



FRIDAY, NOVEMBER 6, 2020

- 5:00 PM **Hopin Event Opens**
- 5:30 PM **Convention Opens** (*Stage*)
 Bishop's Address
 Racial Reconciliation & Healing Ministry
 Honey Creek Report - Dade Brantley, Executive Director
 Transfer to sessions and visit booths
- 6:00 PM **Breakout Sessions** (*Group Rooms 1-20*)
- 6:40 PM **Convention Business** (*Main Session Room*)
 Review Agenda
 Voting Process
 Consent Agenda
 Overview of Convention Book and Resources
 Audit Report & Financials
 Budget Presentation
 Awards
 Closing Remarks
- 8:30 PM **Compline** (*Stage*)

SATURDAY, NOVEMBER 7

- 8:30 AM **Hopin Event Opens**
- 9:00 AM **Convention Business** (*Main Session*)
 Morning Prayers
 First Ballot
 Discussion and Budget Vote
 First Ballot Results and Second Ballot

10:30 AM Bishop's Appointments & Announcements
 10:45 AM Diocesan Youth Programs (Stage)
 11:30 AM Breakout Sessions (Group Rooms 1-20)
 Holy Eucharist with Bishop Logue (Stage)

USE HASHTAG #DIOGA199 ON SOCIAL MEDIA

Virtual Convention

The following are the key pieces to manage moving around, asking questions, and voting during convention

Visit reception for schedule and sessions

Double click to enlarge presentation

Visit the booths

To place a vote, select the poll tab

Questions can be typed in the chat, please select 'Session' to send questions

Select share audio visual and to ask a live question

Virtual Voting

Only eligible voting members of convention received tickets permitting voting access. If you determine you do not have access, please message Daniel Garrick for verification of voting status and a new ticket:

To place a vote, select the poll tab

Select your vote

Results will be visible live

OPENING PRAYERS FOR SATURDAY MORNING

The Lord be with you.

And also with you.

Let us pray.

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel in the Diocese of Georgia for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

A reading from the Gospel according to John.

John 14:12-17

‘This is my commandment, that you love one another as I have loved you. No one has greater love than this, to lay down one’s life for one’s friends. You are my friends if you do what I command you. I do not call you servants any longer, because the servant does not know what the master is doing; but I have called you friends, because I have made known to you everything that I have heard from my Father. You did not choose me but I chose you. And I appointed you to go and bear fruit, fruit that will last, so that the Father will give you whatever you ask him in my name. I am giving you these commands so that you may love one another.

Litany

God the Father, you created everything that is;

We praise you and thank you, O Lord.

God the Son, you came that we might have life, and might have it more abundantly;

We praise you and thank you, O Lord.

God the Holy Spirit, you continue to inspire us and help us thrive;

We praise you and thank you, O Lord.

Holy Trinity, one God, in you we live and move and have our being;

We praise you and thank you, O Lord.

Grant to all who seek your guidance, and to all who are lonely, anxious, or despondent, a knowledge of your will and an awareness of your presence;

Hear us, O Lord of life.

Mend broken relationships, and restore those in emotional distress to soundness of mind and serenity of spirit;

Hear us, O Lord of life.

Restore to wholeness whatever is broken by human sin, in our lives, in our nation, and in the world;

Hear us, O Lord of life.

Lord, grant your healing grace to all who are sick, injured, or disabled, that they may be made whole;

Hear us, O Lord of life.

Grant to the dying peace and a holy death, and uphold by the grace and consolation of your Holy Spirit those who are bereaved;

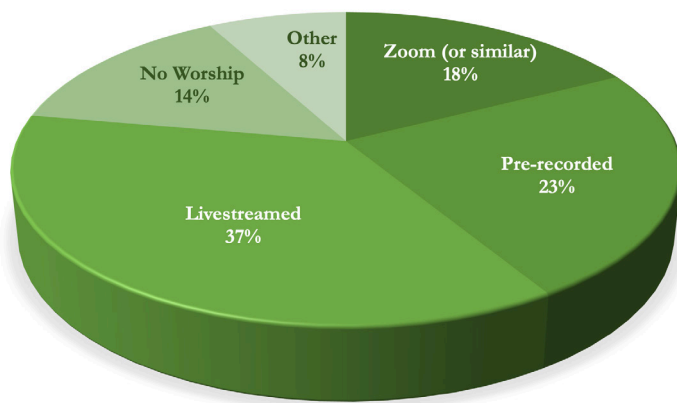
Hear us, O Lord of life.

I invite your prayers of intercession, petition, thanksgiving, and lament at this time. Please enter them into the chat and they will be prayed aloud.

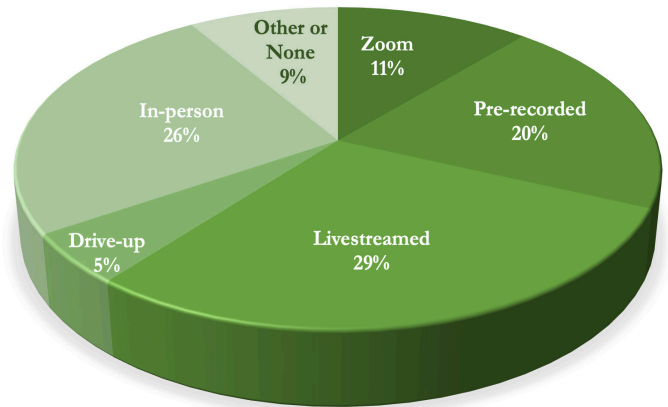
Let us pray.

Almighty and eternal God, so draw our hearts to you, so guide our minds, so fill our imaginations, so control our wills, that we may be wholly yours, utterly dedicated to you; and then use us, we pray, as you will, and always to your glory and the welfare of your people; through our Lord and Savior Jesus Christ. *Amen.*

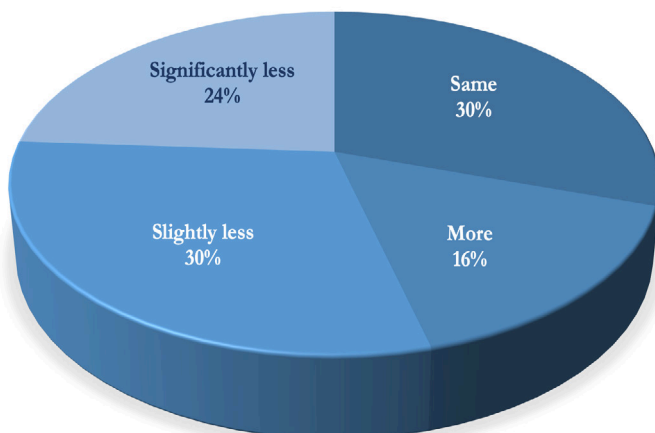
CHURCH ACTIVITY DURING THE PANDEMIC



March to June 2020



July to September 2020



GIVING TO CONGREGATIONS

CONVENTION RULES OF DEBATE

Rule II of the Rules of Order for Convention states that Robert's Rules of Order, as adapted in the Modern Rules of Order, shall be a guide to parliamentary procedure except where contravened by these Rules. Debate is governed by Rule XIV, which is printed below. The full Rules of Order are found on pages 34-37 of the 2015 Constitution, Canons and Rules of Order of the Diocese of Georgia: gaepiscopal.org/docs/2015_canons.pdf

Rule XIV

No motion shall be put or debated until it is seconded, and when seconded, it shall be stated by the President before it is voted on. Every resolution shall be reduced to writing and read by the Secretary. If the question in debate contains several distinct propositions, any member may have the same divided. When a question is under consideration, no motion shall be received unless to lay upon the table, to postpone indefinitely, to postpone to a certain time, to commit it or to amend it, and motions for any of these purposes shall have precedence in the order herein named. But a substitute for a proposition amended, or for which an amendment is proposed, shall be in order before the main question or amendment.

The question of order herein stated shall not be held as exhaustive, but all questions not herein provided for shall be controlled by general parliamentary law. Motion to table and to adjourn shall be decided without debate. The motion to adjourn shall always be

in order. On a question being put by the President, it shall be determined by the sound of the voices for or against, but any member may require a division. In the event of a close vote, the President may require a show of hands or other positive system for ascertaining the vote. All motions to reconsider shall be made only on the same or succeeding day, and by one voting with the majority; nor shall any question be reconsidered more than once. All questions of order shall be decided by the presiding officer, subject to an appeal to the Convention.

When any member is about to speak in debate, or present any matter to the Convention, he or she shall, with due respect, address the President, and be confined strictly to the point of debate. No member shall speak more than twice in the same debate, without leave of the Convention. The Bishop shall always have the privilege of closing the debate. Every member present on the floor and authorized to vote, when a question is put, shall vote yea or nay or may abstain. During the course of the Convention, an Alternate Delegate may vote in place of an absent Delegate if the absence is reported to the Credentials Committee and the Alternate is properly certified to vote as the Delegate. The Delegate may regain voting status at the beginning of the next session following a recess by notifying the Credentials Committee who shall recertify him or her as the voting Delegate. A simple majority vote shall be sufficient to pass any motion unless otherwise specified in the Constitution and Canons.

DIOCESAN ELECTIONS

Nominations for all offices remain open until nominations close on the floor of convention.

CHURCH DISCIPLINARY BOARD

Previously known as “The Ecclesiastical Trial Court,” the Disciplinary Board of the Diocese of Georgia is vested with jurisdiction to hear and determine all proceedings in which a priest or deacon has been charged with one or more offense specified in the canons of the Episcopal Church. It meets only when necessary. 2 lay persons and 1 clergy for a term of three years through Convention 2023.

Elect 2 lay person and 1 clergy person.

Bill Bruce

King of Peace, Kingsland



I am seeking to continue my present service through re-election. I have served as president of the Board for nine years. I am a retired lawyer (licensed in Tennessee, not Georgia) with 50 years experience practicing law. I also served in

the Judge Advocates’ General Corps of the U.S. Army. I have been an Episcopalian since 1956 and a member of my parish for 14 years. In my parish, I have served on the vestry and am a lay reader, choir member, and music leader. I have been active in the Cursillo program and have served on two Cursillo teams in Georgia and about 15 in Tennessee. I also served as Trustee of the University of the South for six years as a lay representative of the Diocese of Georgia.

Phillip Davies

St. Augustine of Canterbury, Augusta

Born in Scranton, PA, I was baptized and confirmed in the Church of the Epiphany in Glenburn, PA where I served as an acolyte for 9 years prior to graduation and entering the U.S. Army. I served for 30 years with overseas tours in Japan, Korea, Thailand, Germany, and in DaNang Vietnam from 1968-69. I retired as the Command Sergeant Major of the 41st Signal Battalion



with leadership and personnel responsibilities of over 700 enlisted personnel spread over 5 Companies in the Republic of Korea. Upon retirement from the Army, I went to work as a Department of Defense civilian culminating in my final civilian position as Director of Training for the US Air Force at the Pentagon in Washington, D.C. While working at the Pentagon, I attended historic Polnick Episcopal Church in Lorton, VA. After retiring from the Department of Defense, I moved to Augusta, GA and began attending St. Augustine of Canterbury Episcopal Church, where I served 2 years as the Junior Warden and now serve as the Acolyte Director.

The Rev. David Lemburg

St. George’s, Savannah



I have been a delegate to General Convention, Disciplinary Board Member - here in the Diocese of Georgia and other dioceses - as well as other ministries over the last 15 years. I have served parishes & missions in Dioceses of Arkansas, Mississippi, Western Louisiana, Hawai’i. Additionally, I have served in the US Navy in Intelli-

gence before becoming a priest. I have two children, Mary Margaret (16) and Jack (12), and is married to the The Rev. Melanie Lemburg, Rector of St. Thomas, Isle of Hope.

BOARD OF THE CORPORATION

The Board of Officers is charged with the oversight of the investments and disbursements of those funds entrusted to it through wills, deeds, and other trust instruments. The board meets quarterly. The person elected at the 2020 Diocesan Convention will serve through Convention 2026.

Elect one lay person.

DIOCESAN ELECTIONS



Becky Cheatham **Christ Church, Savannah**

My 20 years of experience as a Development professional has included involvement in the appropriate disbursement of foundation funds and oversight of endowments and serving on the boards of the Planned Giving Society and the Estate Planning

Council of Savannah. I was also a grant reader, 2-3 cycles a year for 15 years for The Children's Trust Fund of Georgia which distributed \$1,500,000 in funding to non-profit child serving agencies across the state of Georgia. I have been a member of Christ Church in Savannah since the 1970's where I've had the honor of serving on the Altar Guild, Flower Committee, a Long Term Planning Committee, as a Sunday School teacher and on the Vestry. It has also been a pleasure to serve as chair of the Constitution and Canons Committee since 2009.

DIOCESAN COUNCIL

Council's responsibilities are to carry out the policies, programs and directions of Convention; to deal with contingencies as they arise; and to assist the Bishop in developing the ministry of the Diocese. It carries out the duties of Convention between Conventions. Council generally meets in February, May, and September in various parts of the Diocese. The person elected at the 2020 Diocesan Convention will serve through Convention 2023.

Elect one lay person or clergy person.

Sarah Eubanks

St. Thomas, Thomasville



It would be an honor to serve on the Diocesan Council. I have been an Episcopalian for 36 years and a member of St. Thomas for the last 12 years. In my time at St. Thomas I have worked with the youth, been a member of Vestry, and graduated from CDI. I am currently the chair of the Stewardship Committee, am a

member of the choir, and run the church's Facebook page. I am the assistant manager of a local jewelry store as well as a dance teacher in our area studio. I am the treasurer of the Dance Theatre South board, member of the Flint River Arts Council Board, and enjoy spending any extra time with my husband, James, and dog, Willett.

Peggy Hamlin

St. Patrick's, Albany



It would be my honor to serve YOU for Diocesan Council. I am a cradle Episcopalian (63 years) and have been active in many aspects of the Church from EYC as a youth, Lay minister, Vestry, Choir, and local activities with both St. Patrick's and the Episcopal Church of St. John and St. Mark. I was a member of St. Marks, Albany from the early 1960s until

I returned from college (1982) and I have been at St. Patrick's since. As a child I spent many summers at Kanuga as that was where my mother attended. I have worked at Honey Creek several summers in different positions. Currently, I am in my 4th year of EFM, now via Zoom. I had begun my first year of CDI when the pandemic hit and that is currently on hold. I have attended Cursillo and was in a reunion group until recently. My work history includes positions in law enforcement and nursing. I now work as a part time bookkeeper with the Episcopal Church of St. John and St. Mark. Also, I work as a house and pet sitter. My other activities include volunteering with our local hospice house, and with the palliative care physician at our local hospital. I was a part of "Ales Angels", our local Beer and Hymns group. We too, have stopped due to the pandemic. Prayfully, we can meet again soon. I enjoy reading, puzzles, and spending time with my family (sister Bunny), friends and my cat, Fiyero. I look forward to being able to serve on the Diocesan Council.

DIOCESAN ELECTIONS

Ted Wright St. Paul's, Albany



My education includes a Bachelor of Science in Journalism from Ohio University, Athens, Ohio and a Master of Science in Systems Management from the University of Southern California, Los Angeles, California. I retired as a lieutenant colonel in 1991 from the United States Air Force after a 21-year career as an Office of Special Investigations

special agent. Following retirement I moved to Albany, Georgia where I taught Air Force Junior ROTC to high school students for 20 years in the Dougherty County School System. I have been a member of St. Paul's, Albany since 2009. I have served as senior warden for two years, the stewardship committee for four years (two as chairman), and as a member of the finance committee. I have also served as a diocesan convention delegate. I also serve St. Paul's as a Lay Eucharistic Minister, a Minister of Visitation and an usher.

TRUSTEE OF THE UNIVERSITY OF THE SOUTH

The board meets in Sewanee, TN, early in October each year. The two laypersons and one priest who serve on the board from the Diocese of Georgia are to represent the university to the diocese. This year, convention will elect one lay person for a three-year term to serve through Convention 2023.

Elect one priest.

The Rev. Tom Purdy Christ Church, Frederica



I would be honored to serve, if elected, as a Sewanee Trustee on behalf of the Diocese of Georgia. I am currently completing a term as an Alumni Association Trustee at Sewanee this year and I have enjoyed being a small part of the University's leadership structures. These are exciting days at Sewanee with the recently

completed Stronger Truer Sewanee campaign, a new Vice Chancellor, and a recent effort to address racial healing around the University's history. I am a proud alumnus of Sewanee, and I have a great deal of hope for her mission and her future.

I have been active in the Episcopal church at all levels since my childhood. I have served as the Rector at Christ Church, Frederica on St. Simons Island since 2013. Previously I served as an Associate Rector for three years in the Diocese of Central Pennsylvania, and as Rector in the Diocese of Washington for five years. Within the Diocese of GA, I currently serve as the Chair of the Commission on Ministry. In previous dioceses I have served on Diocesan Council, Diocesan Youth Commission (chair), Diocesan HR Committee (chair), and various task forces. In a previous diocese I served as a CDI and Shape of the Parish trainer.

I am currently a Trustee for Sewanee, and a Trustee for the Friends of Canterbury Cathedral, US. Within the local community in Glynn County I currently serve as Chairman of the Board of Hospice of the Golden Isles. I also serve as Vice President of Alivia Care of Georgia, a non-profit umbrella organization for non-profit hospices in Georgia. I have also served on the School Council for Burroughs-Molette Elementary School in Brunswick, GA, the poorest school in the region, for five years (Vice President). I currently act as convener for Glynn Episcopal Ministry, a cooperative outreach effort of the Episcopal Congregations in Glynn County. We focus primarily on support for children's hunger and educational issues.

STANDING COMMITTEE

The Standing Committee is the bishop's Council of Advice. In the absence of a bishop, the Standing Committee acts as the Ecclesiastical Authority for those purposes declared by General Convention. The Standing Committee must approve all ordinations and any financial indebtedness of parishes. It usually meets four times a year at the same time as the Commission on Ministry and in various locations throughout the diocese.

DIOCESAN ELECTIONS

Persons elected will serve a three-year term through Convention 2023. Elect one lay person and one clergy person.

Dave Cranford Trinity, Cochran



I am a member of Trinity, Cochran where I've served on vestry and in other leadership roles including fellowship and outreach committees along with helping with youth activities. Currently, I'm honored to serve my parish as a lay reader and lay eucharistic minister. Having recently completed a

three-year term on diocesan council, I see being on standing committee as a pragmatic step in my service to the diocese. As a parent of three children who are engaged in diocesan youth activities, I have a love for Honey Creek and a vested desire to support and continue to grow our youth programming. A graduate of the University of Georgia, I'm the finance officer for Middle Georgia Signs-Designeffex, a highway sign and guardrail installation company in Cochran.

Lee Kinnamon Calvary, Americus



I am honored to have been nominated by a member of Calvary Episcopal Church to serve on the Standing Committee of the Diocese of Georgia. I have been an active member of Calvary since moving to Americus in 1990 from Atlanta, city of my birth. A graduate of Atlanta's public schools, I attended The

University of the South and graduated cum laude in 1987. Following graduation, I served as Assistant Director of Admissions for three years before moving to Americus to become a public school teacher, a position I have held for almost 30 years. For five of those years, I have been named Teacher of the year. At Calvary, I have served on the Vestry, and

am currently serving a term that began in 2018. Last year, I co-chaired a successful Stewardship Campaign, and I have preached on occasion. I am an occasional Sunday School teacher and Lay Reader and last year I represented Calvary as a delegate to Diocesan Convention. In my life outside the church community, I have been involved in several historical organizations, including the Sumter Historic Trust and the Georgia Historical Society. I am pleased to have been nominated, and look forward to serving, if elected.

John Michael Rowe Calvary, Americus



It would be an honor to serve as a lay member of the standing committee. Though I was raised in a Baptist church, I have fallen in love with the liturgy and music of the Episcopal Church. I began attending Saint Patrick's in Albany in 2018 and have been attending Calvary Episcopal in Americus and was confirmed by Bishop Benhase in 2019. My

passion lies in spreading the gospel through music; I find joy in being a part of the choir and music ministry. Being relatively new to the tradition, I am looking to bring a fresh and attentive presence to the diocese and episcopal community. As a Nursing Home Administrator, I am familiar with taking responsibility and overseeing large and complex systems; I am also very familiar with the evaluation process, having been in charge of the hiring on all levels of the facility. I have chosen to dedicate my professional life to serving others, both patients and employees. In so doing, I look to the example of Christ on a daily basis to maintain my focus. This experience has prepared me to bring an unique perspective to the committee and it is my hope that I can use my experiences to serve the Diocese of Georgia in my capacity as a layperson. My hope is to bring all of my training and expertise to represent the Western portion of the diocese on the Standing Committee in a meaningful and considered way.

DIOCESAN ELECTIONS

The Rev. Leslie Dellenbarger St. John's, Bainbridge



I am interested in serving on the Standing Committee as I enjoy working with others and believe that I possess a skill set which could serve this committee in working with those seeking Ordination as well as in others capacities where thoughtful and intentional advice is warranted. I believe that participation in this capacity is a natural progression

from the work I engage in at the secular level. As such, my work as a psychologist has offered opportunities for me to serve in leadership roles not only in the area of management, but in the development of budding psychologists. Thus, I believe the skill set which I would bring to the service of this committee is but one way I can continue to serve God, while serving the people of the Diocese of Georgia. Additionally, I am a "young" priest, while seasoned in years, and participation on this committee would afford me an opportunity to serve the Diocese at large, while gaining additional knowledge of its workings. I was confirmed in the Episcopal Church in December of 1999, having previously attended the Methodist Church. In May of 2017, I was ordained a Transitional Deacon and in December of that same year ordained as a Priest. St. John's Episcopal Church, located in Bainbridge, was my sponsoring Church, and I am very pleased to now serve at St. John's as Priest-in-Charge. I am a Bi-vocational Priest, having completed my studies at Sewanee in 2017. During the past 10 years, while a Lay member of St. John's, I served as leader of St. John's Outreach Ministry, a delegate to the Diocesan Conventions on a number of occasions, in addition to serving on the Vestry, completing CDI, and co-leading a Centering Prayer group as well as a NAMI Family to Family group. I have also served as a Brownie Girl Scout leader for a Troop originating at St. John's Episcopal Church, participated in Daughters of the King and St. John's Episcopal Church Women, in addition to having served in the capacity of both member and captain of St. John's teams for Relay for Life. Since being ordained, and while serving for

a period of time at St. Thomas Episcopal Church in Thomasville, Ga., I served as a clergy volunteer with the Church's Community Clothes' Closet and assisted for a period of time with their Children's Sunday School. At present, I am participating in the Sewanee Ministry Collaborative. I presently reside in Bainbridge, Georgia with my wife, Alta, and our four legged family of six cats and three dogs. In my secular work, I am employed as the Psychological Services Director for Policies and Programs within Substance Abuse and Mental Health for the Florida Department of Children and Families.

The Rev. David Lemburg St. George's, Savannah



I have been a delegate to General Convention, Disciplinary Board Member - here in the Diocese of Georgia and other dioceses - as well as other ministries over the last 15 years. I have served parishes & missions in Dioceses of Arkansas, Mississippi, Western Louisiana, Hawai'i. Additionally,

I have served in the US Navy in Intelligence before becoming a priest. I have two children, Mary Margaret (16) and Jack (12), and am married to the Rev. Melanie Lemburg, Rector of St. Thomas, Isle of Hope.

The Rev. David Rose St. Luke's, Rincon



Over the past 7 years of ministry in the Rincon/Effingham Co. community, St. Luke's and I have worked hard to keep the focus on God's transforming grace. This grace has transformed me, St. Luke's, and continues to transform each of our communities. We find ourselves in a time of transition and transformation in the life of our

Diocese and I have prayerfully discerned the time is right to continue my service to the Diocese through serving on the Standing Committee. I am currently a Deputy to General Convention, have served on Diocesan Council, as the Spiritual director for Vocare,

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summer camp at Honey Creek, and through music, mission trips, and VBS. In the community I am involved with racial justice groups in Effingham, Family Connection, Backpack Buddies, Family Promise, and have served as a volunteer hospital chaplain. I look forward to the opportunity to serve the Diocese of Georgia as a member of the Standing Committee.

CONVENTION REPORTS

BOARD OF THE CORPORATION

The funds invested in the Board of the Corporation are managed through Private Bank of Bank of America. Members of the Board of the Corporation, elected by the Diocesan Convention, annually review the portfolio position and performance to set a spending rate that supports preservation of long-term assets while encouraging the use of fund income and growth for mission and ministry.

2019 was a strong year for performance after a volatile year in 2018. The portfolio closed with a total valuation of \$ 11,187,994 as of December 31st, 2019 reflecting an increase of 24.4% net of fees. After a review of the 2019 results and projected performance for 2020, the board voted to maintain the 4% spend rate for 2020.

St. Thomas Aquinas Church, Baxley sold its property on August 23, 2019, and the Standing Committee voted to approve the proceeds of the sale to establish a fund to support the operations of St. Thomas Aquinas. The fund was established in 2020. Please review the audited financial statements found on pages 29-31 of this book for more details on the funds invested with the Board of the Corporation. For questions about the Board of the Corporation, please reach out to Canon Easterlin.

Canon Katie Easterlin
Canon for Administration

CHANCELLOR

During 2019, I served the Diocesan Convention in Statesboro as Parliamentarian and Chancellor to the Bishop. I also attended some of the meetings of Diocesan Council held since that Convention in

November 2019. I provided general legal advice and counsel to Bishops Benhase and Logue, the Standing Committee and the Diocesan Staff on an as needed basis. I also provided legal advice to a number of parishes in the Diocese regarding routine legal matters and by laws revisions and also consulted with a number of parish clergy and vestries regarding matters of concern to them under the Constitutions and Canons of The Episcopal Church and the Diocese of Georgia.

The Rev. Jim Elliott
Chancellor, Diocese of Georgia

COMMISSION ON MINISTRY

As our bishop has described the Commission on Ministry's role in the ordination process in the past, "Those discerning a call to holy orders, first meet with their priest and the bishop and then with a Convocational Discernment Committee (CDC). As baptized Christians, we know that all aspirants have a call to serve God, as we all do. The task of discernment is to listen for signs that God is calling the person to ordained ministry in the Episcopal Church. With a favorable report from the CDC, aspirants meet with both the Commission on Ministry (CoM) and the Standing Committee. Canons charge the Commission with advising the Bishop in the first steps toward ordination, of postulancy and candidacy. Postulancy is a time of initial training and formation. Halfway through one's studies to become a deacon or priest, the postulant returns to the Commission for a check in and a vote, which moves the Postulant to a Candidate for holy orders. Ordination approval is required from the Standing Committee.

The Commission is comprised of both an interview committee and examining chaplains, who read the General Ordination Examination (GOE) answers of persons studying for the priesthood to determine if he or she is proficient in Holy Scripture, Christians Ethics, and the other areas canonically required for ordination. In this role, the Commission works with the bishop in overseeing clergy formation for ministry through either the bi-vocational or residential seminary track for those who will be ordained priests."

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The Commission continues to work with the deacons on improving the formation for the diaconate.

October 18-19, 2019

The Commission on Ministry met at St. Thomas, Thomasville, for interviews and general discussion. We discussed the ongoing topic of diaconal formation within the diocese, received a report on how to help persons in the process avoid plagiarism and understand the ramifications of even unintentional plagiarism, and discussed potential changes to CoM processes. We attested to the ongoing formation of Nathan Wilson, Greg Wellstead, Kevin Veitinger, and The Rev. Deacon Leeann Culbreath, and informed the Standing Committee that they appropriately ready for Candidacy. We also certified to the Standing Committee that Nathan Wilson, and Kevin Veitinger were adequately prepared for ordination to the transition diaconate.

March 6-7, 2020

The Commission on Ministry met at the St. Andrews and St. Cyprians, Darien, for interviews and a general meeting. We certified to the Standing Committee that Rita Spalding was adequately prepared for ordination to the vocational diaconate. We also certified to the Standing Committee that The Rev. Deacon Nathan Wilson, The Rev. Deacon Leeann Culbreath, The Rev. Deacon Kevin Veitinger, and The Rev. Ranie Neislar were all appropriately prepared for ordination to the priesthood. We approved and recommended to the bishop that Noelle Raiford be granted postulancy. We attested to the ongoing formation of Susan Gage,

Amy Pontello and Victor Moreno, and informed the Standing Committee that they were appropriately ready for Candidacy. We also certified to the Standing Committee that Victor Moreno was adequately prepared for ordination to the transitional diaconate. We received updates on other persons in the ordination process and discussed each person with the Bishop and the Standing Committee

The Rev. Tom Purdy
Chair, Commission on Ministry

COMPANION DIOCESE

It's been a year like no other for the Companion Diocese of Georgia and La Iglesia Episcopal de la Republica Dominicana. The impact of the COVID-19 virus in both countries and the consequences of two hurricanes in the Dominican Republic tested the 20-year relationship, forcing churches and mission teams to adapt. They did – in traditional ways, in little ways and in creative ways.

The Diocese of Georgia supported two traditional mission trips from Savannah, saw another mission trip from Valdosta cancelled, but still partially fulfilled, and developed a Diocese-wide version of Mission from afar.

These missions arise from the special Companion relationship we in Georgia have had with Episcopalians in the Dominican Republic for 20 years — a period of both physical and spiritual growth for all. Mission teams from Georgia have helped build churches and schools, they've painted and landscaped school and church properties, updated campgrounds, conducted vacation bible school, provided health care and improved the vision of families, children and the elderly. It is a rich relationship that has brought parishioners and churches in Georgia and the Dominican Republic especially close. Although some churches and individuals in the Diocese of Georgia sponsor mission trips to other international locations, most of the international mission activity from the Diocese for years has been to the Dominican Republic.

There have been four initiatives in 2020.

St. Peter's Gift of Sight Mission Team

For the seventh year, St. Peter's (Skidaway Island) sponsored an optical clinic team and a cataract surgical team – the Gift of Sight Mission Team — to work in the Episcopal medical clinic, La Clinica Esperanza y Caridad, in the city of San Pedro de Macoris. The mission team included people from five states and two countries. During the year, they again collected glasses and raised funds to finance the operation. The first week was dedicated to examining the eyes of nearly 1,000 adults and children and distributing more than

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1,500 pairs of prescription glasses, reading glasses and sun glasses. There were 45 special order glasses that were made by team members in Georgia and Alabama and sent later to San Pedro de Macoris. Again this year, the mission included a weeklong surgical team. Working out of a local university hospital, a team from the Georgia Eye Institute used equipment purchased over the past two years and performed 100 operations for cataracts, pterygium and glaucoma. For more information, contact Jim Toedtman.

St. Anne's Espiritu Santo Mission

The first COVID-19 cancellation was the annual mission trip by St. Anne's of Tifton to Espiritu Santo in the Montemar section of Azua. Since 2010, St. Anne's teams have helped build La Iglesia Espiritu Santo in Azua. Another mission team from the Diocese of the Central Gulf Coast built pews and furniture before the building was consecrated and utilized late in 2018. The St. Anne's team planned to return in March to build a wall around the church complex. Funds for the project have already been forwarded to the Dominican Republic, and plans are underway to resume construction.

The Emergency Fund

In May, Bishop Quezada Mota delivered a message asking for help as the COVID-19 virus ravaged the Dominican Republic. This coincided with the first of two hurricanes that flooded parts of the country. The message delivered by video, was relayed through Georgia's Report from the Field, by bishops in all 11 Companion Diocese and on the website and Facebook page of the Dominican Development Group. Georgians are among donors whose gifts currently total in excess of \$25,000.

Project Mascara!

Later in May, Bishop Moises raised concern about protecting the 8,000 students attending the 22 Diocesan schools in the Dominican Republic. The government directed that all school children wear masks.

Seven Georgia churches responded: King of Peace Church (Kingsland), St. John's and St. Mark's (Albany), Christ Church (Valdosta), St. Augustine's Church

(Augusta), St. George's Church (Savannah), St. Peter's Church (Skidaway Island). It was a quick, efficient and productive – and rewarding -- response. Together they made, purchased and shipped over 14,000 masks. Subsequently, the Dominican government has delayed opening schools until January. The masks are being stored until then at Diocese offices in Santo Domingo. The larger lesson is that we found a way to work around the pandemic and give Georgia Episcopalians an opportunity to participate in a long-distance effort of Christian service. Such ventures are now labeled "Missions from Afar." We continue to search for similar opportunities. But not before thanking the mask-makers who responded in an exciting way.

The Companion Diocese Commission

The Companion Diocese Commission of the Diocese of Georgia coordinates the work of our diocesan mission teams and publicizes their work. The members of the Commission are the leaders of the mission teams within the diocese, and its co-chairs are Jim and Haydee Toedtman (St. Peter's, Skidaway Island). They joined an exploration trip visiting schools and churches along the south coast in November 2019. They also attended DDG board meetings in February and September, 2020. The Commission and the mission team leaders work closely with Bishop Moises, with the Mission Team Support Office of the Diocese of the Dominican Republic and with the Dominican Development Group. The DDG is a 501(c)(3) non-profit organization within the Episcopal Church that



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coordinates the work of all of the companion dioceses to help the Diocese of the Dominican Republic strengthen its programs and maintain financial self-sufficiency.

To contact the Commission, send an email message to either of these two addresses: Jim Toedtman (jstoedtman@gmail.com); Haydee Toedtman (hstoedtman@gmail.com). To contact the Dominican Development Group, send an email message to this address: (bkunkle@dominicandevdevelopmentgroup.org)

The Episcopal Church and the Diocese of the Dominican Republic

The Diocese of the Dominican Republic is a member of The Episcopal Church's Province IX along with the Dioceses of Colombia, Central Ecuador, Litoral Ecuador, Honduras, Puerto Rico, and Venezuela. Mission teams from the United States working alongside Episcopal congregations in the Dominican Republic have helped to build and fund many of the ongoing construction projects, social welfare centers, and school programs of the Dominican diocese. The Diocese now includes 60 churches, 22 schools and two health clinics. The Rt. Rev. Moises Quezada Mota became bishop of the diocese in 2018.

Funding Mission Work in the Dominican Republic
The Diocese of Georgia allocated \$10,000 in its 2020 budget to support the work of the Dominican Development Group (DDG). Bishop Logue and his

designated representative are members of the DDG Board of Directors. The DDG is a consortium of the eleven dioceses (Central Gulf Coast, Eastern Michigan, Georgia, Michigan, Nebraska, Northwest Texas, The Episcopal Church in South Carolina, Southeast Florida, Southwest Florida, Western Louisiana, and Western Michigan) with companion relationships with the Diocese of the Dominican Republic. The DDG assists the 50+ U.S. mission teams traveling to the Dominican Republic and raises funds for the DR diocesan endowment. The endowment supports the operations and the financial stability of the diocese. Additional diocesan funds are budgeted to support travel expenses to attend DDG board meetings in the United States and in the Dominican Republic. Beyond that, all costs of our dynamic relationship with our Dominican Episcopal partners are borne by parishes and individuals that choose to contribute their time and labor and/or their financial resources to projects chosen for mission teams.

Haydee and Jim Toedtman
Companion Diocese Commission Co-chairs

CREATION CARE COMMISSION

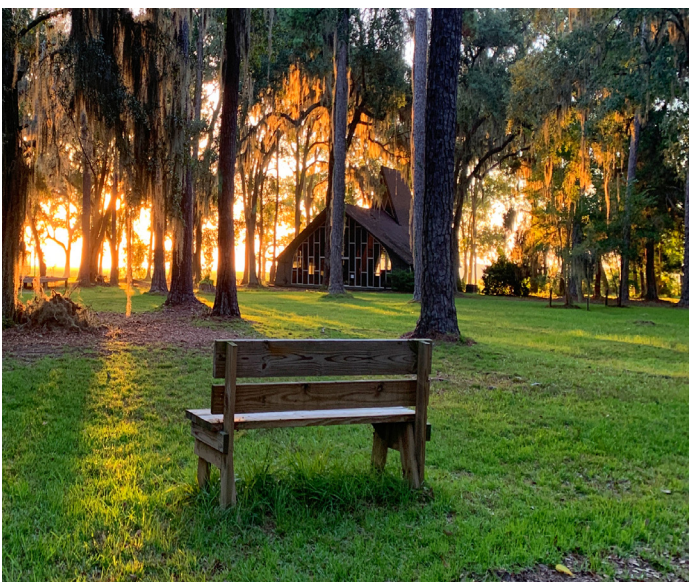
The Creation Care Commission engages the diocese in compassionate service to God's Creation through inspiration, education, and action.

The CCC participated in a Coastal Green Team Summit sponsored by Georgia Interfaith Power and Light, held at St. Peter's, Savannah, in October 2019.

In November, the CCC launched a tree planting campaign to encourage tree plantings across the diocese, on parish grounds and in the community. Inspired by the vision set forth in Rev. 22:2 ("On either side of the river is the tree of life ... and the leaves of the tree are for the healing of the nations."), they set a goal of 222 trees planted by 2022 for the Grow Healing campaign. The first four trees of the campaign were planted at a pre-convention workshop at the Georgia Southern University Botanic Garden, with assistance from arborists on the Botanic Garden staff.

The CCC also provided recycling and composting services at annual convention. Compostable waste was taken to a local commercial composting operation to become a nutrient-rich soil amendment.

In January 2020, CCC members and youth gathered at



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Honey Creek for the Winter Youth Retreat and planted 25 Bald Cypress trees at Honey Creek as part of the Grow Healing campaign.

During the summer, members of the group wrote informational articles on ecological topics for From the Field, to spotlight Creation care efforts already under way around the diocese.

Down to the Park to Pray, a monthly series of outdoor worship services at state parks, launched in August at Mistletoe State Park in Augusta. The gatherings include Eucharist and a contemplative earth art activity and will continue through December 2020. Serving on the CCC in 2020 were Rev. Leeann Culbreath (Chair, Tifton), Kimberly Roberts (Vice-Chair, Savannah), Bill Querin (Treasurer, Valdosta), Laura Evans (Secretary, Darien), Norris Wootton (Albany), Noelle Raiford (Statesboro), and Laura Walker (Savannah).

Rev. Leeann Culbreath
CCC Chair

CURSILLO REPORT

The Cursillo Commission for 2019 consisted of 12 lay persons and 4 clergy from around the Diocese. There was one beautiful and uplifting Cursillo weekend at Honey Creek. The lay rector was Bill Swan from St. Paul's Albany. Cursillo #126 was held in October. There were 24 participants and 26 team members. Enthusiasm for sharing the love of Christ followed the weekend during a Day of Deeper Understanding (DDU) led by the commission. A sponsorship workshop was a part of that agenda. Being a committed sponsor is a vital role in the Cursillo ministry. Sponsorship training has strengthened the formation of Reunion Groups and the revitalization of Ultreyas throughout the diocese, as we strive to "make friends, be friends, and bring friends to Christ".

Commission members are available throughout the year to hold sponsorship training around the Diocese for a convocation or a parish. Contact Rose Wilson at rosewilson50@gmail.com to schedule a commission member to visit your parish or convocation to offer such training. The Cursillo Commission's goal is to

also visit each convocation and assist leaders to present convocational Ultreyas. The Ultreya events strive to give our Cursillo brothers and sisters an opportunity to be refreshed with His Love, to regroup and share with old friends and to welcome new friends who may want to have the Cursillo experience. Remember Ultreya means moving forward and persevering.

The Commission wishes to extend its thanks and love to all who continue to support the ministry with their time, talents and monies. The balance in the Cursillo Ministry fund at the Diocesan office as of December 31, 2019 was \$2,812.94. You are needed to help make the Cursillo weekends full of His Grace and Mercy for all who wish to attend. Please pray about what you can do next. Is it to sponsor someone, serve on a team or make a contribution to build up the scholarship fund? Cursillo is a major ministry for helping to equip us as better Christian leaders and for relational evangelism. If you have not experienced a Cursillo weekend, we invite you to do so. Jesus is seeking a closer relationship with you.

Rose Wilson
Cursillo Commission Chair

DEACONS OF THE DIOCESE OF GEORGIA

As of 30 Sept 20 in the Diocese of Georgia there are:

- (1) 13 active Deacons
- (2) Four chaplains
- (3) Eight retired
- (4) 14 Retired but Active in their home church only
- (5) There are three postulants
- (6) One candidate
- (7) One in discernment
- (8) There are three inactive Deacons
- (9) Our newest Deacon is Rita Spalding who was ordained 26 Sept 20.
- (10) Even though we are going through a Pandemic the Deacon School of Ministry (DSM) is still on going. We had a Zoom DSM 4-6 on Sept 20, and we will continue to have DSM by Zoom until we meet in person.
- (11) We have monthly deacon zoom meetings, which include all active and retired deacons in the diocese
- (12) All is well with the deacons. We are still doing the servanthood per our ordination vows. We have had to change how we serve in the community but we are resilient and have made many changes, we are still

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there for the sick, the homeless and the needy in many other ways than the traditional way. For example, helping those that cannot go out for groceries, food drives within the community, having drive by birthday wishes for the elderly that are in residential living, toiletries in a sock for the homeless.

In Christ,
Archdeacon Yvette Owens

DIOCESAN COUNCIL

Functioning at the diocesan level much like a vestry for a church, council is comprised of clergy and lay representatives from convocations and at-large members, as well as the chancellor, convocation deans, bishop and canons who serve ex officio on the Council. The Council met three times in 2019. At each meeting Council members hear reports from the Canon for Administration, the Canon to the Ordinary, the Canon for Children and Youth and Bishop Logue. Other reports are given as needed, including from Honey Creek and some programs of the Diocese.

January 24-25, 2020

Church of the Holy Nativity, St. Simons Island

Members introduced themselves and Bishop Benhase did a quick orientation for new members. He then opened the floor for the members to name what they'd like to work on before Diocesan Convention and four Task Groups were formed to work on these priorities: Commission on Worship, Recruiting Minority Clergy, Parish Development/Redevelopment, and Laity Spiritual Formation. Council members elected a Vice President of Diocesan Council who would preside in the absence of a Bishop. Archdeacon Yvette Owens nominated the Rev. Michael White, who accepted the nomination and was elected to the the position. Council approved the consent agenda and minutes from the Septemer 2019 meeting.

Canon Katie Easterlin reported on the 2019 assessments of congregations with the pledge detail report for the year. She then reported on how the Diocese will track 2020 assessments noting the tithes of 10% separately from the 2% extraordinary assessment approved by the Convention in 2018 as a means of paying

off the Honey Creek Bond debt.

Canon Easterlin gave a draft Profit and Loss statement for 2019 that included a note on high Information Technology expenses aimed to mitigate the email phishing scams common among churches and other organizations. She reviewed the 2020 budget noting adjustments in May 2020 with the incoming bishop. Canon Frank Logue then reported on the Standing Committee agreeing to reduce his compensation by \$20,000 during the time the Diocese has the extraordinary assessment to pay off the bond debt. Together with the pension fund payments reduced by the lower payroll, this change will put \$24,600 each year toward the bond debt.

Canon Easterlin then reported on the process ongoing to consider "Canon 12 waivers" which are how a congregation with more than 100% of its annual budget in investments may document the controls in place and get a waiver permitting the congregation to invest other than with the Board of the Corporation. Council approved diocesan staff housing allowances for six members of the diocesan staff. The Very. Rev. Billy Alford reported on the Church of the Atonement, Augusta's assessment history, and the Rev. Dave Johnson made a motion to forgive the assessment for Atonement as they are planning to pay their appealed tithe for 2020. The vote passed.

Canon Logue reported on 12 clergy transitions underway. He also reported on five of seven diocesan staff members changing in the coming year as the Bishop and his executive assistant both retiring at the end of May, together with Anna Iredale resigning in December. Logue noted that he is down to two candidates to replace himself as Canon to the Ordinary. That call will come first and then the bishop-elect and three canons will complete new job descriptions for the additional three staff positions.

On Saturday morning, Council opened with prayer and moved into a reflection on the previous evening at Good Shepherd, Pennick where Bisop Benhase lauded the St. Anna Alexander Center for Racial Reconciliation and Healing. The persons selected for

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leadership are Dr. Bertice Berry, Dwala Nobles, Archdeacon Yvette Owens, The Revs. Billy Alford, John Butin, and John Jenkins. The Bishop then named the four goals for the Center:

- Assist congregations & communities in the hard work of racial reconciliation and healing;
- Develop curricula for youth & adults for this work (drawing on work others have already done, particularly in the Diocese of Atlanta);
- Encourage congregations and convocations in memorializing historical lynchings in their locales; and
- Support Good Shepherd, Pennick, in their efforts to raise funds to restore St. Anna's school house and surroundings.

Alford challenged Council members to look up their counties and to learn the names of those lynched in their county. There were 634 documented lynchings in Georgia. More information on these is available online through the Equal Justice Initiative website (eji.org). Council members asked about the possibility of organized diocesan trips to make a pilgrimage to Montgomery, Alabama.

Council moved into Task Group assignments for review of Diocesan Constitution and Canons in two areas: Budget process as it relates to Council's role and clergy qualifications for voting at Diocesan Convention, particularly for episcopal elections. Council then discussed plans for Canon's Logue's upcoming ordination weekend.

Bishop Benhase reported that 10 congregations in the Diocese are in active preparation to install solar panels on their property. He also mentioned that the Diocesan Office will have a wheelchair ramp installed in the back yard by volunteers from Darien. The Diocese will hold a retirement party for Bisop Benhase in Savannah.

June 12, 2020

Meeting held via Zoom

Bishop Logue opened with prayer and thanked everyone for being flexible and able to meet via Zoom. He reflected on his ordination and consecration and



thanked the diocesan team who worked to put it together as plans changed.

The Bishop appointed the following positions, with Council approval:

- Beth Robinson as Treasurer, The Rev. Jim Elliot, Esq. as Chancellor and Mills Fleming, Esq. as Vice Chancellor
- Rita Spalding as Education for Ministry (EfM) Coordinator
- Convocational deans will remain the same
- Constitution and Canons committee changes only in that the Bishop is now with a new title
- The Rev. Canon Loren Lasch has been added to the Commission on Ministry
- The Examining Chaplains will remain the same, as well as the Cursillo Commission and the Honey Creek Commission Slate approved at convention.
- Racial Reconciliation Resource leadership team will meet and will have a statement about The St. Anna Alexander Center. The Rev. Julian Clarke has been added to this leadership team.

The Bishop provided an overview of current Diocesan resources and what has worked. The Rev. Canon Joshua Varner updated Council on the events held for children and youth, including youth Compline and the upcoming Virtual Vacation Bible School. He has also been providing support for Diocesan youth leaders with a Zoom check in. Summer camp will not meet in person which offers an opportunity to do something virtual for teenagers.

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Canon Easterlin recapped the Paycheck Protection Program and that 2.2 million has been awarded to 22 churches in our Diocese.

The Bishop updated Council on in-person worship and is working with the ELCA and the Diocese of Atlanta on a phased approach.

Canon Easterlin updated the Council on the efforts to reduce cash flow, living into the budget passed at the last convention and has taken some strategies to reduce flow. The Diocese successfully applied and received PPP funds. Canon Easterlin has looked at investment strategies on how the Diocesan staff could better work in the current conditions (cloud basing computing, Zoom, Microsoft Teams). Bishop Logue's new car was donated by Savannah Toyota, and the Diocese received an anonymous gift for \$12,000 for Honey Creek.

Honey Creek has signed on with local health officials that Honey Creek would serve as a location for those who are without housing in the case that they contracted COVID-19 so that they would have a place to recover. Honey Creek will also come under the wing of the Diocese and the Diocese will take on expenses for the time being. The Honey Creek Future Fund has instituted a temporary waiver for 90 days the 2% assessment for churches with expectations that it will be paid by the end of the year.



The Diocese received a \$25,000 grant to use towards the purchase and installation of solar panels on the Diocesan House. This will reduce bills by 20% and increase those savings in years to come.

Diocesan Convention will be held November 5-7 at the Jeyll Island Convention Center. The Diocesan staff is researching alternative options in the case that convention will need to be a virtual event.

Canon Lasch is to begin on July 1 working remotely and will be in Savannah in August. The Rev. Ian Lasch will begin at St. Francis of the Islands, Savannah on August 1. Four churches have paused their searches, and the Rev. DeWayne Cope will be at St. Athanasius, Brunswick and the Revs. Bob and Jeannette Reese will be at St. Mark's, Woodbine.

Canon Easterlin reviewed the visioning and crisis management information with Council and reminded everyone that we need to be flexible and open to conversation.

August 5, 2020

Meeting held via Zoom

Bishop Logue updated the group on new plans for Diocesan Convention and how we can move it to a virtual event. The Council discussed Canon Lasch's housing allowance. Bishop Logue spoke about his travel around the Diocese, masked and ready to go. He's proud of our congregations and how they've responded to the crisis. Pledges have been maintained and many congregations have been working with outside support.

Diocesan staff have been working on researching how we can do a virtual Diocesan Convention, in the case that we will need to be virtual. If we can meet in person, social distance guidelines and sanitization guidelines will be followed.

Canon Lasch and Canon Easterlin reviewed the 2021 tithe letters and the 2% assessments and audits. Canon Varner discussed the Virtual Youth Event and the work that the planning team put into the event.

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September 25, 2020

Meeting held via Hopin

Bishop Logue opened with prayer and acknowledged how hard it is now and that it's a different type of tough than we've experienced before. The Bishop has been on the road for Diocesan worship and has enjoyed visiting different parishes and their respective clergy and lay leaders. He's continuing to be in conversation with Bishop Wright of the Diocese of Atlanta to see what else we can do for worship, new options that are available, how people are worshipping together, and how we can adapt.

The reports were sent out to Council and put online for members to review. Canons Lasch and Varner sent out their reports before the meeting. Canon Easterlin reported that the Diocese has a clean audit for the second year in a row.

Canon Lasch told Council that the minimum clergy compensation hadn't been approved since 2018 and would need approval from Council. Keeping with other Dioceses, the Diocese would like to hold the clergy compensation at the same rate in order to put less pressure on congregations during the pandemic. There will be a raise next year. Council approved the clergy compensation plan.

Canon Easterlin went over the budget and that the core goal is to stay flat with potential decrease due to the acceptance of appeals and COVID. The Honey Creek budget is hard to determine without a true sense of where we're going to be. We know the baseline of what it costs to run Honey Creek, and part of the PPP funds the Diocese received will go towards Honey Creek. There will be a budget webinar in October with Bishop Logue and Canon Easterlin that will be available online if someone cannot attend the live webinar.

The Diocese and Honey Creek have worked to get Honey Creek to a financially solvent level. Outside of the pandemic, Honey Creek has reached that, but there is more work to be done. The Diocesan reserve has \$46,000 to forgive the debt. We will have \$40,000 in the 2021 budget and some bondholders who have made a commitment to forgive their bonds which would bring the total to \$47,500.

Canon Easterlin then presented the tithe appeals from 9 congregations. Council split up into small groups to review each appeal and present their suggestion to the group.

Canon Easterlin and Bishop Logue highlighted the upcoming virtual Diocesan Convention and encouraged Council members to serve as ambassadors to encourage delegates to start getting familiar with Hopin and to login early when delegates have their registration information.

The Bishop thanked everyone for their flexibility and patience as we learned the new environment and closed in prayer.

Liz Williams
Communications Manager

EDUCATION FOR MINISTRY

EfM is a four-year study program designed for the laity and administered by the School of Theology at the University of the South in Sewanee, Tennessee. The purpose of EfM is to educate us in our faith, and help us discern our individual calls to ministry. There are many active EfM groups in the Diocese of Georgia, and several people in the diocese who are participating in online EfM groups comprised of people from other states. Most groups are meeting on Zoom at this time, and most mentor trainings are also on Zoom.

The first year of EfM, we study the Old Testament, and the second year, we study the New Testament. The third year is devoted to the history of Christianity in the world. The text for that year is written by a professor at Oxford. The materials for the fourth and final year of EfM are several short books on the subject of theology, including readings by authors of various denominations and other faiths. EfM groups usually include people reading the materials in all four years of the curriculum. As we share and discuss the readings at our weekly meetings, we form a close community, and our ideas and impressions from the study materials for the different years enrich our knowledge.

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There will be online groups which will begin in January. Please contact Rita Spalding if you would like more information about EfM.

The Rev. Rita Spalding
EfM Coordinator, Diocese of Georgia

THE EPISCOPAL CHURCH OF THE EPIPHANY

The Episcopal Church of the Epiphany serves the mission field of the Savannah area by providing a “Church without walls” to seekers and those looking for a spiritual community that’s a little outside the box. Epiphany held weekly Sunday services at the Savannah LGBT Center until mid-March when the pandemic made virtual services necessary. Epiphany has been offering Sunday service on Zoom with a simulcast on Facebook Live including a monthly virtual potluck.

Before the pandemic Epiphany also hosted a 2019 Christmas Eve service and a service featuring the music of Bob Dylan at The Wormhole neighborhood pub and music venue in Savannah’s Starland district. They hosted a Feast of St Francis service in Forsyth Park that observed social distancing practices and invited the neighborhood to bring their pets. There was also an alternative drive-through pet blessing later in the afternoon.

Epiphany has been a sister parish to the homeless Community of St. Joseph and coordinates a weekly donation and distribution to the camp. Before the pandemic they celebrated the Eucharist in the camp on the first Sunday of the month with Epiphany parishioners participating.

Epiphany offers a Wednesday evening community zoom meet-up that has invited guests to discuss topics of community interests. Recently they hosted The Rev. Becca Stevens from Thistle Farms in Nashville, TN. Epiphany received a growth grant from the National Task Force on Church Planting and Congregational Redevelopment that will assist in sustaining its mission to meet God’s people where they are with the good news of the gospel. In addition to the grant the community has been involved in missional

development training. The Rev. Michael Chaney, Priest in Charge at Epiphany, attended the virtual Discerning Missional Leadership Retreat in August and the core church-plant team attended the Virtual Genesis-Koinonia Gathering in October.

The Rev. Michael Chaney
Rector, Church of the Epiphany

EPISCOPAL YOUTH AND CHILDREN’S SERVICES

Fifteen women from eleven churches in the diocese composed the 2019 EYCS Board. They joined together to fulfill their mission to serve the youth of the diocese and awarded \$81,650 for college scholarships and \$10,000 tuition assistance for Honey Creek campers. 50 students from 25 congregations received scholarships.

The three main sources of funding were the EYCS Trust, the Anson-Dodge Fund and General Donations which were mostly generated from the Annual November Ingatherings. This year’s Ingathering was held on November 10, 2019.

To ensure the EYCS finances are clear and transparent, the EIN number was updated to be the same as the Episcopal Diocese EIN. The accounting was also revamped to record which parish each donation comes from (parishioners making donations directly to EYCS must list their church to be included). Annually, each church will be able to see both the amount they donated and the total amount of scholarship assistance received by their parishioners. A big thank you to EYCS treasurer, Mary Willoughby, for her hard work making all of these updates.

This year all board members who did not hold an office chose a committee on which to serve. Each committee chairman now has a team to assist them, and the hope is this will make transitions easier. When a committee chairman rolls off the board, there will be other board members who have been involved and can fill the position.

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We continue to update our eyscs.georgiaepiscopal.org website, and it is still the best resource for all things EYCS!

Cathy Baxter
2019 EYCS Chairman

HONEY CREEK

Like most ministries, Honey Creek has been hobbled by the coronavirus pandemic. After 11 weeks of operation in 2020, we shutdown for the well-being of our guests and team members. Our team have always been the key to our success, playing a valued and important role in creating our thin place in the Diocese of Georgia. The changes in our operating structure that were made 10 years ago made it possible to react quickly. We cut expenses, suspended capital projects, and modified our operations to run as lean and efficient as possible because of the prolonged impact of coronavirus on campus activity. As the pandemic continued, and it was clear that restrictions would not allow for a safe and memorable experience, the decision was made to cancel summer camp at Honey Creek for the first time.

Honey Creek remains open with limited capacity for groups due to physical distancing along with other requirements and continued uncertainty regarding the duration of the pandemic. While the structure on ministries such as New Beginnings, Happening, and Cursillo make following guidelines undoable, many other ministries are able to enjoy Honey Creek with flexibility and creativity. We believe that the steps we are taking will enable us to emerge a more effective and efficient operation when we reopen to full capacity.

Dade Brantley
Executive Director of Honey Creek

LEADERSHIP MINISTRIES

We started our 10th year of CDI in December of 2019 with 60 participants in Augusta and Honey Creek combined. With the advent of COVID-19, we considered alternatives to in person training and the general opinion was that we should hold off until we can do the training live. One of the biggest benefits has been the building of relationships across the Diocese. Most participants did not want to give this up. In the

meantime, the trainers have been actively applying what we have learned internally and from external sources, to redesign and improve the CDI learning experience for clergy and lay leaders alike. We do not have a date when we will reconvene, but we will! I want to recognize and thank the trainers for their commitment to leadership development in our Diocese: The Rev. Denise Ronn, The Rev. Lonnie Lacy, The Rev. Guillermo Arboleda, The Rev. June Johnson, Carey Wooten, The Rev. Kelly Steele and The Rev. Becky Rowell.

Emotional Intelligence and Conflict Training were both postponed as well. However, the Center for Emotional Intelligence will be offering an online version of the Core EQHR workshop in the near future plus an offering to enhance the experience of those that have already completed the Core 5 day workshop.

There are currently 30 clergy in active coaching relationships. This initiative provides diocesan clergy with a resource not found in most other dioceses. All clergy (priests and deacons) are eligible to have a highly qualified and experienced coach for free or a nominal fee. I want to recognize our coaches for their dedication to the clergy they serve: The Rev. Tar Drasdowski, The Rev. Denise Ronn, The Rev. Deacon Ri Lamb, The Rev. Buck Lea, The Rev. Billy Alford, The Rev. Kelly Steele, The Rev. Becky Rowell and The Rev. Jim Said.



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A number of our churches (10) have called upon our trainers and coaches outside of planned/scheduled activities to help lead workshops and facilitate strategic planning or conflict resolution. Your trainers are a resource that is available at any time for and affordable fee.

For more information contact The Rev. Walter Hobgood at wphobg@gmail.com or 229-630-6444.

Rev. Walter Hobgood
Leadership Ministries Coordinator

RACIAL JUSTICE AND HEALING MINISTRY

“The end is reconciliation; the end is redemption; the end is the creation of Beloved Community.”

The Rev. Dr. Martin Luther King, Jr.

This ministry is committed to a long-term journey with the people of our diocese to strive together for racial justice, healing, and reconciliation. We enthusiastically endorse The Episcopal Church’s Becoming Beloved Community (BBC) vision. This vision frames a path for Episcopalians to address racial injustice and grow as a community of reconcilers, justice-makers, and healers who share a passion for the dream of God. This vision draws us into four core commitments rooted in our baptismal identity in Christ and articulated through the promises of our Baptismal Covenant (BBC 3-8; BCP 304-5).

- Telling the truth about our churches and race... “persevere in resisting evil and whenever [we] fall into sin, repent and return to the Lord.”
- Proclaiming the dream of the beloved community... “proclaim by word and example the Good News of God in Christ.”
- Practicing the Way of Love in the pattern of Jesus “seek and serve Christ in all persons, loving our neighbors as ourselves.”
- Repairing the breach in institutions and society ... “strive for justice and peace among all people and respect the dignity of every human being.”

Background and Development – Following The Episcopal Church’s renewed commitment in 2017 to racial justice and healing and its issuance of the Becoming Beloved Community whitepaper, Bishop Scott Benhase called together a resource team of lay and ordained leaders in fall of 2019, comprised of two members from each of the six convocations. This group convened at Honey Creek in the fall and later participated in a Dismantling Racism workshop with The Episcopal Diocese of Atlanta’s Absalom Jones Center for Racial Healing. In the final address of his episcopacy at the 2019 diocesan convention, Bishop Benhase announced the creation of the St. Anna Alexander Center for Racial Reconciliation and Healing at Good Shepherd, Pennick, funded by 3% of the diocese’s unrestricted endowment. He said “what we are doing is committing significant resources to the long, slow work of racial reconciliation and healing.” The bishop convened another leadership team in January 2020 to craft the vision and mission of the St. Anna Alexander Center. All organizational work temporarily ceased in March due to the pandemic. Immediately following his consecration in May, Bishop Frank Logue consolidated and reorganized the two groups resulting in five subcommittees: (1) Communications and Messaging, (2) Good Shepherd Restoration/St. Anna Alexander Episcopal Center for Racial Justice and Healing, (3) Lynching Memorials, (4) Spirituality and Liturgy, and (5) Curriculum. From the newly consolidated group, Bishop Logue called a chair and secretary, Dwala Nobles and John Jenkins. They revised their roles for shared leadership as co-chairs. In September, circumstances necessitated Dwala’s resignation as



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co-chair. Bishop Logue entrusted the committee with nominating a successor. Through a series of conversations and deep listening, especially hearing the perspectives of Black committee members, a Spirit-led wisdom (Sophia) emerged. Historically, the church has relied upon Black members to educate White members concerning race and carry the burden of transforming predominately white systems. We believe that the responsibility for leading this work lies principally with those who established and maintain the very structures and relations in need of transformation. The journey of becoming God's beloved community encompasses all people, yet at this time and in this diocese it is necessary and desirable that White people lead our predominately White membership into the transformational work of racial healing, justice, and reconciliation. As a result, Karen Cote was nominated and approved by Bishop Logue. This response attends to current and historical power structures in our church rather than to conventional frameworks for diversity in leadership.

Communications and Messaging – The Very Rev. Billy Alford – To proclaim the dream we are building an archive of digital resources for racial justice and healing that will be maintained on the new diocesan webpage. We will utilize *From the Field* to present our history, to promote formation opportunities, and to showcase significant events in communities throughout the diocese.

Good Shepherd Restoration/St. Anna Alexander Episcopal Center – Dwala Nobles – More than a century old, the historic Good Shepherd Episcopal Church (Brunswick) schoolhouse where Deaconess Anna Alexander taught is in desperate need of repair and restoration. Once repaired, the schoolhouse will be transformed as the Saint Anna Alexander Center for Racial Reconciliation and Healing, a safe space for all people to gather and learn about Anna's life as a powerful example of what it means to be a Christian committed to God's dream through community building, advocacy, and social justice. This work is part of our commitment to telling the truth and repairing the breach in striving to live our baptismal vows. The subcommittee's chairperson attended a five-day Georgia Statewide Historic Preservation Conference.

We now have contacts who will support developing a plan for fundraising and restoration. Next steps include communicating with the preservation contacts and enlisting the assistance of Episcopalians across the diocese interested in restoration work. Please contact Dwala Nobles for more information at dwalalnobles@gmail.com.

Lynching Memorials – John Hayes — The Lynching Memorials committee is discerning how to honor victims of lynching in our diocese. We have looked to the pathbreaking work of the Equal Justice Initiative and especially to their authoritative study of lynchings by county. We have also reflected on the existing work of the Absalom Jones Center and their monument paying tribute to all of Georgia's known victims of lynching. Telling the truth is an essential part of Becoming Beloved Community, and this work is guided by the conviction that public acknowledgment of the past is crucial for justice and healing in the present and future.

Spirituality and Liturgy – Karen Cote and The Rev. Julian Clarke – The subcommittee works to encourage prayer and provide supporting resources for this work across the diocese. We encourage use of the language of Becoming Beloved Community in our liturgies. Our subcommittee reflects our baptismal covenant in various ways, especially in practicing the way of love and the promise to “seek and serve Christ in all persons, loving our neighbors as ourselves.” To love as God loves, we need to spend time in prayer which allows God to transform our hearts and minds so that we are able to carry out this work. We have designed, created and distributed prayer beads to our team along with a common prayer for our team to pray as we seek God's guidance in this ministry. We plan to pray alongside and in coordination with other diocesan ministries such as the Daughters of the King, Youth Ministry, etc. and parish-based prayer groups seeking creative ways to deepen our hearts in prayer for racial justice and healing.

Curriculum – The Rev. John Jenkins — This is a challenging time to discern how and where to begin the work of racial justice and healing, in part because of the overwhelming and expanding amount of information about the topic. We have discerned that

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building trust through compassionate listening is foundational. Thus, undergirding all other initiatives, members of this ministry will engage in a long-term process of listening and interviews with leaders throughout every convocation to build authentic relationships. To tell the truth, proclaim the dream, and practice the way of love, we will pursue three initiatives: 1) plan and oversee listening interviews to build relationships and learn how best to support racial healing and justice work in each parish; 2) train teams in each convocation to utilize the Kaleidoscope Institute's Building Bridges racial dialogue series; 3) consult with the Absalom Jones Center to design a contextually appropriate implicit bias workshop and train a cadre of facilitators. This one-day workshop will provide an entry-point for church leaders and will exceed canonical training requirements for ordained leaders. Participants will acquire a common framework, vocabulary, and shared experience from which ministries may emerge to become God's beloved community.

Will you strive for justice and peace among all people, and respect the dignity of every human being? WE WILL, WITH GOD'S HELP. AMEN.

Karen Cote and The Rev. John Jenkins
Co-Chairs, Racial Justice and Healing Ministries

STANDING COMMITTEE

As expected during the time of transition in the office of bishop, the Standing Committee has had a busy year. Starting with the November 2019 convention, the Standing Committee conducted the election of the 11th Bishop of Georgia. On November 15, the Committee counted the votes and declared the Rev. Frank Logue to be elected. On November 16, at the conclusion of the Convention, the newly elected and returning members of the Committee met and, per custom, elected the Rev. Ted Clarkson as president and Ms. Carey Wooten as secretary as the senior clerical and lay members of the Committee. The Committee next met on December 10, 2019, via WebEx, to review the process for the confirmation of the election by the wider church and to address the steps related to the episcopal transition including the letter of agreement with our soon-to-be new bishop. On February 4th, the Committee met via teleconference to address issues related to the

transition arrangements. On March 6, 2020, the Committee met in person in Darien and approved the establishment of a "legacy fund" toward racial reconciliation/lynching memorials in honor of Bishop Benhase. Meeting via Zoom on April 16, the Committee addressed health insurance issues related to Bishop Benhase and confirmed an agreement with the Bishop via a subsequent email vote. The Committee was then represented by its president at the consecration of Bishop Logue on May 30, 2020. In addition to dealing with the episcopal transition, the Committee, at its November 16, 2019 meeting, consented to the episcopal elections in the dioceses of Taiwan, Southern Virginia, and Montana and at its March 7, 2020 meeting consented to the episcopal elections in the dioceses of Alabama, Missouri, Kentucky, Minnesota, and Oklahoma. At the March 7, 2020 meeting, the Committee approved the sale of the real estate of St. Thomas Aquinas in Baxley and the transfer of funds from the capital campaign to the Diocesan endowment on behalf of St. Luke's, Hawkinsville. The Committee also approved the Revs. Leeann Culbreath, Kevin Veitinger, and Nathan Wilson for ordination to the priesthood, Victor Moreno and Ranie Neislar for ordination to the transitional diaconate, and Rita Spalding for ordination to the vocational diaconate. Bishop Benhase gave the Committee updates on others in the process. On March 16, 2020, the Committee, voting by email, approved the renewal of the mortgage on property of St. Patrick's, Albany. The Committee met on April 2, via Zoom, to approve a procedure by which congregations of the diocese could pursue loans under the Payroll Protection Program of the CARES Act. On July 1, 2020 the Committee, voting by email, approved the sale of real estate by St. Anne's, Tifton. The Committee is next scheduled to meet on October 10, 2020 when it expects to meet with two aspirants for Holy Orders.

Rev. Ted H. Clarkson
Standing Committee President

THE UNIVERSITY OF THE SOUTH

As a reminder to all Georgia Episcopalians: your diocese is one of the owning dioceses of the University of the South, Sewanee, Tennessee. The University comprises the undergraduate college, the School of Theology and the School of Letters.

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The year 2020 brings many changes to the University. Chief among those due to three key retirements, are three new leaders of the University. The new Vice-Chancellor/President is Reuben Brigety, former Dean of the Elliott School of International Affairs and Ambassador to the African Union. A native of Jacksonville and the new South, Brigety is the first African American to be named Vice-Chancellor of the University. The Reverend Peter Gray, formerly from the Diocese of Mississippi, is the new University Chaplain, and the Reverend Jim Turrell is the new Dean of the School of Theology.

The University has opened for the 2020 – 21 academic year in a carefully constructed and rigorously overseen “bubble”: including mask requirements, social distancing, daily wellness checks, contact tracing, cleaning protocols: all designed to keep the students, faculty, staff and Sewanee community as safe as possible during this pandemic.

There were nearly 5000 applicants to the university, representing a 16% increase. The incoming class enrolled 482. The average GPA was 3.85. There are 30 students enrolled from the Diocese of Georgia (of which 13% identify as Episcopalian) and one seminarian.

It is important to note that at last year’s meeting, the Trustees of the University voted to meet 100% of the financial need of students who qualify for financial aid. It is one of very few academic institutions in the country to make this pledge. Important as well to remember is that the Education for Ministry (EFM) program was developed by The Beecken Center at the School of Theology. This course of study has been and continues to be a valuable resource for those wishing to learn more about our faith and how it interacts within our communities.

Please visit <http://episcopal.sewanee.edu> for further information regards admissions or the university in general.

The Diocese of Georgia has 69 parishes, only 7 gave to the University and the School of Theology. These 7 parishes gave \$3961, the Diocese gave \$2000

for a total of \$5961. Thank you to: Trinity, Statesboro, Christ Church, Savannah, St. Paul’s Albany, St. Augustine’s, Augusta, Good Shepherd, Augusta, Trinity, Cochran, and St. Albans, Augusta. I would challenge all of our parishes to include financial support in their budgets for the University and/or the School of Theology. We can do much better in our collective support of this Episcopal University and the Seminary which prepares the church’s future leaders.

Diocese of Georgia Trustees:
The Right Reverend Frank Logue
The Very Reverend Ted Clarkson
Val Crumpton
Isabella Stuart Reeves

The University of the South
735 University Avenue
Sewanee, Tennessee 37383
Visit: episcopal.sewanee.edu

ECCE QUAM BONUM
September 2020

Isabella Stuart Reeves
Sewanee Trustee

UNITED THANK OFFERING (UTO)

UTO is an affiliation of The Episcopal Church. UTO encourages the spiritual practice of gratitude by everyone. By dropping coins and paper money into the UTO Blue Boxes or envelopes, a thanksgiving for the blessings you have received, you are enabling others to receive blessings and love through UTO grants.

Total Collection
for Spring
Ingathering:
\$4024.55



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Check sent to national office: 07/17/2019

\$3,868.27

The amount sent to national did not include checks received after June 30, 2019

Total Collection for Fall Ingathering:

\$4321.34

Collection at Diocesan meeting in November:

\$257.00

Check sent to national office:

\$5,187.19

The amount sent to national includes checks received after June 30 – December 30, 2019

Total UTO Ingathering for 2019:

\$9,055.46

Savings Account Balance as of December 31, 2019:

\$2652.65

UTO thanks everyone who, through their personal love and gratitude, contributed to the United Thank Offering. The grants have provided more than \$1,000,000 for mission and ministry of the Episcopal and the Anglican Communion. These grants address human needs and help alleviate poverty.

Due to COVID-19 there has not been an official UTO collection in the Georgia Diocese for 2020. Even though congregations have not been meeting in person, several churches continued their UTO collections. THANK YOU to these churches for their continued support. Total collection of \$877.43 for 2020.

Linda Sigg,
Diocese of Georgia UTO Chair

YOUNG ADULT PROGRAMS

EPISCOPAL CAMPUS MINISTRY GEORGIA SOUTHERN UNIVERSITY

We had a great start to the 2019-2020 school year. The students, under the leadership of Mallory Watkins, have done a tremendous job of evangelism and inviting students to share in our ministry. The

pandemic curtailed our ministry during the Spring semester. But we are back in the swing of things for the 2020-2021 school year. We are meeting every week, but we are using an alternating schedule.

One week we meet via Zoom and are discussing the program “Make Me An Instrument” put out by the Episcopal Office of Government Relations on ChurchNext. The next week we meet in-person but outdoors to discuss shorter books of the Bible or to have “game night”. We continue to monitor the pandemic very closely to safeguard the well-being of our students.

The Rev. Charles Todd
Campus Missioner

VALDOSTA STATE UNIVERSITY

At Christ Church, Valdosta, which is located across the street from Valdosta State University, our vision is “to receive God’s grace in Jesus Christ, and share that grace with one another and the world.” Along those lines, in January 2020 Grace Café, the home of our College Ministry, opened for our fifth semester. With ten interns, we embarked on another amazing year of ministry at Grace Café, Thursday Dinners, and a Sunday Noon service during the school year. Prior to COVID Grace Café, staffed by our interns, was open to all college students Monday through Friday 9:00AM to 11:00PM, offering a welcoming, safe, and diverse place to study, rest, and socialize. I was also often there, and amazing individual ministry occurs every day.

Grace Café is a beacon of GRACE and LOVE, a SAFE HAVEN for college students. It also houses a food bank available to everyone, a specific way we are addressing the increasing issue of food insecurity among college students.

During the school year we host Thursday Dinners, which offer a high quality home cooked meal for important guests, which the students are. Also, right before we bless the meal my husband, Dave Johnson, rector at Christ Church, gives a brief, simple and clear message about the grace God offers all of us in Jesus Christ. Christ Church members and others from the Valdosta community also attend the dinners in order

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in order to get to know these precious students. During the spring semester we were serving over 200 students per week until we had to close down in March due to COVID. In May our head intern, Antonio Scantlebury, graduated from VSU—he was with us from the inception of Grace Café and Thursday Dinners and we will miss him. Since then we have cleaned out the café and sought to help the food bank at VSU.

During COVID we have continued to provide housing for our interns, stay in contact with the approximately 400 VSU students via GroupMe and texts, provide parking passes, and post a Daily Word of Grace (Monday through Friday) on GroupMe. I also meet frequently with individual students on the front porch of Grace Café while maintaining social distance. We are also working on a Grace Café cookbook with recipes from our Thursday Dinners. In short, we are maintaining our ministry infrastructure and ministry connections/relationships and when it is safe to reopen Grace Café we will do so.

The funds graciously provided by the Diocese of Georgia help cover the costs of keeping Grace Cafe open, stocked and merchandised—as well as costs associated with Thursday Dinners and our Intern Program. We remain very thankful for the diocesan support of the college ministry.

Steph Johnson
College Ministry Director

SAVANNAH COLLEGES & UNIVERSITIES

This year the Episcopal Church of the Epiphany has provided opportunities for students from Savannah's Colleges and Universities to engage in Christian community through worship and acts of service.

Epiphany sponsored several discussion series at the Savannah LGBT Center that engaged students with topical issues. We have supplied a tremendous degree of pastoral care and support, including memorial services, small group meetings and crisis response. We look forward to exploring new opportunities to bridge connections between Savannah area campuses and to reach out to students and young adults searching for spiritual community.

The Rev. Michael Chaney
Missioner

YOUTH AND CHILDREN'S MINISTRY

2020 has been a year. Maybe even a decade, all by itself! Our programs began as usual in January, with an in-person gathering for our Winter Youth Retreat, and then Happening #103 in February. And then everything changed. Due to COVID-19, our Youth Programs had to be canceled, one event after another. The Canon for Children & Youth was not able to travel to congregations to work with children either, and it seemed that, perhaps, all ministry with children and youth might stop.

But, by the grace of God, ministry has continued to happen. In congregations, and on the Diocesan level people have come together, both youth and adults, to work with one another, to think creatively about what can be done, and the results have been nothing short of amazing. In March, as soon as things began to shut down, the Diocese began offering Compline services



CONVENTION REPORTS

regularly via Zoom. While those services were geared for youth, using music that they would be familiar with, they also attracted other adults and families. In October we had our 40th Compline service since March, and they are still ongoing every Sunday night at 8 p.m. Each service is led by a teenager, and this fall we have been inviting different people to offer a brief reflection each time we meet.

Other events have also taken place virtually. Thanks to an incredible effort by clergy and lay leaders from all across the Diocese, we were able to offer a Diocesan Vacation Bible School in June.

This event had an average of 50 participants (with more than one person per screen in some cases) each day during the week, and thanks to the flexibility of the virtual world, people were able to participate from as far away as Washington, D.C. and Denver, Colorado!

In July we also offered a Digital Youth Event which brought young people together to celebrate “Staying Connected.” Through youth-led presentations and small groups, middle and high school students talked about ways that they stayed connected, about their relationships and how those had changed throughout this unprecedented time, about their prayer life, and more.

In November, our Happening leadership team will be offering a Happening Reunion experience that will take place over two nights, and again, thanks to the wonder of technology, it will be open to anyone who has been to Happening and would like to attend!

Also throughout the fall, we have begun offering a series of Godly Play stories to children of the Diocese. These stories have been offered first as videos on our Diocesan Facebook Page and then again as Zoom calls to allow for in person reflection. During Advent, our Diocesan Sunday liturgies will also offer aspects of Godly Play as part of our Sunday worship.

As we look forward to 2021, we are hoping to begin offering some small regional gatherings in person. Because youth programs bring young people together from different areas, we are being particularly cautious with how we will hold these meetings.

We look forward to the day when we can gather again in large groups at Honey Creek, but we are deeply grateful for all the time and effort given by children, youth, and adults to continue our ministry together, raising up young people who seek and serve Christ in all persons, loving their neighbors as themselves!

The Rev. Canon Joshua Varner
Canon Missioner for Children and Youth

2019 AUDIT

BISHOP OF THE EPISCOPAL DIOCESE OF GEORGIA, INC. AND OPERATING ENTITY CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	December 31,	
	2019	2018
ASSETS		
Cash and cash equivalents	\$ 583,794	\$ 509,920
Investments	690,716	684,523
Other current assets	85,902	79,073
Total current assets	1,360,412	1,273,516
Property and equipment, net	1,312,196	1,356,072
Total assets	\$ 2,672,608	\$ 2,629,588
LIABILITIES AND NET ASSETS		
Accounts payable and accrued expenses	\$ 96,055	\$ 99,554
Deferred revenue	6,134	5,250
Loans from Endowment Fund of the Episcopal Diocese of Georgia	500,755	500,755
Total current liabilities	602,944	605,559
Long-term debt	1,065,000	1,075,000
Total liabilities	1,667,944	1,680,559
Net assets		
Without donor restrictions	31,160	(2,551)
With donor restrictions	973,504	951,580
Total net assets	1,004,664	949,029
Total liabilities and net assets	\$ 2,672,508	\$ 2,629,558

2019 AUDIT

BISHOP OF THE EPISCOPAL DIOCESE OF GEORGIA, INC. AND OPERATING ENTITY
CONSOLIDATING STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2019

	Diocese				Camp Total	Intercompany Eliminations	Total
	Without Donor Restrictions	With Donor Restrictions	Total				
Support and revenues							
Parish and aided parish pledges and donations	\$ 1,600,492	\$ -	\$ 1,600,492	\$ 67,438	\$ -	\$ -	\$ 1,667,930
Special purpose income	135,937	381,391	517,328	8,293	-	-	525,621
Episcopal Church camps	-	-	-	233,950	(43,372)	-	190,578
Meetings, group and lodging	-	-	-	112,887	-	-	112,887
Trust income	77,682	-	77,682	-	-	-	77,682
Other revenue	48,620	-	48,620	28,817	-	-	77,437
Interest income	508	-	508	-	-	-	508
Net assets released from restrictions:	359,467	(359,467)	-	-	-	-	-
Total support and revenues	2,222,706	21,924	2,244,630	451,385	(43,372)	-	2,652,643
Expenses							
Salaries	569,705	-	569,705	74,088	-	-	643,793
Special purpose distributions	483,281	-	483,281	-	-	-	483,281
Employee benefits & taxes	388,110	-	388,110	18,286	-	-	406,396
General convention assessment	229,473	-	229,473	-	-	-	229,473
Dining room & food costs	13,175	-	13,175	140,582	-	-	153,757
Rent & utilities	66,433	-	66,433	45,074	-	-	111,507
Diocesan support distributions	93,320	-	93,320	-	-	-	93,320
Insurance	36,789	-	36,789	47,389	-	-	84,178
Depreciation	30,372	-	30,372	50,443	-	-	80,815
Supplies	81,549	-	81,549	25,810	(43,372)	-	63,987
Interest	52,749	-	52,749	-	-	-	52,749
Travel	44,309	-	44,309	-	-	-	44,309
Program costs	44,056	-	44,056	-	-	-	44,056
Houskeeping	-	-	-	38,058	-	-	38,058
Repairs & maintenance	11,741	-	11,741	17,392	-	-	29,133
Professional fees	20,203	-	20,203	-	-	-	20,203
Miscellaneous	11,701	-	11,701	6,292	-	-	17,993
Total expenses	2,176,966	-	2,176,966	463,414	(43,372)	-	2,597,008
Change in net assets	45,740	21,924	67,664	(12,029)	-	-	55,635
Net assets - beginning of year	782,549	951,580	1,734,129	(785,100)	-	-	949,029
Net assets - end of year	\$ 828,289	\$ 973,504	\$ 1,801,793	\$ (797,129)	\$ -	\$ -	\$ 1,004,664

NOTE 13 - Net Assests Without Donor Restrictions

Amounts designated by the Organization for specific purposes are noted below. The Diocesan Administrator with the approval of the Finance Committee determined these amounts. The following schedule presents the balances as of December 31, 2019 and 2018.

	2019	2018
Emergency reserve	\$ 165,459	\$ 165,459
Honey Creek bond reserve	43,329	30,000
Bishop's visitation	42,817	40,692
Clergy interns	36,937	36,937
Diocesan convention	15,367	15,367
Memorials	3,405	3,405
Synod travel	2,418	2,418
Lambeth	1,500	1,500
Convention travel	(5,610)	(5,160)
Episcopal transition	(17,839)	39,400
	\$ 287,783	\$ 329,568
Undesignated net assets without donor restrictions	(256,623)	(332,119)
	\$ 31,160	\$ (2,551)

Friday Breakout Session Questions Thriving in the Vine



How has your congregation been thriving in the vine during the pandemic?

Are there times that you've felt you or your congregation hasn't been thriving? How have you connected with God during those times?

What hope/dream/prayer for your congregation is on your heart today?

2019 AUDIT

NOTE 14 - Net Assets with Donor Restrictions

As of December 31, 2019 and 2018, amounts restricted by donors of the Organization for a specific purpose or time period are noted below:

	2019	2018
St. Luke's Hawkinsville Building Fund	\$459,000	\$459,000
St. Thomas Baxley Church Fund	227,900	-
Augusta Church Plant	155,536	149,263
Epiphany Church Plant	42,571	86,780
Georgia Southern	38,159	31,765
Campaign for Mission	31,456	103,007
Youth counselor education	14,135	14,135
Clergy education	12,343	8,005
Youth mission	9,309	8,086
St. Anna Alexander Fund	6,000	-
St. Joseph's Community Fund	4,592	111,891
DFMS Leadership Formation	1,123	1,811
Georgia Lynching Memorial Fund	1,000	-
Dominican Republic	625	625
Other	(30,245)	(22,788)
	\$973,504	951,580

Saturday Breakout Session Questions

Thriving in the Vine



If God invited you to chat right now, what would you talk about?

Who has helped you personally thrive during these difficult days? How?

How will you continue to thrive in your personal spiritual life in the days/weeks/months to come?

2019 TITHES

THE EPISCOPAL DIOCESE OF GEORGIA

For the Twelve Months Ending Monday, December 31, 2019

	Pledge Amt	Actual	Variance
Albany Convocation			
John & St. Mark, Albany	\$14,703	\$13,478	(1,225)
St. Patrick's, Albany	20,340	20,282	(58)
St. Paul's, Albany	28,286	27,105	(1,181)
Calvary, Americus	30,801	30,801	0
Holy Trinity, Blakely	892	892	0
Christ, Cordele	14,738	14,738	0
Holy Spirit, Dawson	2,593	2,593	0
St. Matthew's, Fitzgerald	674	674	0
St. Anne's, Tifton	48,028	48,028	0
Total Albany Convocation	161,055	158,591	(\$2,464)
Augusta Convocation			
Atonement, Augusta	6,980	5,488	(1,492)
Christ, Augusta	5,271	5,271	0
Good Shepherd, Aug	138,671	140,000	1,329
St. Alban's, Augusta	14,055	14,055	0
St. Augustine, Augusta	27,189	27,189	0
St. Mary's, Augusta	5,541	6,372	831
St. Paul's, Augusta	78,383	78,383	0
Holy Comforter, Martinez	34,872	34,872	0
Trinity, Harlem	1,702	0	(1,702)
Our Savior, Martinez	26,347	26,346	(1)
Holy Cross, Thomson	3,351	3,351	0
St. Michael's, Waynes	15,661	15,661	0
Total Augusta Convocation	358,023	356,988	(1,035)
Southeastern Convocation			
St. Thomas Aquinas, Baxley	1,229	1,229	0
St. Athanasius, Brunswick	9,706	9,666	(40)
St. Mark's, Brunswick	49,557	49,557	0
St. Andrew's, Darien	25,656	26,000	344
St. Cyprian's, Darien	4,221	4,932	711
St. Andrew's, Douglas	3,020	3,020	0
St Richards, Jekyll	4,664	4,668	4
St. Paul's, Jesup	18,417	18,417	0
King of Peace, Kingsland	20,301	20,301	0
Good Shepherd, Pinnick	977	977	0
Christ, St. Mary's	14,606	13,419	(1,187)
Christ, Fredrica	113,940	113,940	0
Holy Nativity, SSI	9,858	12,366	2,508
Grace, Waycross	12,696	11,638	(1,058)
St. Mark's, Woodbine	2,647	1,150	(1,497)
Total Southeastern Convocation	291,495	291,280	(215)

2019 TITHES

	Pledge Amt	Actual	Variance
Central Convocation			
Trinity, Cochran	4,548	4,800	252
Christ, Dublin	7,972	7,972	0
St. Luke's, Hawkinsville	17,065	17,065	0
St. Mary Magdalene, Louisville	3,560	3,560	0
Grace, Sandersville	5,581	5,581	0
Trinity, Statesboro	23,443	23,500	57
Good Shepherd, Swainsboro	2,958	2,827	(131)
Annunciation, Vidalia	17,207	17,207	0
Total Central Convocation	82,334	82,512	178
Savannah Convocation			
St Bartholomew, Savannah	200	100	(100)
St. Philip's, Hinesville	10,055	10,055	0
St. Patrick's, Pooler	6,762	6,726	(36)
St. Elizabeth's, RH	20,606	20,606	0
St. Luke's, Rincon	10,518	10,519	1
Christ, Savannah	84,516	84,516	0
St. Francis, Savannah	20,351	20,351	0
St. George's, Savannah	13,961	14,161	200
St. John's, Savannah	143,100	143,100	0
St. Matthew's, Savannah	17,081	17,081	0
St. Michael & All Angels, Savannah	19,730	15,924	(3,806)
St. Paul's, Savannah	39,176	39,176	0
St. Peter's, Savannah	84,197	84,196	(1)
St. Thomas, Savannah	40,144	40,369	225
All Saints, Tybee	10,812	10,812	0
Total Savannah Convocation	521,209	517,692	(3,517)
Southwestern Convocation			
St. John's, Bainbridge	7,744	7,744	0
St. Margaret, Moultrie	5,777	5,784	7
St. James, Quitman	4,649	4,650	1
All Saints, Thomasville	47,910	48,500	590
Good Shepherd, Thomasville	2,337	2,571	234
St. Thomas, Thomasville	27,633	27,633	0
Christ, Valdosta	62,135	63,000	865
Christ the King, Valdosta	16,755	16,800	45
St. Barnabas, Valdosta	8,724	9,450	726
Total Southwestern Convocation	183,664	186,132	2,468
Total Pledges	1,597,780	1,593,195	(\$4,585)

2021 TITHES

Note: includes 2% assessment

Albany Convocation

St. John & St. Mark's, Albany	16,290
St. Patrick's, Albany	25,305
St. Paul's, Albany*	40,006
Calvary, Americus	38,229
Holy Trinity, Blakely	1,427
Christ Church, Cordele	19,921
Holy Spirit, Dawson	2,157
St. Matthew's, Fitzgerald	1,217
St. Anne's, Tifton	57,227
Total Albany Convocation	\$201,779

Augusta Convocation

Atonement, Augusta*	3,600
Christ Church, Augusta*	200
Good Shepherd, Augusta	171,671
St. Alban's, Augusta	16,464
St. Augustine of Canterbury, Augusta	45,001
St. Mary's, Augusta	7,616
St. Paul's, Augusta	100,829
Holy Comforter, Martinez*	37,241
Our Savior, Martinez	29,500
Holy Cross, Thomson*	2,834
St. Michael's, Waynesboro	17,939
Total Augusta Convocation	\$432,895

Southeastern Convocation

St. Thomas Aquinas, Baxley	1,446
St. Athanasius, Brunswick	7,293
St. Mark's, Brunswick	72,354
St. Andrew's, Darien	33,300
St. Cyprian's, Darien	5,742
St. Andrew's, Douglas*	2,505
St. Richard's, Jekyll Island	4,974
St. Paul's, Jesup	22,080
King of Peace, Kingsland*	26,692
Good Shepherd, Pennick	1,908
Christ, St. Marys	17,035
Christ, Frederica, St. Simons Island	148,205
Holy Nativity, St. Simons Island	16,680
Grace, Waycross	16,495
St. Mark's, Woodbine	1,758
Total Southeastern Convocation	\$378,465

Central Convocation

Trinity, Cochran	5,710
Christ, Dublin	10,670
St. Luke's, Hawkinsville	18,074
St. Mary Magdalene, Louisville	5,554
Grace, Sandersville	6,515
Trinity, Statesboro	27,179
Good Shepherd, Swainsboro	3,596
Annunciation, Vidalia	18,529
Total Central Convocation	\$95,827

Savannah Convocation

St. Bartholomew's, Savannah	200
St. Philip's, Hinesville*	10,462
St. Patrick's, Pooler	7,453
St. Elizabeth's, Richmond Hill	24,030
St. Luke's, Rincon	10,987
Christ Church, Savannah	109,226
St. Francis, Savannah	25,551
St. George's, Savannah	16,476
St. John's, Savannah	182,014
St. Matthew's, Savannah*	10,071
St. Michael & All Angels, Savannah	21,800
St. Paul's, Savannah	47,987
St. Peter's, Savannah	101,156
St. Thomas, Savannah	48,925
All Saints, Tybee Island	15,931
Total Savannah Convocation	\$632,269

Southwestern Convocation

St. John's, Bainbridge	8,649
St. Margaret's, Moultrie	7,486
St. James, Quitman	6,269
All Saints, Thomasville	70,221
Good Shepherd, Thomasville	2,000
St. Thomas, Thomasville*	33,719
Christ Church, Valdosta	77,679
Christ the King, Valdosta	19,127
St. Barnabas, Valdosta	12,426
Total Southwestern Convocation	\$237,576

TOTAL PLEDGES **\$1,978,811**

*indicates congregations granted an appeal

2021 PROPOSED BUDGET

Diocesan Mission & Ministry

	2019 Actual	2020 Budget	2021 DRAFT
Revenue			
Pledges from Congregations	\$1,554,144	\$1,590,000	\$1,586,000
Honey Creek 2% Assessment	\$0	\$289,003	\$323,310
Donations	\$2,276	\$15,000	\$5,000
Income from Endowment	\$77,476	\$80,000	\$77,000
Interest	\$508	\$10,000	\$10,000
Registration for Diocesan Convention	\$26,190	\$25,000	\$25,000
Other Workshop Registration	\$2,030	\$15,000	\$10,000
Events Fee	\$38,765	\$0	\$0
Miscellaneous Income	\$46,387	\$0	\$0
Total Revenue	\$1,747,775	\$2,024,003	\$2,036,310

Mission Outside the Diocese

The Episcopal Church	\$229,473	\$236,000	\$238,019
Province IV of TEC	\$3140	\$2,000	\$2,000
Voorhees College	\$0	\$2,000	\$2,000
St. Augustine's University	\$0	\$2,000	\$2,000
University of the South	\$2,000	\$2,000	\$2,000
Dominican Development Group	\$10,000	\$10,000	\$10,000
Subtotal	\$244,613	\$254,000	\$256,019

Mission Inside the Diocese

Congregation Mission Development	\$27,742	\$40,000	\$78,000
Campus Ministry	\$35,039	\$40,000	\$45,000
Program Scholarships	\$8,000	\$6,000	\$6,000
Youth Program Supplies	\$10,434	\$11,500	\$7,500
Other Diocesan Program Costs	\$5,199	\$8,000	\$8,000
Diocesan School For Ministry	\$3,014	\$3,000	\$3,000
Clergy and Lay Leader Training	\$39,622	\$53,000	\$42,500
Program Lodging/Meals at Honey Creek	\$35,884	\$15,000	\$10,000
Meeting Travel	\$8,193	\$3,000	\$3,000
Subtotal	\$173,127	\$179,500	\$203,000

Episcopal Ministries

Diocesan Staff Salaries	\$569,705	\$588,930	\$555,941
Housing Allowance	\$113,500	\$103,500	\$48,500
Lay Employee Pension	\$27,262	\$33,480	\$33,480
Clergy Pension	\$72,064	\$69,298	\$57,058
Health Insurance for Diocesan Staff	\$115,639	\$115,044	\$136,392
Employer FICA	\$25,339	\$25,612	\$17,221
Social Security Clergy Supplement	\$26,857	\$27,359	\$22,526
Staff Travel	\$36,116	\$43,000	\$35,000
Meals/Entertainment of Diocesan Guests	\$6,834	\$8,000	\$8,000
Continuing Education for Staff	\$0	\$0	\$1,500

2021 PROPOSED BUDGET

	2018 Actual	2019 Budget	2021 DRAFT
(Episcopal Ministries, Cont'd)			
Conference Registration for Staff	\$3,525	\$5,000	\$5,000
Convocational Deans	\$15,400	\$16,800	\$16,800
Honey Creek Debt Reduction	\$0	\$289,003	\$323,310
Diocesan Honey Creek 2% Portion			\$40,000
Subtotal	\$1,012,241	\$1,325,026	\$1,300,729
 Diocesan Administration			
Utilities	\$7,659	\$9,000	\$9,000
Office Maintenance	\$11,693	\$9,000	\$15,000
Internet & Telecom	\$8,931	\$10,000	\$10,000
Information Systems	\$38,623	\$24,000	\$36,000
Office Supplies	\$19,139	\$20,000	\$25,000
Office Equipment	\$7,710	\$5,000	\$5,000
Printing	\$2,169	\$2,000	\$5,000
Insurance: Retirees and Group Life	\$12,691	\$12,000	\$13,500
Insurance: Disability	\$0	\$0	\$3,000
Insurance: Commercial and Automobile	\$24,098	\$22,500	\$25,000
Reserves: General Convention & Lambeth	\$10,500	\$12,500	\$15,500
Reserves: Episcopal Transition	\$5,000	\$25,000	\$5,000
Background Checks: Clergy & Lay	\$1,245	\$2,500	\$2,500
Candidates Testing & Screening	\$2,200	\$2,500	\$4,000
Ordination Costs	\$0	\$1,000	\$2,000
Diocesan Convention Facility Rent	\$11,220	\$5,000	\$5,000
Diocesan Convention Meals & Catering	\$13,176	\$25,000	\$25,000
Audit Fees	\$19,200	\$18,000	\$18,000
Chancellor Administration & Travel	\$1,003	\$1,000	\$1,000
Chancellor Legal Expenses	\$0	\$1,000	\$1,000
Other Legal Costs	\$0	\$5,000	\$5,000
Property Improvements	\$0	\$0	\$10,000
Maintenance Reserve	\$0	\$0	\$10,000
Subtotal	\$196,257	\$212,000	\$250,000
<hr/>			
Expense Total	\$1,626,238	\$1,970,576	\$2,010,248
 Honey Creek Bond Interest	 \$54,621	 \$52,854	 \$25,313
 Operating Reserve	 \$66,916	 \$623	 \$749

ANNOTATIONS ON THE PROPOSED 2021 BUDGET

RESOURCES

Tithes (\$1,586,000) – Total pledges budgeted for 2020 were \$1.59 million and the 2021 budget is based on the tithes requested as adjusted by Diocesan Council annually for appeals from those below the 10% standard. Due to appeals, the revenue for 2020 is slightly down.

Endowment Income (\$77,000) – Of the \$10 million in assets the Board of the Corporation manages, about \$2 million of those assets produce income for use in the annual budget. The range for income draw is in the 4% range to accommodate lower fixed income returns and ensure continued recovery in the value of equities.

Interest Income (\$10,000) – This is the expected interest on the Money Market account. We do not allow draws on this interest to ensure the rate of return in the event the income isn't needed for operations.

Designated Gifts/ Donations (\$5,000) – Every year we receive special gifts that are designated for the current year's mission and ministry. This is decreased due to the loss of a previous annual giver.

Program Registration Fees (\$35,000) — This amount includes registrations for diocesan convention, and Diocese managed events such as clergy conference, youth events such as Happening, and program revenue from other Diocese activities are reflected directly in the Honey Creek budget. This figure can be higher or lower

based on attendance, and due to COVID, we expected lower participation.

MISSION OUTSIDE THE DIOCESE

The Episcopal Church (TEC) (\$238,019) – This amount is the 15% asking of The Episcopal Church.

Province IV of TEC (\$2,000) - This goes to support provincial mission, primarily in the area of youth work, college chaplaincies, and others mission activity. This is a percent calculated asking but it is anticipated that they will pause asking for 2022.

Sewanee (\$2,000) – As an “owning” diocese of the University of the South, we have an obligation to contribute to its support.

St. Augustine's University (\$2,000) – An historically black college founded by the Episcopal Church in Raleigh, NC in Province IV.

Vorhees College (\$2,000) – An historically black college founded by the Episcopal Church in Denmark, SC in Province IV.

Dominican Development Group (\$10,000) – 8 Dioceses send financial support the American-based Dominican Development Group which provides financial, logistic, and planning support for mission groups and Dioceses traveling to the Dominican Republic.

MISSION INSIDE THE DIOCESE

Congregation Mission

Development: (\$78,000) – This amount supplements the mission development at new parishes and represents matching fund grants to congregations, to fund curacies in the Diocese for seminarians raised up by the Diocese. This item has increased to historic levels in the budget to meet the pressing needs of our congregations in 2021.

Campus Ministries (\$45,000) – This represents the diocesan commitment to all of our campus ministries at Georgia Southern, Valdosta State, Augusta University, and the colleges and universities in Savannah.

Program Scholarships (\$6,000) - This figure supports the need for scholarship support to youth programs which as they expand participation face greater need for scholarship assistance.

Program Costs (\$74,000) – These line items include the costs for youth programs, clergy conferences, the Congregational Development Institute, Conflict Management Training, and other program supplies and costs. Collectively, this line item has seen a sharp decrease based on historic spending pulling into line with actuals.

EPISCOPAL MINISTRIES

Staff Salaries (\$555,941) – This line item includes, in addition to diocesan staff, the administrative

ANNOTATIONS ON THE PROPOSED 2021 BUDGET

staff of Honey Creek. The amount allows for modest staff compensation increases.

Clergy Housing (\$48,500) – A portion of clergy salaries are classified as housing allowance for tax purposes.

Staff Pensions (\$90,538) – 18% for clergy and 10% for lay employees as required by the Church Pension Group.

Staff Health Insurance (\$136,392) – This represents increase due to new hire changes and premium increases.

Social Security (\$39,747) – 7.65% employer's portion for lay staff members and a 7.65% supplement for clergy so their compensation is balanced for tax purposes.

Travel, Meals & Hospitality (\$43,000) – While the majority of this line item is for the Bishop's travel, it also covers travel expenses for the Canons as they exercise their ministry in the diocese. This includes money for the Bishop and Canons to use when hosting other people.

Conference Registration and Continuing Education (\$6,500) – Continuing education and conference costs for diocesan staff as well as their participation in meetings with other Canons in Province IV and across The Episcopal Church.

Convocational Deans (\$16,800) – Cost for reimbursement of all

expenses related to the six dean's and archdeacon's ministry in their respective convocations.

Honey Creek Debt Reduction (\$363,310) – Temporary 2% assessment from congregations for 3 years to reduce the Bond Debt at Honey Creek due in 2021. This included a \$40K budget set aside from the Diocesan budget to commit 2% of its budget.

DIOCESAN ADMINISTRATION

Diocesan Office Expenses (\$105,000) – Costs for building maintenance, internet and telecomm, information systems, supplies and equipment. As with all costs, increases due to higher fees and increased administrative costs particularly around upgrading technology equipment.

Insurance: Retiree, Group Life, Disability (\$16,500) – This line item goes to pay for some retired clergy's and lay employee health insurance, staff group life benefit, and lay disability coverage.

Insurance: Commercial and Auto (\$25,000) - Includes Worker Compensation, liability, property, and auto insurance for the diocesan car. The premiums are considered to increase annually.

General Convention Travel (\$15,000) – Costs for reimbursing travel & lodging expenses for our Bishop and our 8 deputies. This is on a three-year cycle so this amount represents one-third of the total expected costs. Increased due

to rising costs of attending.

Lambeth Travel (\$500) – Lambeth is a meeting of all the bishops in the Anglican Communion once every ten years. This line item then represents one-tenth of the expected cost for our Bishop to attend the next conference.

Episcopal Transition (\$5,000) – This annual set aside is transferred into a designated fund so when we elect a new bishop we will have the funds needed for the transition.

Clergy Candidate Testing and Screening (\$4,000) — This line item contains elements of canonical responsibility in support of mission (\$2,000 to background checks for lay and clergy and \$2,000 to other Commission on Ministry work)

Ordination Costs (\$1,000) — These expenses are for printing costs and bibles for ordinations throughout the year.

Diocesan Convention (\$30,000) — These expenses are mostly offset by income shown on the revenue side of the budget to support our annual Diocesan Convention.

Audit (\$18,000) – The audit includes Honey Creek (to which \$2,000 additional cost is allocated) together with all other diocesan operations. Includes the audit for the Board of the Corporation Endowment Funds.

Chancellor Administration & Travel (\$2,000) – This covers the administrative and travel expenses of our chancellors.

ANNOTATIONS ON THE PROPOSED 2021 BUDGET

Chancellor Legal Contingency and Other Legal Costs (\$5,000)

– While most of the work of our chancellors is pro bono, there are occasions when we need to seek some limited outside legal counsel. This line item covers that contingency.

Property Improvements and Reserve (\$20,000) – The Diocese is seeking to make the office more ADA accessible. This line item will go each year to improvements of the property and establish a maintenance reserve for future efforts.

Bond Interest (\$25,313) – This is the annual bond interest cost for the \$1,245,000 of Honey Creek Bonds. The bonds are to be paid in 2021 on the day they were acquired. This is a calculation of the balance of the bonds and the amount of interest owed in 2021. This amount is a portion of the total funds committed from Diocesan revenue to Honey Creek operations. The amount continues to reduce due to the generous forgiveness of a few select bond holders.

HONEY CREEK PROPOSED BUDGET 2021

	2019 Actual	2020 Total Year Budget	2021 Budget HC	Diocese
Revenue				
Honey Creek Revenue				
Diocesan Program Fees	\$158,106	\$170,000	\$100,000	
Diocesan Summer Camp Fees	73,722	81,000	40,000	
Meetings, Groups, Lodging	121,980	150,000	100,000	
Wedding Event Fees	8,293	6,000	6,000	
Facility Use w/o Lodging	200	12,000	20,000	
Motel Room Tax Paid	(1,012)	(2,000)	(1,000)	
GA Sales Tax Paid	(7,206)	(12,000)	(5,000)	
Gifts and Donations to HC Unrestricted	47,878	50,000	70,000	
Endowment Income for HC	0	0	0	
Refunds	1,107	0	0	
Diocesan Subsidy	3,200	0	0	
Interest Income HC	15	0	0	
Total Revenue	406,283	455,000	330,000	
Operating Expenses				
Employee-Related Expenses				
Camp and Conf Ctr Salary	57,812	50,600	50,600	84,864
Summer Camp Salary	14,618	25,000	20,000	
Diocesan Staff Benefits	11,156	12,888	13,777	13,274
Employer FICA	5,458	5,432	5,447	6,492
Staff Travel	682	1,000	1,000	
Continuing Education	0	1,000	1,000	
Total Employee-Related Expenses	89,726	95,920	91,824	104,630
Contracts and Services				
Foodservice Contract	108,197	124,000	80,000	
Housekeeping Service Contract	30,944	32,000	22,000	
Building & Grounds Contract Labor	0	4,000	4,000	
Building & Grounds Maintenance	10,802	20,000	20,000	
Equipment Maintenance and Repair	22,880	5,500	5,500	
Pool Maintenance and Supply	1,587	4,500	4,500	
Waste Removal Service	5,338	5,000	5,000	
Supply				
Office Supply	3,546	5,000	5,000	
Programs and Meetings Supply	2,739	0	3,000	
Building and Grounds Supply	20,508	20,000	20,000	
Housekeeping Supply	4,159	8,000	4,000	
Gas and Diesel for Equipment and Auto	1,625	1,000	1,500	
Printing	0	1,000	2,000	

HONEY CREEK PROPOSED BUDGET 2021

	2019 Actual	2020 Total Year Budget	2021 Budget HC	Diocese
Advertising	0	0	1,000	
Postage and Shipping	843	1,000	1,000	
Summer Camp Program Supply	5,617	10,000	5,000	
Utilities				
Electricity	37,092	44,000	35,000	
Propane	4,489	6,000	6,000	
Internet and Telecom	122	10,000	2,000	
IT Systems and Support	3,020	2,500	5,000	
Insurance, Fees and Banking				
Property Hazard and Flood Insurance	38,346	46,000	22,000	
Liability Insurance	0	4,200	32,000	
Workers Compensation Insurance	0	0	0	1,000
Auto Insurance	0	0	0	
Bank Fees CCC	5,021	4,000	4,000	
Total Other Operating Expenses	307,276	357,700	289,500	
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Bond Interest				25,313
Total Operating Expenses	397,001	453,620	381,324	130,943
Income (Loss) from Operations	9,282	1,380	(51,324)	

Help Pave the Path!

Contributions to the Future Fund can be made by purchasing pavers that will be used to create a walkway from the Chapel to Bishops' Hall and the Dining Hall. This path will greatly increase accessibility to the Chapel, and will be used by all those who visit this sacred space. Pavers can be engraved with the names of donors, or those in whose memory or honor their donation is given, and provide a lasting memorial for future generations. For more information, contact Executive Director Dade Brantley at dade@honeycreek.org.



2019 BOARD OF THE CORPORATION AUDIT

THE EPISCOPAL DIOCESE OF GEORGIA ENDOWMENT FUND STATEMENTS OF FINANCIAL POSITION

	Without donor restrictions	With donor restrictions	December 31, 2019	2018
ASSETS				
Investments				
Anson Dodge Home Fund	\$-	\$1,246,888	\$1,246,888	\$1,044,131
HM Byllesby Fund		406,385	406,385	326,932
Bishop Stuart Fund		217,757	217,757	181,224
Christ Church Frederica Fund		377,436	377,436	303,642
Spencer Connerat Fund		325,539	325,539	261,892
Endowment of Episcopate Fund		517,086	517,086	431,705
Episcopal Youth and Children's Fund		891,725	891,725	743,273
General Diocesan Fund		1,728,208	1,728,208	1,442,882
Mary Rhinelander King Fund		2,717	2,717	2,185
James B. Lawrence Fund		5,558	5,558	4,472
St. Andrew's Darien Cemetery Fund		21,903	21,903	17,621
Trinity Church Cochran Fund		109,905	109,905	88,417
Calvary Episcopal Church Endowment		346,483	346,483	278,741
James H. Lewis Memorial Fund		60,691	60,691	48,825
Diocesan Mission Development Fund		85,955	85,955	69,149
St. John's Albany Flood Insurance Fund		723	723	581
Robert and Clara Black Fund		1,572,496	1,572,496	1,439,262
Episcopal Church of the Annunciation Fund		233,137	233,137	193,577
St. Anne's Organ Fund		106,733	106,733	85,866
The Agnes Wis Fund		189,180	189,180	152,193
Honey Creek Endowment		90,140	90,140	72,516
Robert A. Wolfe Trust		132,558	132,558	110,655
Paul Hoornstra Fund		109,791	109,791	88,325
Theological Education Fund		150,604	150,604	121,159
St. Richard's Mission Endowment Fund		88,329	88,329	79,980
Grace Episcopal Parish Endowment Fund		173,192	173,192	139,331
All Saints' Tybee Mission Fund		548,614	548,614	476,467
St. James' Quitman Endowment Fund		173,729	173,729	139,763
St. Matthew's Savannah Endowment Fund		77,024	77,024	61,965
Legacy Fund of St. Patrick's Episcopal Church		135,508	135,508	167,816
Legacy Fund of St. Patrick's Episcopal Church - Vestry Designated		102,531	102,531	-
St. George's Episcopal Church Endowment		209,128	209,128	203,136
The Mary Hardwick Rawlings Endowment		230,481	230,481	185,419
St. Thomas Episcopal Church Endowment		132,032	132,032	106,218
Total investments	2,657,511	8,142,655	10,800,166	9,069,320
Related party loan receivable	400,000		400,000	400,000
Loan receivable	20,000		20,000	20,000
Allowance for loan losses	(20,000)	-	(20,000)	(20,000)
Net receivable	400,000	-	400,000	400,000
Total assets	\$3,057,511	\$8,142,655	\$11,200,166	\$9,469,320

JUST FOR FUN

CONVENTION 2020 *Bingo*

Voting Delegate	Coffee is poured	Using your convention coaster	Only cleaned this part of the house
Wifi seems fine?	Bishop Logue is muted	Charger at the ready	Your screen froze
Hydrate!	Nice top, sweats on the bottom	Can you hear me?	ALL THE SNACKS
WHERE'S MY CHARGER?!	Headphones have been accounted for	Your pets are really excited	The hymn is stuck in your head
I can see the Chancellor!	When's lunch?	No such thing as too much coffee	Knitters unite!

gaepiscopal.org/convention2020

See the convention website <https://gaepiscopal.org/convention2020> for the latest presentations, reports, and updated information.