutions should also have an established annual leave policy.

LEAVE OF ABSENCE FOR CONTINUING EDUCATION: All employees are encouraged to continue professional or advanced education or training. This can be taken at an agreed-upon time. The amount of time for this purpose is a decision of the parties involved.

MILITARY LEAVE: Leave of absence must be granted for employees who are conscripted or enlist in the Armed Services. Payment will be made through the last day worked; and, upon return, such persons are entitled to all the re-employment benefits of the Selective Services Act. Absences for a short period (usually not more than two weeks) shall be granted for annual training and special active duty for those members of reserve units who have such obligations. Pay will be continued during the period, if possible.

JURY DUTY: Excused absence will be granted with part pay, the employing unit paying the difference between the jury fee and the employee's regular salary. If the jury duty assignment only requires a part of the work day, it is expected the employee will return to complete the balance of the normal regular work day.

DEATH IN THE FAMILY: An emergency leave with pay should be granted in the event of death in the immediate family of a regular employee with at least three months' service. Immediate family includes parent, step-parent, spouse, child, step-child, brother or sister. The length of time may be up to three days, depending on the travel distance.

SICK LEAVE - CLERGY AND EXECUTIVE LAY EMPLOYEES: It is suggested that clergy and diocesan executive lay employees be maintained on sick leave with full pay up to 13 consecutive weeks of prolonged illness. Salary payment may then reasonably be discontinued, although adjudication should be made in each instance, and there may be circumstances where this policy should be extended for a longer period.

SICK LEAVE - OTHER LAY EMPLOYEES: It is suggested that full-time lay employees, other than described above, absent from work because of illness shall during such illness receive up to 15 working days' full pay in any calendar year.

In the case of a long-term employee suffering from a long-term illness, the Vestry, the Rector, the Bishop or the Standing Committee, as the case may be, could give special consideration to extension of sick leave beyond prescribed limitations, taking into account the employee's record of use of sick leave.

Good personnel practice elaborates the right of an employer to require a medical report or evaluation where prolonged illness deprives the office of the services of a staff member or where frequent brief illnesses cut seriously into efficiency. It should be pointed out also the obligation of a staff member in justice to inform the employing unit of health factors which may interfere significantly with effective fulfillment of duties.

OFF-DAYS: Clergy and lay employees will be expected to take a minimum of one day each week away from his or her work.

OTHER TIME SPENT AWAY FROM LOCAL CONGREGATIONS: Many clergy have skills that can be utilized outside their parish, both for their own personal growth and for the assistance of other agencies. Time spent away should be on a clear agreement between a vestry and its clergy.

HOLIDAYS: The Diocesan office will observe the following holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Thanksgiving Day
Good Friday (half day)	Day after Thanksgiving
Easter Monday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	Day after Christmas

Should a holiday fall on a Saturday or Sunday, the day recognized by the State of Florida will be substituted.

If an employee is required to work on a holiday, compensating time off should be given within 30 days, or if that is not possible, the employee should be paid at the base rate for the holiday worked.

Parishes, missions, and Diocesan institutions should have an established holiday observance policy.

SOCIAL SECURITY: Both clergy and lay employees will observe the applicable Federal laws regarding participation in the Social Security Program.

**ARTICLES OF INCORPORATION
OF
THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF THE CENTRAL GULF COAST, INC.
(A Corporation Not for Profit)**

We, the undersigned, with other persons being desirous of forming a corporation for religious purposes, under the provisions of Chapter 617 of the Florida Statutes, do agree to the following:

ARTICLE I. Name

The name of this corporation shall be: "The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc."

ARTICLE II. Purposes

The general nature of the objects and purposes of this corporation shall be:

- a. To propagate and disseminate the Gospel of the Lord, Jesus Christ.
- b. To do all things necessary and proper in the pursuit of such objects and purposes.
- c. To be a constituent governing part of the "Protestant Episcopal Church in the United States of America" and, subject only to any limitations in the laws of Florida, the corporation recognizes, accedes to, and adopts the Constitution of the Protestant Episcopal Church in the United States of America, and acknowledges its authority accordingly.

ARTICLE III. Location

The office of the corporation shall be in the City of Pensacola, County of Escambia, State of Florida, or such other place as may be designated from time to time by the Annual Diocesan Convention. Under the Constitution of the Protestant Episcopal Church in the United States of America, and until further action by such national body, the jurisdiction of the corporation comprises that part of south Alabama being south of the northern boundaries of the Counties of Barbour, Pike, Crenshaw, Butler, Wilcox, Clarke and Choctaw (that is, roughly south of Montgomery and Selma and north of Eufaula, Troy and Greenville), and that part of northwest Florida which lies west of the eastern boundaries of Jackson, Calhoun and Gulf counties (that is, along the Apalachicola River, including that portion of Franklin County lying west of the River), as they exist in the year 1970.

ARTICLE IV. Qualification of Members

The membership of the corporation shall consist of all persons resident within the jurisdiction of the corporation who are members of the Protestant Episcopal Church as such membership may be defined from time to time by the Canons (By-Laws) of the corporation.

ARTICLE V. Term of Existence

This corporation is to exist perpetually.

ARTICLE VI. Subscribers

The names and residences of the subscribers to these Articles are:

Name	Residence
The Rt. Rev. George M. Murray	3809 Old Shell Road, Spring Hill Mobile, Alabama 36608
Albert J. Tully	1809 Spring Hill Avenue Mobile, Alabama 36606
The Rev. Michael C. Boss	3550 Cortez Drive Pensacola, Florida 32503
Ralph E. Compagno	4550 Knight Way Drive Mobile, Alabama 36608
The Rev. B. M. Currin	300 West Moreno Street Pensacola, Florida 32501
John D. Baumhauer, Jr.	155 Roberts Street Mobile, Alabama 36604
Will G. Caffey	60 West Wimbledon Drive Mobile, Alabama 36608
Walton Colvin	1318 Wisteria Avenue Pensacola, Florida 32507
Maurice Luckie	1120 West LaRua Street Pensacola, Florida 32501
Grover C. Robinson, Jr.	1060 Dunwoody Drive Pensacola, Florida 32503

ARTICLE VII. Organization

Section 1. The affairs of the corporation are to be managed by the Bishop of the Diocese (who shall be president and chief executive officer), a Standing Committee (which shall consist of not less than three (3) persons), and such other officers and committees as may be provided from time to time by the Canons (By-Laws). The Canons shall provide for the time and manner in which the Standing Committee and other officers and committees are elected or appointed.

Section 2. The Bishop shall be the Ecclesiastical Authority of the Diocese. When there is no Bishop, the Standing Committee shall be the Ecclesiastical Authority of the Diocese for all proper purposes.

Section 3. The Diocesan Convention shall be the Legislative Authority of the Diocese. It shall be composed of Clergy and Lay Delegates as provided by the Canons. There shall be an annual meeting of the Diocesan Convention at such time and place as the Canons shall provide. The Ecclesiastical Authority of the Diocese shall have power to call a Special Diocesan Convention, provided thirty (30) days' notice thereof shall be given to all Clergy and Congregations entitled to representation, in writing, specifying the time and place of meeting and the business to be transacted.

Section 4. The Election of a Bishop of the Diocese shall be had in Regular or Special Diocesan Convention. The quorum required for the election of a Bishop shall be two-thirds of all Clergy entitled to vote and two-thirds of all Lay Delegates entitled to be members of the Diocesan Convention. The election shall be in the following manner: After nominations have been made in open Convention, the vote shall be by Orders (Clergy and Lay) and by

secret ballot, and a qualified Bishop or Presbyter shall be chosen. A concurrent majority in both Orders shall be necessary for a choice.

ARTICLE VIII. Interim Organization

The affairs of the corporation shall be managed by the following officers and bodies who shall serve until the first Annual Diocesan Convention.

Office	Name	Address
Bishop	The Rt. Rev. George M. Murray, DD, LLD, LHD	3809 Old Shell Road Spring Hill Mobile, Alabama 36608
Chancellor	Albert J. Tully	1107 Commerce Building Post Office Box 47 Mobile, Alabama 36601
Secretary	The Rev. Michael C. Boss	3550 Cortez Drive Post Office Box 2235 Pensacola, Florida 32503
Treasurer	Ralph E. Compagno	4550 Knight Way Drive Mobile, Alabama 36608
Registrar- Historiographer	The Rev. B. M. Currin	300 West Moreno Street Pensacola, Florida 32501
Standing Committee	The Rev. Lavan B. Davis	Post Office Box 2235 Pensacola, Florida 32503
	The Rev. Donald Clawson	Post Office Box 8444 Mobile, Alabama 36608
	The Rev. William Anderson	Post Office Box 545 Marianna, Florida 32446
	The Rev. Patrick M. Sanders	151 South Ann Street Mobile, Alabama 36604
	The Rev. Barnum M. McCarty	1620 West Beach Drive Panama City, Florida 32401
	The Rev. Coleman Inge	1050 Azalea Road Mobile, Alabama 36609
	Mr. Maurice Luckey	306 N. DeVilliers St. Pensacola, Florida 32501
	Mr. Betts Slingluff, Jr.	207 Blumberg Drive Dothan, Alabama 36301
	Mrs. W. M. C. Wilhoit	1711 East Lakeview Ave. Pensacola, Florida 32503
	Mrs. Robert Wilkes	Route 2 Graceville, Florida 32440
	Mr. John D. Baumhauer, Jr.	155 Roberts Street Mobile, Alabama 36604

Mr. William R. Ruffles, Jr.	Post Office Box 383 Fairhope, Alabama 36532
Mr. Walton Colvin	1318 Wisteria Avenue Pensacola, Florida 32507
Mr. Howard Dimmig	Post Office Box 215 Shalimar, Florida 32579
Judge Will G. Caffey	60 West Wimbledon Drive Mobile, Alabama 36608

ARTICLE IX. Canons (By-Laws)

Section 1. The Diocesan Convention shall provide such Canons for the conduct of the business and the carrying out of the purposes of the corporation as it may deem necessary from time to time, consistent with the Constitution and Canons of the Protestant Episcopal Church in the United States of America and the laws of the State of Florida.

Section 2. Such Canons shall be subject to amendment from time to time by the Diocesan Convention in such manner as may be provided therein.

ARTICLE X. Amendments

These Articles of Incorporation may be amended by a resolution introduced in writing and considered in the Diocesan Convention. If approved by a majority of the Diocesan Convention it shall lie over until the next Diocesan Convention when, upon consideration again, if it be approved by a majority of each Order, voting separately, the amendment shall become effective.

ARTICLE XI. Non-Profit Status

Section 1. No part of the net earnings of the corporation shall inure to the benefit of any individual or member.

Section 2. No person, firm or corporation shall ever receive any dividends or profits from the undertakings of this corporation.

Section 3. The corporation shall not carry on propaganda, or otherwise act to influence legislation.

Section 4. In the event of dissolution, the residual assets of the corporation shall be turned over to one or more organizations which are exempt organizations as described in Section 501(c) (3) and Section 170(c) of the Internal Revenue Code of 1954 or corresponding sections of any prior or future Internal Revenue Code, or by income tax regulations, amended, or to the Federal, State or local government for exclusive public purpose.

ARTICLE XII. Powers

In order to promote the purposes of this corporation, it may acquire property by grant, gift, purchase, devise or bequest, and hold and dispose of such property as the corporation shall require for the benefit of the members and not for pecuniary profit.

(Signatures appear on original document.)

**RULES OF ORDER
FOR CONDUCTING THE BUSINESS OF THE ANNUAL CONVENTION
OF THE DIOCESE OF THE CENTRAL GULF COAST**

RULE I.

After Divine Service, the President shall take the chair, and call the Diocesan Convention to order, when the order of proceedings shall be as follows:

Section 1. The Secretary, or Assistant Secretary, of the last Diocesan Convention, if present (or the Secretary of the Standing Committee) shall determine, by roll call, or registration, which of the Clergy entitled to seats are present.

Section 2. The Secretary shall, in like manner, determine which of the Lay Delegates, for whom the Certificates of Election are in order, and who are, therefore, entitled to seats, are present.

RULE II.

A quorum being found present, the President shall declare the Diocesan Convention organized for business.

RULE III.

The Diocesan Convention shall then proceed to the election of a Secretary, who shall have the power to appoint assistants, with the concurrence of the Convention.

RULE IV.

The President shall appoint the following committees of the Diocesan Convention:

1. Dispatch of Business - to consider and recommend to the Convention an Agenda (order of business) for the Convention.
2. Credentials and Privileges - to consider and recommend to the Convention granting courtesy seat and voice to designated persons and to consider and recommend to the Convention on questioned credentials.
3. Canons and Rules of Order - to consider and recommend to the Convention actions concerning Canons and Rules of Order.
4. Status of Parishes and Missions and Admission of New Parishes - to consider and recommend to the Convention on change of status of congregations as well as admission of new congregations.
5. Finance - to consider and recommend to the Convention on the budget of the Diocese, on use of offerings during Convention liturgies, and on other matters of financial concern of the Diocese.
6. Elections - to act as tellers of votes for election of Standing Committee members, of Clerical and Lay Deputies to General Convention, and of other offices as needed except for the election of a Bishop for which special rules of order shall be adopted.
7. Such other committees as the President shall determine.

RULE V.

All reports of Officers and Committees, Agencies, Commissions, and Coordinators shall be submitted in writing to the Bishop no later than thirty (30) days prior to the opening of the Convention and distributed to each congregation no later than ten (10) days prior to the opening of the Convention.

RULE VI.

Section 1. All Resolutions to be presented by Delegates to the Convention shall be submitted, in written form, to the Secretary no later than forty-five (45) days prior to the opening of the Convention. These pre-filed Resolutions shall be distributed to each congregation within the Diocese no later than thirty (30) days prior to the first day of each Convention.

Section 2. Resolutions to alter or amend the Canons of the Diocese shall be submitted, in written form, in accordance with Canon 28, to the Secretary no later than ninety (90) days prior to the opening of the Convention and shall be distributed to the congregations of the Diocese no later than sixty (60) days prior to the opening of Convention.

Section 3. At the first business meeting of the Convention, the substance of each Resolution presented under the provisions of Sections 1 and 2 shall be made known to the Convention together with assignment of each Resolution to a committee of the President's choice. Each Resolution shall be read at length at that time if requested. Copies of all Resolutions shall be made available at Convention to all Delegates.

Section 4. Resolution not presented in accordance with Sections 1 or 2 may be introduced by a Delegate to the Convention and accepted for consideration only by a two-thirds (2/3) vote of Convention taken at the first business meeting.

Section 5. Nothing in this Rule shall prevent the Bishop from introducing new matters to the Convention for consideration or action through the Bishop's Address to Convention; and nothing in this Rule shall prevent a committee of Convention from introducing new matters to Convention through its majority report. However, neither the Bishop nor a committee of Convention may introduce proposed amendments to Canons other than in conformity with Canon 28.

RULE VII.

Nominations for Standing Committee and for Clerical and Lay Deputies to General Convention (in the years for such election) may be submitted by Delegates not later than thirty (30) days prior to the opening of Convention and distributed to each congregation no later than ten (10) days prior to the opening of Convention. This provision shall not preclude Delegates from making nominations for these offices from the floor during Convention.

RULE VIII.

Once the Convention is organized for business in accordance with Rule II, and a Secretary elected (and assistants appointed) in accordance with Rule III, the Convention shall follow an order of business adopted by the Convention in the form of an Agenda upon

presentation by the Committee on Dispatch of Business. Once adopted, this Agenda may be modified or suspended upon a two-thirds vote of the Convention. This Agenda shall include the following:

- The Bishop's Address
- The Report of the Standing Committee
- The Reports of the General Officers
- The Reports of committees of the Convention
- The Adoption of the Operating Budget for the Diocese and other financial concerns
- The Elections of the Officers and Committees, Commissions, Agencies, and Coordinators of the Diocese.

RULE IX.

No Delegate shall be absent from the sessions of the Convention without leave of the President or the Delegate is unable to attend.

RULE X.

When a Delegate is about to speak in debate, or deliver any matter to the Convention, the Delegate shall rise, as able, and, upon being recognized by the President and with due respect, address the President in an audible voice speaking only to the point in debate. No Delegate shall speak twice in the same debate without leave of the Convention.

RULE XI.

When the President is putting any question, the Delegates shall continue in their seats and not hold private discourse. Every Delegate present shall vote when a question is put, unless excused by the Convention.

Section 1. Action upon a question put by the President shall be determined by a majority of votes cast, except on a question for which a two-thirds vote is required by these Rules or the Canons.

Section 2. When the question is for the election of members of the Standing Committee, Clerical and Lay Deputies to General Convention, and to any other office in the Diocese excepting the election of a Bishop for which special rules of order shall be adopted, the following will apply: If, after the second ballot, all open positions are not filled by majority vote, then on the third and next succeeding ballots, there shall be retained only twice the number of nominees as there are unfilled positions, said nominees to be taken from those receiving the highest number of votes, until, by majority vote, a nominee is elected.

RULE XII.

When a question is under consideration, no motion shall be made unless to lay upon the table, to postpone to a certain time, to commit, to amend, or to offer a substitute. Motions for any of these purposes shall have precedence in the order named. A motion to lay on the table shall be decided without debate.

RULE XIII.

A motion to adjourn shall always be in order, and, if unqualified, shall be decided without debate.

RULE XIV.

No motion shall be considered as before the Convention, unless seconded, reduced to writing, and submitted to the Secretary before the vote.

RULE XV.

A question having been once determined shall stand as the judgment of the Convention and shall not again be considered during the session; but, a question having been decided may be reconsidered with the consent of two-thirds (2/3) of the members present on a motion to that purpose by one (1) of the majority of the first decision.

RULE XVI.

All questions of order shall be decided by the President in the first instance; but any members may appeal from such decision, and, on such appeal, no member may speak more than once without leave of the Convention.

RULE XVII.

These Rules of Order may be suspended by a vote of two-thirds (2/3) of the Delegates present.

RULE XVIII.

Except in conflict with the Constitution or Canons, or any Rule herein contained, the latest edition of *Roberts' Rules of Order* shall govern the interpretation of these Rules and the procedures to be followed.

RULE XIX.

The above shall be the Rules of Order of all future Annual Conventions of the Diocese, unless altered or rescinded.

THE CANONS OF
THE PROTESTANT EPISCOPAL CHURCH IN THE
DIOCESE OF THE CENTRAL GULF COAST, INC.

TERMINOLOGY

1. "**The Church**" shall refer to The Protestant Episcopal Church in the United States of America, otherwise known as The Episcopal Church (which name is hereby recognized as also designating the Church);
2. "**The Diocese**" shall refer to The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., otherwise known as The Episcopal Church in the Diocese of the Central Gulf Coast (which name is hereby recognized as also designating the name of the Diocese).
3. "**The Convention**" shall refer to the Diocesan Convention of The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc.
4. "**The Bishop**" shall refer to the regularly elected and consecrated Bishop who is in charge of the Diocese.
5. "**Ecclesiastical Authority**" shall refer to the Standing Committee of the Diocese when, within provisions of the Constitution and Canons of the General Convention, it performs certain duties of the Bishop.
6. "**Constitution**" and "**General Canons**" shall refer to the Constitution and Canons of the Church. "**Articles**" and "**Canons**" shall refer to the Articles of Incorporation and Canons of the Diocese.
7. "**Congregation**" shall refer to a parish, an organized mission, a mission station, or a college chapel, in union with the Convention.
8. Whenever the words "he", "his", "vestry person", "clergyman", "clergymen" or words of similar import shall appear in these Canons, such words shall be construed as generic words, including males and females, except where the context clearly requires such words to mean male persons.
9. "**General Officers of the Diocese**" shall consist of the Chancellors, the Secretary, the Treasurer and the Registrar-Historiographer.
10. "**Rector**" shall refer to a priest canonically settled in accordance with the General Canons in a parish in union with the Convention.
11. "**Curate**" shall refer to a priest serving as an assistant, by whatever title designated, in a parish, who is canonically resident in the Diocese, and who is called by the Vestry on the recommendation of the Rector after communication with the Bishop as provided in the General Canons.
12. "**Vicar**" shall refer to a priest for a mission Congregation who is canonically resident in the Diocese and is appointed by the Ecclesiastical Authority.
13. "**Priest-in-Charge**" shall refer to a priest appointed by the Bishop, after consultation with the Vestry, to serve in any congregation in which there is no Rector, and who shall exercise the duties of Rector as provided in the General Canons.
14. "**Transitional Deacon**" shall refer to a deacon canonically resident in the Diocese who is determined by the Ecclesiastical Authority to be actively involved in training and preparation for ordination to the priesthood in the Diocese.
15. "**Vocational Deacon**" shall refer to any deacon who is not a Transitional Deacon.

16. "**College Chaplain**" shall refer to a priest or deacon for a college chapel appointed by the Ecclesiastical Authority.
17. "**Agency**" shall refer to any of the following organizations of the Diocese: Wilmer Hall Children's Home, Beckwith Camp and Conference Center, and Murray House.

CANON 1: NAME

The name of this corporation shall be THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF THE CENTRAL GULF COAST, INC.

CANON 2: ACKNOWLEDGMENT OF AUTHORITY

The Church in the Diocese of the Central Gulf Coast, Inc. declares itself to be a constituent governing part of the "Protestant Episcopal Church in the United States of America" and, subject only to any limitations in the laws of Alabama and Florida, the corporation recognizes, accedes to, and adopts the Constitution of The Protestant Episcopal Church in the United States of America, and acknowledges its authority accordingly.

CANON 3: DIOCESAN CONVENTION

Section 1. The Diocesan Convention of The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc. shall be the Legislative Authority.

Section 2. The time and place of each Annual Diocesan Convention shall be determined by the preceding Convention. For sufficient cause, the Ecclesiastical Authority, with the consent of the Standing Committee, may change the time or place, or both; provided that written notice of such change be given to all clergy and congregations at least thirty (30) days prior to such meeting.

Section 3. The Ecclesiastical Authority shall have power to call a Special Diocesan Convention with the advice and consent of the Standing Committee. Thirty (30) days' notice thereof shall be given to the clergy and congregations of the Diocese, stating the business to be transacted, and the time and place of meeting. Business other than that stated in said notice can be considered only by a three-fourths (3/4) vote of the Special Diocesan Convention.

Section 4. The voting membership of the convention shall consist of:

- a. Clerical Delegates, each of whom shall be either a priest canonically resident in the Diocese, and who is Rector or Curate or Priest-in-Charge in a parish, or Vicar of a mission, or who is on the staff of the Diocese or an Agency of the Diocese; or a priest canonically resident in the Diocese who has retired in accordance with the General Canons and who serves in one of the aforesaid positions with the express approval of the Bishop according to the General Canons; or a Deacon assigned by the Ecclesiastical Authority to a parish or mission or an Agency of the Diocese; and
- b. Lay Delegates from the several Congregations in the Diocese, as follows: They shall be Confirmed Communicants in good standing, entitled to vote in Parish Meetings.
- c. Each Parish shall be entitled to the following representation, based on the last Annual Report of the Parish:
 - Fewer than 300 communicants in good standing -- Three Delegates
 - 300-599 communicants in good standing -- Four Delegates

600-999 communicants in good standing -- Five Delegates
1,000 or more communicants in good standing -- Six Delegates

- d. Each Parish failing to maintain its status as a Parish in union with the Diocese shall be entitled to two (2) Delegates.
- e. Each Mission Station or Organized Missions shall be entitled to the following representation:
Mission Stations and Organized Mission of fewer than 100 communicants in good standing -- One Delegate
Organized Missions of 100 or more communicants in good standing -- Two Delegates
- f. Each Congregation entitled to the above representation shall also be entitled to elect one (1) Alternate Delegate for each Delegate.
- g. Youth Delegates from the several Convocations of the Diocese, as follows: They shall be Confirmed Communicants in good standing, entitled to vote in Parish Meetings and no older than nineteen (19) years of age at the time of the Convention for which they are elected. Each Convocation shall be entitled to one (1) Youth Delegate and one (1) Alternate Youth Delegate.

Youth Delegates entitled to vote are included with the Lay order, for Sections 9 and 10 of this Canon.

Section 5. Elections of Delegates, which may be by the congregation or be delegated by it to the Vestry, shall be held not later than sixty (60) days prior to the date of the Convention, and all Delegates so elected shall serve for one (1) year, or until their successors are elected, and shall also be the Delegates for all Special or Called Meetings of the Convention during their term of service. Elections shall be certified, according to the following form, which shall be completed and filed with the Ecclesiastical Authority not later than sixty (60) days prior to the opening of the Convention.

We do hereby certify that at a meeting of the (Congregation/Vestry) of _____ (Parish/Mission), held on the _____ day of _____, A. D. _____, DELEGATES ALTERNATES _____ were duly elected to represent said Church in the Diocesan Convention of the Diocese of the Central Gulf Coast, to be held at _____ on the _____ day of _____, next, and that they are Confirmed Communicants in good standing and worshippers and regular contributors in the said Congregation.

Dated _____
Signed _____
(Rector, Vicar, Warden)
And _____
(Clerk)

Youth Delegates may be elected by the active youth in the Convocation or, if no meeting of

the youth is able to be conducted, shall be selected by the Dean of the Convocation in consultation with the Clergy in the Convocation, in either case, Youth Delegates and Alternate Youth Delegates shall be designated not later than sixty (60) days prior to the date of the Convention, and all Youth Delegates so designated shall serve for one (1) year, or until their successors are elected or selected, and shall also be the Delegates for all Special or Called Meetings of the Conventions during their term of service. Election or selection shall be certified, according to the following form, which shall be completed and filed with the Ecclesiastical Authority not later than sixty (60) days prior to the opening of the Convention.

The undersigned hereby certifies that (at a meeting of the Youth of the Convocation ____, held on the ____ day of _____, A.D. ____,) YOUTH DELEGATE/ALTERNATE were duly elected/selected to represent the Youth of Convocation ____ in the Diocesan Convention of the Diocese of the Central Gulf Coast, to be held at _____ on the ____ day of _____, next, and that I have confirmed that each is a Confirmed Communicant in good standing and worships and regularly contributes in their respective congregations.

Dated _____

Signed _____
(Dean for Convocation ____)

Section 6. The expenses of Delegates to the Convention.

- a. The expenses of the Clerical and Lay Delegates to the Convention shall be paid by the Congregations they represent and serve.
- b. The expenses of the Convocation Youth Delegates to the Convention shall be paid out of the diocesan youth ministries and program budget.

Section 7. All Clerical Delegates shall be required to attend the Diocesan Convention, unless excused by the Ecclesiastical Authority.

Section 8. All Officers of the Diocese, all clergy canonically resident in the Diocese but not entitled to vote in Convention shall be entitled to Seat and Voice in the Convention but no vote, unless otherwise qualified. The Convention may grant the Privileges of the Floor, including Seat and Voice, to visiting clergy and others, including clergy serving in the Diocese but not canonically resident. No Diocesan employee shall be eligible for election as a General Officer of the Diocese.

Section 9. The Convention shall sit as one (1) House, unless otherwise specified in the Canons, and each member, Clerical and Lay, shall be entitled to one (1) vote on any issue; provided that, upon call of five (5) Members, a Vote by Orders upon any issue may be required; in which case the Clerical and Lay Members shall vote separately, and concurrence in both Orders shall be required.

Section 10. One half (½) plus one (1) of the clergy entitled to vote in Convention, and one half (½) plus one (1) of the Lay Delegates entitled to vote in the Convention shall constitute a quorum, which shall be required for the transaction of business.

Section 11. The Bishop shall be the presiding Officer of the Convention. In the Bishop's absence, the Bishop Coadjutor, or the Suffragan Bishop, if there be one, shall preside. If no Bishop be present, the President of the Standing Committee shall call the Convention to order, and a President of the Convention, *pro tempore*, shall be elected by the Convention.

Section 12. All elections are to be by a majority, but the Convention may, from time to time, in elections involving several persons to the same office, e.g., Deputies to General Convention, amend this rule.

Section 13. In the event of the occurrence of a vacancy on any committee elected by the Convention, said committee shall have the power to fill such vacancy in conformity with the provisions of the Charter and Canons. If any individual elected or appointed to perform a duty is unable, for any reason, to perform the duty for which elected or appointed, the Ecclesiastical Authority shall appoint a successor for as long as may be necessary, unless otherwise provided in the and Canons.

CANON 4: SUPPORT OF THE DIOCESE

It shall be the privilege and responsibility of each Congregation to support financially and otherwise the Diocese and its programs.

CANON 5: CHANCELLOR

Section 1. Two Chancellors, one for the Alabama portion of the Diocese and one for the Florida portion of the Diocese, shall be nominated by the Ecclesiastical Authority, be elected by the Diocesan Convention annually unless the nomination be rejected in which event further nominations shall be made by the Ecclesiastical Authority until two be elected; and shall be a confirmed communicant in good standing, learned in the law. The Chancellors shall act as legal advisors of the Bishop and of the Standing Committee, and of all other committees of the Convention, whenever they may require legal advice in questions affecting the interest of the Church, in whose jurisdiction the matters rests, and shall perform such other duties as may be prescribed by Canon or by resolution of the Convention.

Section 2. Should the Ecclesiastical Authority desire a Vice-Chancellor, the same procedure as in nomination and election of the Chancellors shall be followed.

CANON 6: SECRETARY

Section 1. The Secretary shall be nominated by the Ecclesiastical Authority, be elected by the Diocesan Convention annually unless the nomination be rejected in which event further nominations shall be made by the Ecclesiastical Authority until one be elected; and shall have the power to appoint assistants, with the concurrence of the Convention. The Secretary shall not be eligible for re-election for one (1) year after having served five (5) consecutive terms.

Section 2. The Secretary shall receive the Annual Parochial Reports of each Congregation, as required by the Canons of the Church.

Section 3. At the opening of each Convention, the Secretary shall furnish a list of elected Delegates and Alternates to the Committee on Credentials. During the Convention, the Secretary shall keep a careful and exact record of the proceedings thereof. When such record has been certified by the President and Secretary, it shall serve as the official minutes

of the Convention.

Section 4. The Secretary shall be responsible for publishing the Annual Journal of the Diocese, and shall notify all persons who have been elected to any office in the Diocese of the fact that they have been chosen.

Section 5. The Secretary shall fulfill all the requirements of the General Canons of the Church relating to that office, and shall fulfill all other duties that normally pertain to the Office of Secretary.

CANON 7: TREASURER

Section 1. The Treasurer shall be nominated by the Ecclesiastical Authority, be elected by the Diocesan Convention annually unless the nomination be rejected in which event further nomination shall be made by the Ecclesiastical Authority until one can be elected. The Treasurer shall not be eligible for re-election for one (1) year after having served five (5) consecutive terms.

Section 2. The Treasurer shall be responsible for all monies collected under the authority of the Diocesan Convention, and not otherwise regulated. The Treasurer shall forward, in due time, to the Treasurer of the General Convention, the amount assessed upon the Diocese for the contingent expenses of the General Convention. The Treasurer's accounts shall be rendered to the Diocesan Convention annually, and bond shall be given in a sum, and with security, satisfactory to the Standing Committee. The Treasurer shall perform such other duties as pertain to the office, or which shall be enjoyed by the Convention. The Treasurer shall, from time to time, make such recommendations regarding finances as may seem to be for the best interests of the Diocese.

Section 3. The Treasurer shall furnish to the Secretary, prior to the convention, a list of all Congregations and their contributions to the Diocese.

Section 4. An Assistant Treasurer may be elected by the Convention, upon the nomination of the Bishop.

CANON 8: REGISTRAR-HISTORIOGRAPHER

Section 1. The Registrar-Historiographer shall be nominated by the Ecclesiastical Authority and elected annually by the Diocesan Convention.

Section 2. The Registrar-Historiographer shall gather, receive and safeguard all materials of historical significance in the Diocese and the several Parishes and Missions, and shall present to each Convention a report of all such events as may be deemed to be of permanent interest and importance.

CANON 9: STANDING COMMITTEE

Section 1. The Standing Committee shall consist of six (6) presbyters qualified to vote in Convention and nine (9) lay Confirmed Communicants in good standing. Of those to be initially elected by the Primary Convention, three (3) presbyters and three (3) lay communicants shall be nominated to the Convention by the Bishop, and three (3) presbyters and six (6) lay communicants shall be nominated by the Convention itself. At the first meeting after their election the members of the Standing Committee shall decide by drawing for terms their tenure of office as follows:

Of those nominated by the Bishop one (1) presbyter and one (1) lay communicant each

to hold office for one (1) year, and one (1) of each to hold office for two (2) years, and one (1) of each to hold office for three (3) years; and of those nominated by the Convention one (1) presbyter and two (2) lay communicants to hold office for one (1) year, one (1) presbyter and two (2) lay communicants to hold office for two (2) years, and one (1) presbyter and two (2) lay communicants to hold office for three (3) years; so that thereafter the Convention shall elect annually persons to succeed those whose terms shall have expired at the said date and who, when so elected, shall serve the full term of three (3) years and until their successors are elected. Persons elected to succeed in office predecessors elected on nomination by the Bishop also shall be elected upon nomination by the Bishop; and in like manner those elected to succeed in office predecessors elected on nomination by the Convention, shall also be elected upon nomination by the Convention. A person who has served a full three (3) year term on the Standing Committee shall be ineligible to re-election for one (1) year after the term of office shall have expired. Vacancies occurring between Annual Conventions may be filled for the unexpired term thereof by a majority vote of the remaining members.

Section 2. The Standing Committee shall:

- a. Be a council of advice to the Bishop and shall fulfill, and in no manner be contrary to, the General Constitution and General Canons.
- b. Act as a planning committee for the Diocese, and shall advise the Bishop and/or the Diocesan Convention of procedures or actions which it deems wise to be taken under consideration.
- c. Establish a Commission on Finance which shall give effect to the standard business methods in Church affairs, and which shall fulfill such other duties as may be given to it from time to time by the Convention.
- d. Have no legislative authority of its own except such as may be provided by the General Canons, and such as may be given to it from time to time by the Convention.

Section 3. The Standing Committee shall annually elect its President and such other Officers as it may determine, and shall define their duties. It shall keep a record of its proceedings and make an annual report of them to the Convention, except such as pertain to the exercise of its function as a council of advice to the Bishop.

Section 4. The Standing Committee shall hold regular meetings, not less than four (4) times each year, at such time and place as it may select, and at such other times as it may be called into session by the President thereof, by the Bishop, or by any four (4) of its members. A majority of the members shall constitute a quorum.

CANON 10: FINANCE

Section 1. The fiscal year begins January 1.

Section 2. All accounts of the Diocese shall be audited annually by a Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by a Certified Public Accountant, or Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, or other appropriate Diocesan authority.

Section 3. There shall be a Diocesan blanket bond approved by the Ecclesiastical Authority, if such bond be available, covering all persons authorized to receive or disburse

monies of the Diocese or any organization thereof. If such blanket bond be not available, it shall be the duty of such persons to furnish bond in such amount and with such surety or sureties as the Bishop may deem proper, and payment for such bond shall be from the funds in the custody of each such person.

Section 4.

- a. The members of the Commission on Finance of the Diocese shall be ex officio the Trustees of all such Trust Funds as may be committed to their charge by the convention or by the Standing Committee.
- b. The Trustees of the General Trust Funds of the Diocese shall be governed in the performance of their duties by the Canons of the Diocese and by resolutions of the Convention or of the Standing Committee not inconsistent with the Canons and the Articles of Incorporation.

CANON 11: PENSION FUND

Section 1. It shall be the duty of the Standing Committee to do all things that may be required or that it may deem proper to conform to and carry out the Church Pension Fund system as established by the Church, and provided for by the General Canons.

Section 2. Any Congregation which has not paid the full amount of its annual premium due the Church Pension Fund for the preceding year shall be deprived of its right to representation in the Convention, which right shall not be restored until the said premiums have been paid in full.

CANON 12: TITLE TO PROPERTIES

Section 1. Title to all real property pertaining to the Diocese, a Parish or other congregation shall be in the Diocese; and shall be held and conveyed in accordance with the provisions of these Canons.

Section 2. All legal instruments and papers relating to title shall be submitted to the Chancellor for examination and approval prior to conveyance of title to any such properties.

Section 3. No real property of any Parish, Organized Mission, or Mission Station on which is located its Church, Chapel, Parish House or Rectory, shall ever be encumbered or alienated without the written consent of the Rector, if there be one, the written consent of the Vestry, the written consent of the Ecclesiastical Authority, and the consent of Diocesan Convention or the Standing Committee, expressed by a resolution adopted by a two-thirds (2/3) vote of such Convention or Committee.

CANON 13: CONVOCATIONS

The Diocese may be divided into Convocations if the Convention so authorizes upon request by the Bishop. The Bishop may determine from time to time the number of such Convocations, their geographical boundaries, and whether or not they shall be headed by Archdeacons or Deans.

CANON 14: BOARDS AND COMMISSIONS

The Bishop, if so desired, may establish such Boards, Commissions, and others as may

expedite the work of the Church in the Diocese, by designating such Boards Commissions, and others the number of members of the same, as the Bishop shall deem necessary to fulfill their functions. The members of such Boards, Commissions, and others shall be nominated by the Bishop and be elected annually by the Convention, except that if any nomination be rejected further nomination to such position shall be made by the Bishop until one be elected.

CANON 15: MISSIONS STATIONS

Section 1. It shall be competent for any number of persons, ten (10) of whom are Confirmed Communicants of the Church in good standing nineteen (19) years of age and above, who are desirous of maintaining services in any community according to the doctrine, discipline and worship of The Protestant Episcopal Church in the United States of America, to be formed into a Mission Station. Such persons shall make and sign a petition to the Bishop in charge of Missions, who in their discretion, may approve the same upon such terms and conditions as may be deemed expedient; and if approved, shall make and issue a certificate to that effect, stating therein the terms and conditions of the approval, and forward the same to the petitioners. The petition shall include a proposed name for the Mission Station, which shall be subject to the advice and consent of the Bishop in charge of Missions. The Bishop in charge of Missions may present to the Standing Committee a petition requesting admission of a Mission Station into union with the Convention. Upon approval by the Standing Committee, the Next Convention by majority vote may admit said Mission Station into union. The Bishop in charge of Missions may, upon the Bishop's own initiative, create a Mission Station at any place where it may deemed desirable or appropriate.

Section 2. The Bishop in charge of Missions shall annually appoint for each Mission Station not less than three (3) nor more than five (5) vestry members.

Section 3. No purchase of a church site shall be made for a Mission Station without the consent of the Bishop in charge of Missions and the Standing Committee.

CANON 16: ORGANIZED MISSIONS

Section 1.

- a. Not less than twenty-five (25) Confirmed Communicants of the Church, in good standing, of nineteen (19) years of age and upwards, may apply to become an Organized Mission in the following manner:
- b. They shall lay before the Bishop in charge of Missions and the Standing Committee a petition signed by not less than the minimum number of Confirmed Communicants as specified in **Section 1.a.** of this Canon, acknowledging and acceding to the doctrine, discipline and worship of The Protestant Episcopal Church in the United States of America, and undertaking and promising that such Organized Mission, if consent to its organization be given, shall
 - (1) Agree to pay a stated amount for the support of the salary of its Vicar.
 - (2) Agree to submit annually a proposed budget to the proper Diocesan Committee.
- c. If the Bishop in charge of Missions and the Standing Committee consent to the organization of the Congregation as an Organized Mission, the Bishop shall

appoint a Minister to perfect the same.

- d. The Vicar appointed by the Bishop in charge of Missions shall preside over the organizational meeting, and not less than three (3), nor more than nine (9), vestry members shall be elected, whose qualifications and duties insofar as applicable, shall be the same as those which devolve upon or pertain to the Vestry of a Parish, subject to interpretation by the Bishop in charge of Missions. From among their number, the Vestry shall elect two (2) Wardens, designated as Junior and Senior, although all duties belong equally to both, and from among their number or from among signers of the petition a Clerk and a Treasurer.
- e. At the meeting of the Diocesan Convention which follows the organizational meeting described in this Canon the Bishop in charge of Missions shall present the petition of the newly Organized Mission, along with the Bishop's recommendations and the recommendations of the Standing Committee. The Mission may then be admitted into union with the Convention as an Organized Mission by a majority vote of the Convention.

Section 2. No purchase of a church site shall be made for an Organized Mission without the consent of the Bishop in charge of Missions and the Standing Committee.

Section 3. The Vicar shall preside over and conduct the Vestry meetings which shall be held a minimum of once a quarter. In the absence of the Vicar, the Senior Warden, or if the Senior Warden be not present then the Junior Warden, shall conduct the Vestry meetings.

Section 4. The provisions of Canons 17, 18 and 19, which refer to Parishes, shall apply to Missions and Mission Stations where applicable.

CANON 17: PARISHES

Section 1.

- a. Notice of the desire to organize a Parish shall be given to the Ecclesiastical Authority. Said notice shall be in writing, and contain such information as may enable the Bishop and Standing Committee to judge the propriety of the proposed act, which notice shall be signed by the persons who desire to organize. Approval by the Bishop and Standing Committee shall be essential for organization, and for the admission of the Parish into union with the Convention.
- b. Every application to organize a new Parish in the general area served by an existing Parish or Parishes, shall be accompanied by a certificate showing the approval or disapproval of the Rector and Vestry of each of such existing Parishes. In all cases the consent of the Bishop and Standing Committee must be obtained.

Section 2. For the organization of a Parish, not less than one hundred (100) Confirmed Communicants nineteen (19) years of age or over, shall assemble at the specified time and place, due notice having been given at Divine Service on the two (2) preceding Sundays, and adopt and sign the Articles of Association prescribed by the Diocese in Section 3 of this Canon. Provided, however, that no such organization shall be had until a specified annual sum towards the support of the Rector and the expenses of the Parish together with the pension premium and a reasonable provision for the support of the Diocese and Diocesan expenses shall be assured to the satisfaction of the Bishop and the Standing Committee.

Section 3.

We whose names are hereto subscribed, desirous of enjoying the privileges of religious worship and instruction for ourselves and families, according to the forms and doctrines of The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., and desirous of being assembled in conformity with the Canon prescribed by the Diocesan Convention, of said Church, for the government of Parishes composing same, under and by virtue of said acts, on this ____day of _____, Anno Domini_____, do form ourselves into a Parish, and adopt the following Articles of Association, to-wit:

Article I. This Parish shall be known by the name of "The Rector, Wardens, and Vestry of

_____, at _____".

Article II. This Parish acknowledges, accedes to, and adopts, and shall at all times adhere to the doctrine, discipline, worship, and usages of The Protestant Episcopal Church in the United States of America, and likewise the Constitutions and Canons of said Church, as set forth by the General Convention and the Charter and Canons of the Church in the Diocese of the Central Gulf Coast, Inc., as prescribed by the Diocesan Convention.

Article III. When any person uniting with this Association shall disclaim, or refuse, conformity to the Authorities mentioned in the preceding Article, that person shall cease to be a member of this Parish.

Article IV. The Wardens and Vestry of _____ shall be elected as provided in the Canons of the Diocese, and their duties shall be such as are conferred by said Canons.

Article V. Delegates shall be elected to represent the Parish at the annual meeting of the Diocesan Convention as provided by the Canons and it shall be their duty to attend all meetings of the Diocesan Convention.

Article VI. In case of the dissolution or extinction of this Parish, for any cause whatsoever, the lands, tenements, and other estates, real or personal, if such there be, shall vest in The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc.

Section 4. Any Congregation complying with the provisions of Canon 17 may, upon application in writing, accompanied by the Articles of Association, or a certified copy thereof, be admitted into union with the Diocesan Convention.

Section 5. With the adoption of these Canons by the Convention, each and every Parish now located in the Diocese of the Central Gulf Coast automatically comes under the items listed in **Section 3**.

Section 6. The Parish Vestry shall pay its clergy at least the minimum salary and allowances which have been or may be established by the Standing Committee for clergy serving in this Diocese.

Section 7. The Parish Vestry shall procure such property and liability insurance coverage as the Standing Committee may establish from time to time.

CANON 18: PARISH MEETINGS

Section 1. The Congregation of each Parish shall meet at least annually, on a date to be appointed by the Vestry. Notice of such meeting shall be given by the Rector, or, if there be none, by one of the Wardens, to the members of the Congregation, at least two (2) weeks before the appointed date, either in writing or at the regular services. The meeting shall be designated as the Annual Parish Meeting. At such meeting, after election of a Secretary for the meeting, there shall be conducted the election of vestry members, unless they have been elected previously; the Rector and Parish Treasurer shall make their reports and the reports of Parish organizations shall likewise then be made; and such other business as may be properly brought before the meeting by any Communicant entitled to vote as provided by **Section 4** of this Canon shall be transacted. A vestry member may be elected at any other Parish meeting if the Vestry so determines and notice is given as in the case of the Annual Parish Meeting.

Section 2. Other Parish meetings may be held as occasion may require, at such times as may be appointed by the Rector or Vestry. Due notice shall be given as provided for the Annual Meeting.

Section 3. At Parish Meetings, the Rector shall preside, or, in the Rector's absence, one of the Wardens.

Section 4. Except when otherwise specified by existing charter, those entitled to vote shall be confirmed Communicants in good standing of not less than sixteen (16) years of age who are canonically resident as of the first day of the month in which the meeting is held. The qualified voters present shall constitute a quorum.

Section 5. All elections and other matters voted upon shall be decided by a majority of qualified voters present.

Section 6. Wardens must be chosen from those who are vestry members. The Rector may appoint one (1) person of the Vestry as Senior Warden or as Junior Warden, or the choice of both Wardens may be left to election by the Parish Meeting, which may in turn leave the selection of Wardens to the Vestry.

CANON 19: PARISH VESTRY

Section 1. The Vestry shall consist of such number of Communicants entitled to vote in Parish Meetings, not less than three (3) nor more than thirty (30), as shall be determined by the Congregation. The election of Vestry members shall be held at a Parish Meeting and this election shall insure adequate representation for the Parish and adequate qualifications for those elected.

Section 2. It shall be the duty of the Vestry to take charge of the temporal concerns of the parish. It shall elect a rector. Upon selection by the rector, and with the concurrence of the Vestry, curates may be called. Curates and all other staff and employees shall serve under the authority and direction and at the pleasure of the rector. It shall keep order in the church during Divine Service and work with the clergy for the furtherance of the Church's program. The Vestry shall be responsible for seeing that reports and registers required by the Canons are kept in order. All reports to be sent in to the Diocese shall be the responsibility of the Vestry and Rector working together.

Section 3. The officers of the Vestry shall include a Senior Warden, Junior Warden, Clerk, Treasurer, and any other offices as they may become necessary. The Clerk and

Treasurer may be members of the Vestry but are not required to be.

Section 4. The Rector shall preside over and conduct the Vestry meetings which shall be held a minimum of once a quarter. In the absence of the Rector, the Senior Warden or if the Senior Warden be not present then the Junior Warden, shall conduct the Vestry meetings.

Section 5. The Rector may cast a vote when the Rector's vote will affect the outcome.

Section 6. The Vestry shall report to the Annual Parish Meeting each year on its activities from the previous year.

CANON 20: CHANGES IN STATUS OF PARISHES AND MISSIONS

Section 1.

- a. When a Parish has not, for the space of two (2) years, complied with the conditions required for its organization as a Parish, as provided by Canon 17, this fact may be reported to the Convention by the Standing Committee, through its Secretary, whereupon the Convention may, by a majority vote of each Order, annul the organization of said Parish and thereupon said Parish shall become a Mission.
- b. It shall be the duty of the Ecclesiastical Authority to take the necessary steps to preserve the property and records of such Parish for the benefit of the Diocese.

Section 2. If the Vestry of any Parish is of the opinion that the Parish is unable to comply with canonical conditions and requirements applicable to Parishes, it may so declare by resolution; which resolution shall be submitted to a meeting of the Congregation after notice of the time, place and purpose of the meeting has been given in writing to the members of the Congregation or from the chancel on a Sunday preceding such meeting. If the resolution is approved by a majority of the Confirmed Communicants nineteen (19) years of age and above, certified copy thereof signed by each such Confirmed Communicant approving the same shall be forwarded to the Bishop together with a certificate by the Wardens that the resolution has been considered and adopted at a meeting of the Congregation duly called as above provided. If the Bishop approves such action in writing, such Parish shall thereupon become an Organized Mission in union with the Convention. The above papers shall be filed with the Secretary of the Convention who shall notify the next convention of such action.

Section 3. The Bishop in charge of Missions may, when an Organized Mission has not, for the space of two (2) years, complied with the conditions required for its organization as an Organized Mission as provided by Canon 16, annul the organization of said Organized Mission, with the approval of the Standing Committee, reporting this fact to the next Annual Convention, and it shall thereupon become a Mission Station.

Section 4. When, in the judgment of the Bishop in charge of Missions, a Mission has not for the space of two (2) years fulfilled the purpose for which it was created, the Bishop shall, with the approval of the Standing committee, declare such mission extinct and report such action to the next Annual Convention. It shall be the duty of said Bishop, with the approval of the Standing Committee, to make such disposition of the properties of an extinct Mission as shall be deemed best for the interests of the Diocese, and said Bishop may execute conveyance of any real property with the consent of the Standing Committee.

CANON 21: CLERGY AND THEIR DUTIES

Section 1. Every Minister of this Church in charge of a Congregation shall keep a register of baptisms, confirmations, communicants, marriages, and burials within the Minister's cure, reporting the same to the Bishop ten (10) days before each Annual Diocesan Convention, stating the number of services held and official acts performed by him from January 1 through December 31.

Section 2. Each Rector of a Parish and Minister in charge of a Congregation shall send to the Bishop each year a list of communicants or members, as requested by the Bishop, of the Parish or Mission, with addresses.

Section 3. Before any clergy may be allowed to perform the Sacraments in any Church or Congregation, in this Diocese, they must first produce satisfactory evidence that they are an authorized Minister of this Church in good standing. Whenever there is a settled Rector or Minister, that person shall be the sole judge in the premises subject only to the Ecclesiastical Authority, but if the Parish is vacant, the Wardens and Vestry shall require the fulfillment of the above conditions, together with approval of the Ecclesiastical Authority.

Section 4. The staff and employees of a congregation shall serve under the direction and control and pleasure of the rector or minister in charge. Nothing in this section, however, shall prevent the rector or minister in charge from delegating to the Vestry or committee thereof, all or part of the authority to employ, direct, control, evaluate, discharge, or otherwise control the staff or employees.

CANON 22: COMMISSION ON MINISTRY

Section 1. There shall be a Commission on Ministry of five (5) learned Presbyters (of whom two (2) must be Parochial Priests) canonically resident within the Diocese; one (1) Deacon and such number of Lay Persons, not exceeding six (6), as shall be determined by the Bishop, who shall be Confirmed Communicants in good standing. Such members shall be nominated by the Bishop and subject to confirmation by the vote of Convention to serve a term of four (4) years.

Section 2. The Commission on Ministry:

- a. May adopt rules for its work, subject to the approval of the Bishop, provided the same are not inconsistent with the General Canons and the Diocesan Canons.
- b. May appoint committees of the Commission to act on its own behalf.
- c. Shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry and in the guidance and pastoral care of all Postulants and Candidates for Holy Orders.
- d. Assist the Bishop in the guidance and pastoral care of Deacons, Deaconesses and Professional Church Workers.
- e. Assist the Bishop in matters pertaining to the continuing education of the Ministry.
- f. In the presence of the Bishop and under the Bishop's guidance and oversight, shall interview each Candidate before their ordination, alike to the Diaconate and Priesthood, to ascertain their personal readiness for such ordination, and shall report in writing and without delay the findings of this interview to the Standing Committee.
- g. May administer examination which are prepared by the National Board of

Examining Chaplains.

CANON 23: DEPUTIES TO GENERAL CONVENTION

Section 1. At the Diocesan Convention held not less than twelve (12) months next before the regular meeting of the General Convention, four (4) clergy qualified to vote in Convention (three (3) of whom must be Parochial Priests), and four (4) laypersons who shall be Confirmed Communicants in good standing, shall be elected to represent this Diocese as Deputies, in said Convention. Such Deputies shall be furnished with a certificate of election, signed by the President and Secretary of the Diocesan Convention. The Diocesan Convention shall in the same manner elect four (4) clergy qualified to vote in Convention three (3) of whom must be Parochial Priests), and four (4) laypersons, with like qualifications, as alternates.

Section 2. It shall be the duty of the Deputies-Elect, not less than four (4) months before the meeting of the General Convention, to signify to the Bishop their acceptance of the appointment, and intention to perform its functions, in default of which, the Bishop shall designate so many of the alternates having the greatest number of votes. Should there be an insufficient number of elected alternates to fulfill deputy vacancies, the Bishop may nominate enough lay and/or clergy persons, qualified as in Section 1 of this Canon, to insure a full representation of the Diocese. Such nomination shall be approved by the Standing Committee. The persons so designated by the Bishop, being furnished with the Bishop's certificate thereof, shall have all the power of authority of the Deputies elected by the Diocesan Convention. In case of a vacancy in the Episcopate, or the inability of the Bishop to act, this power of designation shall be exercised by the Standing Committee.

Section 3. If at a meeting of the General Convention, any Deputy elected by the Convention, or designated by the Bishop or Standing Committee, shall fail to attend, or after taking their seat, shall obtain leave of absence for the remainder of the session, such vacancy shall be supplied by the vote of the remaining Clerical and Lay Deputies who may be in attendance at said General Convention. In each case a Lay Deputy can only be replaced by a Lay Person, and a Clerical Deputy can only be replaced by a Clergy. If a deputy must be absent only for a portion of the session, the vacancy may be temporarily filled through use of the procedure provided in this Section.

Section 4. Reasonable travel and other expenses of Deputies to General Convention shall be paid by the Diocese.

CANON 24: UNIVERSITY OF THE SOUTH

Section 1. The University of the South is declared to be the institution of higher learning of the Diocese of the Central Gulf Coast.

Section 2. The diocesan Convention shall elect one priest and two lay communicants to serve for a term of three (3) years as Trustees of the University of the South, which terms shall be staggered. Trustees so elected shall meet the following criteria:

- 1) Trustees shall be personally committed to the aims and purposes of the University.
- 2) Each Trustee shall demonstrate his or her personal commitment to the University by, among other things, attending the Board of Trustee's annual May meeting, such other special meetings as may be called, and one orientation session for new Trustees, which sessions are held immediately prior to each annual meeting.

Trustees shall also familiarize themselves with the Trustee Handbook and the University's governing documents, including its Charter, as amended, Constitution and Ordinances.

- 3) Trustees shall serve as direct communicators between the University and the Diocese from which the trustee was elected, and shall timely inform that Diocese of the actions of the Boards of Trustees and Regents and the University administration.
- 4) Trustees shall provide a meaningful level of annual financial support to the University as a symbol of their commitment to its mission and financial well-being.

In the event a Trustee becomes unwilling or unable to serve, the Ecclesiastical Authority of this Diocese shall appoint a qualified communicant to complete the remainder of the term.

Section 3. The Trustees shall annually report to the Diocesan Convention.

Section 4. Reasonable travel and other expenses of the Trustees shall be paid by the Diocese.

CANON 25: ECCLESIASTICAL DISCIPLINE

Section 1. Title IV of General Canons. Those provisions of the Title IV of the General Canons 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 the Title IV, the provisions of the Title IV shall govern.

Section 2. Discipline Structure.

- a. **Disciplinary Board.** The Board shall consist of not less than seven persons, four of whom are members of the Clergy and three of whom are Laity.
- b. **Clergy Members.** The Clergy members of the Board must be canonically and geographically resident with the Diocese.
- c. **Lay Members.** The lay members of the Board shall be Adult Communicants in Good Standing, and geographically resident in the Diocese.
- d. **Election.** The members of the Board shall be elected by the convention. Each member shall be elected for a three (3)-year term; except, 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 first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes.
- e. **Vacancies.** Vacancies on the Board shall be filled as follows:
 - (i) 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.
 - (ii) The Bishop shall appoint a replacement Board member in consultation with the Standing Committee.
 - (iii) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
 - (iv) 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.

- f. **Preserving Impartiality.** 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 member 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 the proceeding.
- g. **President.** Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.
- h. **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.
- i. **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.
- j. **Church Attorney.** Within sixty (60) days following each annual Convention, 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.
- k. **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.8 of the General Canons 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.
- l. **Advisors.** In each proceeding under this Title, 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 chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.
- m. **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.

Section 3. Procedure.

- a. Charges for which a member of the Clergy may be made to stand trial are contained in Title IV in the Canons of The Episcopal Church.
- b. The mode and manner of making charges securing presentments and of

conducting trials shall be as established in the Canons of The Episcopal Church.

Section 4. Costs and Expenses.

- a. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Standing Committee.

Section 5. Records.

- a. 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.
- b. Permanent Records. The Bishop shall make provision of 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 General Canons.

CANON 26: ELECTION OF A BISHOP

Section 1. Pursuant to the provisions of Article VII, Section 4, of the Articles of Incorporation of The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., the procedure for the election of a bishop shall be stated below.

Section 2. Nominees for the election of a bishop shall be chosen either by the Search Committee or by nominating petitions. The Search Committee will nominate from four to seven candidates. A nominating petition must be signed by four clergy who are eligible to vote in a diocesan convention and four lay persons eligible to serve as delegates to a diocesan convention. Nominating petitions must be submitted to the Search Committee by a deadline set by it in order for background checks on such nominees to be conducted. No nominations from the floor will be order.

Section 3. A Search Committee appointed by the Standing Committee will be charged with the responsibility of preparing and publicizing educational material on the historic episcopate; preparing a profile of the Diocese; interviewing potential nominees; choosing from four to seven nominees to be presented at the Convention at which the election will be held; verifying the validity of nominating petitions and carrying out any additional duties that may be assigned to it by the Standing Committee.

Section 4. The Standing Committee shall choose the date for the Convention at which the election will be conducted. The Standing Committee shall choose such additional committees as may be needed for securing a site for the electing convention and making all necessary arrangements for it; securing a site and making all necessary arrangements for the ordination of the new bishop; providing support to a retiring bishop and that bishop's staff and family and to the bishop elect and the family of the bishop elect and any such additional matters as the Standing Committee may deem appropriate.

CANON 27: ESTABLISHMENT OF A CATHEDRAL

Section 1. A Cathedral may be established by the Bishop in the manner provided by this Canon and when so established shall be known and used as the Cathedral Church of the Diocese.

Section 2. The Cathedral shall be established by written agreement ("Agreement") between the Diocese and the Parish to be designated as the Cathedral Parish, the terms and

provisions of which must be approved by the Bishop, the Standing Committee of the Diocese, and the Vestry of the Cathedral Parish, and, which to become effective and binding upon the Diocese and the Cathedral Parish, must be approved by the Convention in a vote by orders.

Section 3. The Cathedral shall be governed and operated as set forth in the Agreement and in accordance with the Canons of the Diocese of the Central Gulf Coast and the Constitution and Canons of the Episcopal Church in the United States of America.

CANON 28: AMENDMENT OF CANONS

All proposals altering or amending these canons shall be presented in writing by the Bishop, the Chancellors, or a delegate to the convention to the Secretary of the Diocese and the Chancellors not less than ninety (90) days prior to the opening of the Convention and shall be distributed to each congregation in the Diocese not less than sixty (60) days prior to the opening of the Convention. Any such proposal shall be referred to the Convention Committee on Canons and Rules of Order and shall be reported to the Convention as part of the report of the Committee or of the Chancellors, with or without endorsement. If it be approved by a majority of the two (2) orders voting separately thereon, it shall become effective upon adjournment of the Convention.

BEQUESTS

“The Minister of the Congregation is directed to instruct the people, from time to time, about the duty of Christian parents to make prudent provisions for the well-being of their families, and of all persons to make wills, while they are in good health, arranging for the disposal of their temporal goods, not neglecting, if they are able, to leave bequests for religious and charitable uses.”

The Book of Common Prayer, p. 445

FORM OF BEQUEST TO DIOCESE OF CENTRAL GULF COAST

I _____ give and bequeath to The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., a corporation created under the laws of the State of Florida, the sum of _____ dollars for the use and purpose for which it was created.

FORM OF BEQUEST TO WILMER HALL

I, _____, give and bequeath to The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., a corporation created under the laws of the State of Florida, the sum of _____ dollars for the use and benefit of Wilmer Hall, a Diocesan home for children, located at 3811 Old Shell Road, Mobile, Alabama, 36608.

FORM OF BEQUEST TO BECKWITH CAMP AND CONFERENCE CENTER

I, _____, give and bequeath to The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., a corporation created under the laws of the State of Florida, the sum of _____ dollars for the use and benefit of Beckwith Camp and Conference Center, a Diocesan camp and conference center, located at 10400 Beckwith Lane, Fairhope, Alabama, 36532.

FORM OF BEQUEST TO MURRAY HOUSE

I, _____, give and bequeath to The Protestant Episcopal Church in the Diocese of the Central Gulf Coast, Inc., a corporation created under the laws of the State of Florida, the sum of _____ for the use and benefit of Murray House, a Diocesan assisted living residence, located at 1256 Government Street, Mobile, Alabama, 36604.

FORM OF BEQUEST TO THE EPISCOPAL CHURCH

I, _____, give and bequeath to The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America the sum of _____ dollars for its corporate purpose. (The testator may designate the object of his/her bequest if he/she so desires.)

**THE FIFTY-THIRD ANNUAL CONVENTION
OF THE
DIOCESE OF THE CENTRAL GULF COAST
WILL BE HOSTED BY
ST. PAUL'S EPISCOPAL CHURCH
22-24 FEBRUARY 2024**