...weave us together

the search for the IX Bishop *of* Upper South Carolina

The fabric of our diocese is strong and resilient, despite being stretched and tested by this unique time in history...

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December 12, 2020

Dear Brothers and Sisters in Christ...

Peace to you, and grace from our Lord and Savior Jesus Christ.

The Nominating Committee for the Ninth Bishop of Upper South Carolina invites you to learn more about who we are and the bishop we seek through the pages of our Diocesan Profile. Explore our diocese in detail. Within the profile you will find underlined blue text that is hyperlinked to information about us and our ministries.

In assembling the profile, we sought input from laity and clergy throughout the diocese through an online survey. The thoughts of those who responded are entwined around the portrait presented and quoted throughout the profile. You will see that while we are diverse in our views, in the sizes of our congregations, and in our worship styles, we are of one mind in our wish to be a diocese woven together in unity and love.

The fabric of our diocese is strong and resilient, despite being stretched and tested by this unique time in history. An apt metaphor of our diocese is a quilt of diverse ministries knit together by the desire to carry on effectively the work begun by prior generations.

COVID-19 has forced parishes to make tough decisions and move into new ways of being church. The use of technology has quickly evolved in our churches and ministries over the past months. Our next bishop will need to be comfortable weaving together our desire to honor traditions of worship and love of liturgy and the reality of taking advantage of technology as part of the fabric of worship. Our next bishop will lead us through a time that will call for creativity and change in the way we minister to our local communities and share the Good News of God in Jesus Christ. There will be opportunities to weave new ministries together and reinforce existing ones.

We look forward to the process of discernment with those who wish to explore a call to be our next bishop. It is no small step to put yourself, and your family, forward in the exploration of what God has in store for us in the Diocese of Upper South Carolina.

We will pray for you. We ask that you pray for us, for the process of discovering our new bishop and for all who will work together in ministry in this diocese.

Faithfully,

Ms. Melissa Langford, Co-Chair
The Rev. Grant Buchanan Wiseman, Co-Chair
The Rev. Raphiell Ashford
The Rev. Scotty Brock
Mr. John Cantey
Ms. Shawn Dunham
Ms. Lillian Hardaway
The Rev. Charles Jenkins
The Rev. Mia McDowell
Mr. Larry Moore
Ms. Susan Pretulak
The Rev. Patricia Sexton
Mr. West Summers
Ms. Corliss Wise

A Prayer for our Bishop Search

Almighty God...

...to whom we give thanks for weaving together this mystical body we call the church. Grant that we, under the guidance of the Holy Spirit, may discern with clear and open minds the person you are calling to be the ninth bishop of the Episcopal Diocese of Upper South Carolina. Bless, enable, and endow this person with the ability to continue to knit us together so that we may ultimately see the beauty and strength in the many fibers which make us one. All this we ask through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, now and for ever.

Amen

Now the Christ in me
greets the Christ in thee
in one great family.

"Weave Us Together" Copyright © 1979, Rosemary Crow—Used with permission of the composer. All Rights Reserved

...weave us together

References and images throughout the profile related to weaving and textiles are purposeful. These illustrate not only a diocese who wishes to continue to be woven together, but a diocese strongly influenced over the years by the evolution of the textile industry.

Additionally, with the permission of composer Rosemary Crow, we have incorporated the familiar contemporary hymn, "Weave, Weave, Weave Us Together."

For more information about the mission and ministries of our diocese and for full survey results please visit the Bishop Search page on the EDUSC website.

A moment ago, we did not know
our unity, only diversity,
Now the Christ in me
greets the Christ in thee,
in one great family.

"Weave Us Together" Copyright © 1979, Rosemary Crow—Used with permission of the composer. All Rights Reserved

South Carolina...Who We Are

Prepared in Mind and Resources. While I Breathe, I Hope.

These words are found on the state's seal and form South Carolina's state mottos. They truly describe the people, places, and the opportunities within the state, and within EDUSC. In December 2019, the U.S. Census Department ranked South Carolina the 6th fastest growing state in population, and WalletHub recently ranked the state 9th in economic growth.

From a 19th and early 20th century agricultural and textile-based economy, South Carolina now has a well-diversified and strong economic and business profile. Large global entities such as Amazon, BMW, Boeing, Domtar, Michelin, US Cyber Command, and Volvo Cars have a substantial and expanding presence in our state and region. Small and mid-cap businesses are showing significant growth, too. Knit together with a low cost of living, beautiful places, friendly people and ease of travel, South Carolina is a rich environment for growth and success.

South Carolina...The Palmetto State

...Our long history

South Carolina's history is entwined with various cultures, traditions and influences. De Soto explored the land that became South Carolina in 1540, the Province of Carolina was established in 1662 and the Colony was created in 1670. Our story includes the Church of England, beginning as a part of the Diocese of London. The State's General Assembly enacted the Church Act of 1702, which established the Church of England as its official church. South Carolina is one of the original Thirteen Colonies; the Palmetto tree on our flag symbolizes a Revolutionary battle where South Carolina troops defended a palmetto-log fort on Sullivan's Island against the British fleet in 1776. The language of American Indian tribes and nations can be found in the names of South Carolina places and rivers, and the Catawba Indian Nation is located within the diocese.

...Smiling faces

Our state is comprised of five geographic regions: Appalachian Foothills, Piedmont, Midlands, Lowlands and Coastal, each with their own cultural threads. The Episcopal Diocese of Upper South Carolina (EDUSC) includes the Foothills, Piedmont and Midlands areas. There are a number of state parks to enjoy, as well as the incredible Congaree National Park, one of the few national parks on the east coast. Speckled over this beautiful fabric of land are large man-made lakes, created for power generation and recreation. Navigable rivers lace through South Carolina

(continued)

South Carolina...The Palmetto State

providing a robust wildlife habitat with recreational venues for hiking, biking, hunting and fishing. South Carolina also stakes its claim at being "First in Golf." Of course, there are many beautiful places to sit, enjoy the view, sip a beverage, read a good book, or strike up conversations and knit together friendships with some of the nicest people in the USA.

...Beautiful places

Spread across the canvas of EDUSC are charming towns and smiling faces. Greenville and Columbia offer many opportunities to enjoy the arts and culture, and other EDUSC cities and towns have great festivals and celebrations. The towns of Aiken and Camden are known for their beauty, charm and some of the best equestrian events on the east coast. Sometimes the seasons are defined by sports, and people have a great time with it. The University of South Carolina and Clemson University are located in EDUSC, as well as the nationally ranked colleges for academics, Wofford College and Furman University. All these institutions extend both sports and cultural opportunities. Near Rock Hill, an EDUSC city, the NFL Panthers are building their headquarters, training campus and complex. COVID-19 changed many ways we interact; however, we continue to find different ways to weave together, connect and bond.

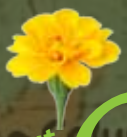
....an Insider's Guide to "SC-Speak"

What are the Owl Prowl and Firefly Festival
(hint: if you go, wear a hat... really!)

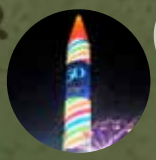
SOUTH CAROLINA

Why does a rooster crow at noon every Friday in Columbia
(hint: go Gamecocks!)

Is Columbia that hot in the summer
(hint: go ahead... ask!)



Tell me about Riverbanks
(hint: it's so much more than a zoo!)

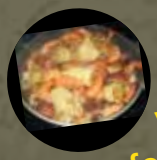


What does "Meet me at the rocket" mean
(hint: it happens every October)

What is Edgefield Pottery
(hint: only THE southern stoneware!)

What is Soda City
(hint: the place to be in Columbia on Saturdays)

What about beach music and the shag
(hint: do ya' wanna dance?)



What's Beaufort stew
(hint: it's delicious... but can you pronounce Beaufort?)

Tell me about oyster roasts
(hint: delicious and fun)

Who was the Swamp Fox
(hint: the real one... not Mel Gibson!)

What's SC's signature barbeque?
(hint... depends on who you ask!)

Who We Are...Our State

Columbia, Our Capital

With a low cost of living, a good southern vibe, and a small-town feel, Columbia is a "capital" place to be. Columbia has wonderful museums, performance theaters and venues. Restaurants abound, from fine dining to delicious dives, and include a James Beard winner. The banks of the rivers are great places to walk and picnic. There are local parks in town and in the county. Like everywhere, COVID-19 changed our favorite places, activities, and the way we socialize. Prior to that, it was really "hot" and not just the temperature. In typical American fashion, we will adapt and overcome.

Columbia is the second largest city in South Carolina, the Palmetto State's capital, and the county seat for Richland. The city is near the approximate geographic center of the State, at the confluence of two rivers and at the geographic fall line. Given the residual tensions from the Revolutionary War and issues with government representation, Columbia was created to unite the people of the Lowcountry and Upcountry and to transform the state's economy.

Richland and neighboring Lexington County are some of the fastest growing areas in the state. Columbia's metropolitan area has a well-diversified economic portfolio that includes government entities and private companies. Major global, S&P 500, and large regional companies have a presence. In addition to state, county and local government, the University of South Carolina is in Columbia and is a major employer.

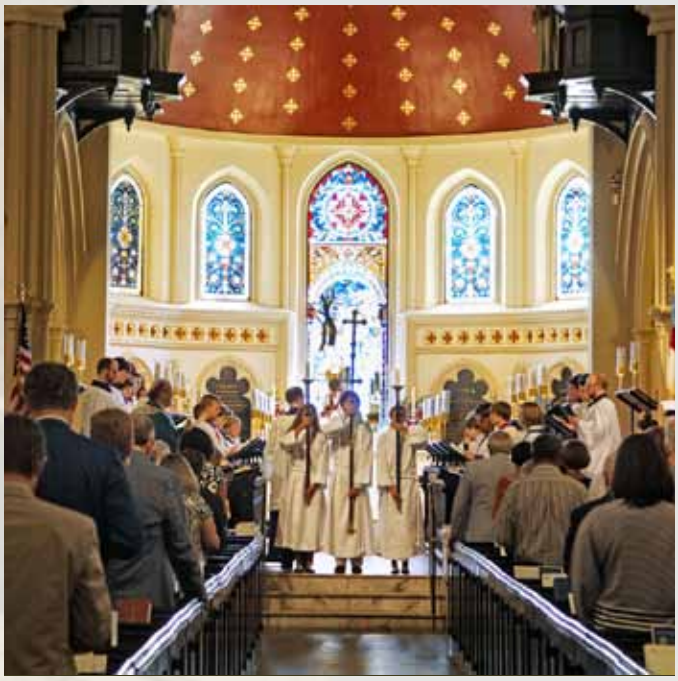
The Greater Columbia Area has over twenty school districts and numerous private school opportunities. Higher education includes the University of South Carolina, Benedict College, Allen University, Columbia College, Columbia International University, Midlands Technical College, Lutheran Theological Seminary, the USC School of Medicine, and the USC School of Law. Columbia is home to Fort Jackson, the U.S. Army's largest basic training installation. Additionally, Richland County is the home of the U.S. Air Force's McEntire Joint National Guard Base. Support for the armed forces is an important part of Columbia's culture.

With three interstate highways wrapping around Columbia, its regional airport (Columbia Metropolitan) and Charlotte's Douglas International airport only an hour and a half away, travel is easy. Columbia is two hours from Charleston and one and half hours from Greenville. People say, ***"Two hours to the beach and two hours to the mountains."***

Who We Are...Our State

The See

Columbia is the See for the Episcopal Diocese of Upper South Carolina. The George M. Alexander Diocesan House is in downtown Columbia on the historic Trinity Episcopal Cathedral campus (established in 1812). This campus, including its notable cemetery, covers a city block. Directly across from the Cathedral is the beautiful State House (capitol building) and a complex of state government buildings. Next-door neighbors include the State Supreme Court and the University of South Carolina.



For over 200 years, Trinity Episcopal Cathedral and the diocese have been a strong part of Columbia's fabric. The Cathedral, with its beautiful gothic revival edifice, can be seen from the Capitol. This church has been a source of strength and comfort to parishioners and neighbors. It is a visible reminder that God weaves us together in many ways.

Who We Are...Our Diocese

Our History

The establishment of the Episcopal Diocese of Upper South Carolina began in 1922. The fall line (that is the geographic feature that serves as a demarcation of the ancient coastal plain and the Piedmont) runs through Aiken county to Columbia and northeast through Charlotte, NC and beyond. It serves as the dividing border of the two dioceses in South Carolina.

It was during the Diocesan Convention of the Diocese of South Carolina of 1920 that a Bishop Coadjutor under Bishop William A. Guerry would be elected. The intention was to set in motion dividing the state into two distinct dioceses. Once elected as Bishop Coadjutor, The Rt. Rev. Kirkman G. Finlay was to be the first Bishop Diocesan once confirmed by the General Convention of the Episcopal Church in 1922. The Diocese of Upper South Carolina began in earnest on October 10, of that same year.

Covering 22 counties in South Carolina, the new diocese included 60 parishes and missions, 14 of which were historically black parishes. Within these 60 parishes, there were roughly 6500 baptized persons.

In 1952, a committee was formed to study the question of a diocesan house. Along with this consideration, a proposal was discussed to make then Trinity Church, Columbia, the Cathedral. However, it wasn't until 1977 that Trinity Church became the See of the Bishop of Upper South Carolina.

The Rt. Rev. W. Andrew Waldo, the eighth Bishop of Upper South Carolina, was consecrated on May 22, 2010. Preceding him were The Rt. Revs. Dorsey F. Henderson who served from 1995-2009; William A. Beckham, 1979-1995; George M. Alexander, 1973-1979; John A. Pinckney, 1963-1972; C. Alfred Cole, 1953-1963; John J. Gravatt, 1939-1953; and Kirkman G. Finlay, 1922-1938. All of whom, in common ministry with the clergy and people of Upper SC, left an indelible mark on the almost 100 years of serving Christ in the upstate of South Carolina.

Who We Are...Our Diocese

Our Diocese Today

The Diocese of Upper South Carolina covers an area ranging from the Midlands to the Upstate. Many of our cities and towns relied upon what was once our greatest crop, cotton, and are former mill towns. There are deep memories of what was once a thriving textile industry. Many of the former mills have been repurposed to develop industries, while other towns are still attempting to find their new industries. The people of our diocese are hardworking, resilient, and known for their warm hospitality.

The Diocese of Upper South Carolina now includes 60 congregations and approximately 24,000 members organized in five geographical areas called convocations in 22 counties.

We are many textures,
we are many colours,
each one different from the other,
but we are entwined with one another
in one great tapestry.

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Who We Are...Our Diocese

Convocations

The Catawba Convocation is nestled beneath Charlotte, NC and is home to 7 churches. The communities of the convocation range from very small missions to parishes; several churches have Colonial roots and began official histories in the 19th century. The clergy form a strong community and meet regularly. Regardless of size, each church has a strong sense of place in the community, the convocation, and the diocese. Canterbury Campus Ministry is offered within the convocation at Winthrop University.

The Foothills Convocation is located in the Northwestern corner of the state and comprises a large geographical area of the diocese. It is home to 13 churches and covers Abbeville, Anderson, Greenville, Laurens, Oconee, and Pickens counties. Like the rest of the Diocese of Upper South Carolina, there is a rich diversity of ministries found in the churches of the Foothills. Outreach, like Hispanic ministries at St. James, Greenville, and Holy Cross, Simpsonville add to this diversity. Also included among the various ministries of this convocation is a relationship with partner institution Christ Church Episcopal School and Canterbury Campus Ministries at Clemson University, Furman University, and Presbyterian College.

The Gravatt Convocation, located in the southwestern area of the state, consists of 14 Episcopal churches, and partner institutions Mead Hall School, and the Bishop Gravatt Camp and Conference Center. Also included is the newest un-organized mission in the convocation, St. Paul's in Batesburg-Leesville. Although a smaller convocation made up of smaller churches, most of them hold the blessing of endowments to support their ministries. The Gravatt convocation spans Abbeville, Aiken, Edgefield, Greenwood, McCormick, and Saluda counties. *(continued)*

Who We Are...Our Diocese

Convocations

The Midlands Convocation is the area of the diocese which contains the largest number of churches (21) and the Cathedral. These member churches reflect a full range of sizes and encompass a wide variety of worship styles, including three parishes with a majority African American membership. The convocation encompasses a relatively compact geographical area and consists of the City of Columbia as well as the counties of Fairfield, Kershaw, Lexington, Newberry, and Richland counties. Canterbury Campus Ministry is offered at the University of South Carolina.

The Piedmont Convocation encompasses Spartanburg, Cherokee, and Union Counties and is home to 8 churches. The Piedmont Convocation enjoys a healthy spirit of collegiality among and between clergy and lay leaders. This is demonstrated through a long history of cooperative ministry in Haiti and Ecuador, and intentionally joining for worship on the Feast of the Epiphany. Canterbury of Spartanburg provides campus ministry to students at Converse College, Wofford College, and the University of South Carolina Upstate.

Who We Are...Our Diocese

Clergy Profile

There are 162 clergy in the Episcopal Diocese of Upper South Carolina, including 68 retired clergy. 57% of the active clergy in the diocese are male while 42% are female. Among active male clergy, 39% are 61–75 years of age, 48% are 41–60 years of age, and 13% are 26–40 years of age. Among active female clergy, 42% are 61–75 years of age, 47% are 41–60 years of age, and 10% are 26–41 years of age.

Our clergy represent both the vocational diaconate (14) and the priesthood (80) with active ministries from our retired clergy. Our deacons are currently assigned either as Convocational Deacons or to parishes. Several retired clergy continue to be active in various roles in the diocese.

The clergy of the diocese represent a broad range of theological positions, and there is a collegiality that unites them as dedicated Episcopalians. Typically, the clergy of the diocese gather for the renewal of ordination vows at Bishop Gravatt Camp and Conference Center or Trinity Cathedral at the beginning of Lent, and again for a conference/retreat at Kanuga Camp and Conference Center in the fall.

While the clergy of EDUSC are predominantly white males above the age of 40, there has been a conscious effort to embrace diversity in the training and recruitment of new clergy. The diocese has successfully placed female clergy within parishes seeking rectors. While we may have the appearance of being homogenous, the diocese is open and eager to see who God is calling to serve as clergy as we live into our baptismal covenant of respecting the dignity of every human being.

What's Important To Us

Mission and Outreach

The Diocese of Upper South Carolina is committed to transforming and reconciling the world through relationships with Christ and each other. We seek to make, equip and send mature disciples into the world to share the good news of Jesus Christ. Outlined below are some of the initiatives we support; more detail can be found on the EDUSC Missions page.

Outside of the diocese, we have missional relationships in two main areas: Haiti and Ecuador. For more than 40 years we have shared a ministry with the people of Cange, Haiti. In response to recent natural disasters and political challenges, our efforts focus primarily on public health and education. Related partner organizations include:

- **The Sant Art (Artisan Center)**
- **Partners in Agriculture**
- **Summits Education**
- **Clemson Engineers for Developing Countries**

In Ecuador, our diocese supports work to provide improved education for those living in desperate and difficult situations. This is achieved through our partnership with Education Equals Hope (E=H); and is mostly led by individual churches.

We also have a strong relationship with Episcopal Relief & Development, a relief and development agency of the Episcopal Church.

Within our diocese, there are multiple strands of effort aimed at fostering unity, promoting reconciliation, and strengthening our communities. Some of them are:

Voorhees College, located in Denmark SC, is a private, historically black liberal arts institution affiliated with the Episcopal Church. It seeks to foster highly qualified graduates who combine intellect and faith in their preparation for a strong profession with an abiding faith in God. Two members of the board of trustees are elected by our diocesan convention and the bishop serves as an ex-officio member of the board with full privileges.

The Voorhees Scholars program helps rising ninth grade students set goals for higher education and supports them in reaching these goals. These Scholars remain in the program throughout high school and have the option of choosing a mentor and participating in an internship assignment. The program is a joint effort supported by the Diocese of Upper South Carolina, the Diocese of South Carolina, and Voorhees College.

(continued)

What's Important To Us

Mission and Outreach

Matthew 25 grants are one-time grants available to help congregations start or expand compassion and/or justice ministries for poor or at-risk people. Compassion ministries work to help hurting people. Justice ministries work to end that which hurts people. Compassion addresses the needs of people and alleviates suffering. Justice works to right wrongs, or for advocacy. Transformation becomes our own story as we extend ourselves in the love and power of Jesus.

The Committee on Environmental Stewardship and Justice provides information and resources to assist churches within the diocese to initiate or continue programs that reflect care for creation. There are many ways for churches to get involved, from faith and education efforts, to advocacy projects focusing on environmental issues.

The Diocesan Race and Reconciliation Committee exists with the belief that as followers of Jesus, we are all called to be healers and reconcilers. It provides resources and facilitation to help congregations and other groups understand what divides us and to explore the work of reconciliation. Group facilitation may include story sharing by committee members as well as activities to encourage participants to listen and share a variety of perspectives.

The Bishops' Public Education Initiative is an ecumenical initiative led by the bishops of the Fellowship of SC Bishops (Lutheran, Episcopal, Roman Catholic, United Methodist, African Methodist Episcopal, and Christian Methodist Episcopal judicatories). It supports the public education system in South Carolina, with the aim of ensuring the poorest children in the state receive the full benefits of a good education.

Christian Formation

The Commission on Christian Formation works with congregations to ensure there is a bridge of formation that extends over a person's lifetime in the diocese. As such, it has oversight and provides resources for a variety of formation opportunities for children, youth and adults. This includes: New Beginnings, Happening, Vocare, Cursillo, Diocesan Youth Leadership Committee, Youth Ministries, Young Adults Ministries, Canterbury Communities, Daughters of the King, Education for Ministry as well as many other Christian formation ministries.

What's Important To Us

Diocesan Partner Institutions

In addition to our worshipping communities, EDUSC has vibrant relationships with multiple partner institutions. A partial list of these institutions follows:

Bishop Gravatt Camp and Conference Center

The Bishop Gravatt Camp and Conference Center began its ministry in 1949 on 100 donated acres outside of Aiken, SC. Currently, Gravatt encompasses 260 acres with a focus on hospitality and Christian formation. Gravatt offers opportunities for spiritual renewal, learning and growth ranging from conferences, retreats and clergy gatherings to a strong summer camp program which has touched the lives of many children. Although an institution of the diocese, Gravatt is a separate non-profit corporation managed by its own board of trustees.

Kanuga Conference and Retreat Center

In 1928, under the leadership of the Rt. Rev. Kirkman George Finlay, the dioceses in North and South Carolina purchased property outside Hendersonville, NC. It was on this property that Kanuga Conference and Retreat Center was established. Within 10 years, Kanuga became the Episcopal Church's largest conference center and it continues to serve the larger church with a variety of programs and opportunities today.

Christ Church Episcopal School

Located in Greenville, Christ Church Episcopal School, is a college preparatory and co-educational day school. It was formed in the summer of 1959 by the Rector and Vestry of Christ Church. Christ Church Episcopal School is an institution of the diocese but is organized as a separate non-profit corporation managed by a self-perpetuating board, including the Rector and three members of Christ Church Episcopal.

Heathwood Hall Episcopal School

Located in Columbia, Heathwood Hall is an Episcopal college preparatory and co-educational day school. Founded in 1951, it is seen as one of Columbia's premier independent schools and seeks to "empower students to unlock their potential, develop their character and gain the confidence to transform a dynamic world". While considered an institution of the diocese, Heathwood Hall is organized as a separate non-profit corporation with an independent board of trustees. The Bishop of the diocese serves as an ex-officio member of the board.

What's Important To Us

Diocesan Partner Institutions

Mead Hall Episcopal School

Located in Aiken, Mead Hall Episcopal School is a college preparatory co-educational day school. Mead Hall, founded in 1955, is unique in that it began as a ministry of St. Thaddeus Episcopal Church, and remains so to this day. Mead Hall challenges students to pursue academic excellence, spiritual growth, and moral integrity.

Still Hopes Episcopal Retirement Community

Still Hopes is a faith-based Continuing Care Retirement Community. In 1977, Still Hopes was formed by the dioceses of South Carolina and built on land bequeathed by the Guignard family. It is an all-inclusive non-profit Episcopal sponsored Continuing Care Retirement Community.

The University of the South, Sewanee, Tennessee

The University of the South, founded in 1857, is located in the mountains of Tennessee. Sewanee is the only independent institution in the country with both a college and graduate seminary established by the Episcopal Church. It is owned by the dioceses of Province IV. Three of its trustees are elected annually by Diocesan Convention.

We are diff'rent instruments,
playing our own melodies,
Each one tuning to a diff'rent key.
But we are all playing in harmony,
in one great symphony.

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Ways and Means of Ministry

Our Statement of Mission

The Diocese of Upper South Carolina deliberately refers to our diocesan budget as our "Statement of Mission" or SOM. It is a public expression of stewardship. The SOM is intended to reflect the goals and desires of the entire diocese (Lay, Clergy, and Episcopal) as it responds to Jesus' call to mission and ministry. It is developed through collaboration between the laity, clergy, the Bishop and his support staff.

Early in the year, the Diocesan Executive Council invites any member of the diocese to make a request for funding in the next year's SOM. This allows for opportunities for new ministries to be developed. Opportunities to discuss and explain these requests happen at meetings of the convocations. Taking these requests, and the recommendations of the Commissions from which they will be administered into consideration, the SOM Committee of the Commission on the Diocese develops a proposed SOM, which is presented to the Commission on the Diocese for discussion, possible adjustment, and recommendation.

The recommendation is again submitted to the convocations for comment, and the proposed SOM, with possible further amendments resulting from comments of the convocations, is presented to the Diocesan Executive Council for consideration and recommendation to the annual Convention for final approval. The budget is funded mainly from pledges from our congregations and supplemented from our endowments, where appropriate. We have a pledge system similar to that of The Episcopal Church. We request 16% of each congregation's operating income to fund the mission of the diocese. We find that approximately 90% of the requested Episcopal Pledge is received.

Use of the diocese's financial assets have traditionally been conservative in planning and execution. The diocese has no debt. Current Assets are sufficient to cover operations for six months or longer. The diocese has a managed endowment comprised of restricted and unrestricted funds.

SOM Summary Report of Revenues and Expenses 09/20		
	Actual	**Budget (As of 09/2020)**
Revenue	$2,041,380	$2,152,881
Expenses	$1,814,341	$2,168,316

**As the nomination process continues, additional financial information may be provided.*

SOM Summary Report of Revenues and Expenses 2019		
	Actual	**Budget**
Revenue	$2,808, 137	$3,052,294
Expense	$2,801,863	$3,053,409

Actual Expanded vs. Budgeted Revenues		
	Actual	**Budget**
2021	N/A	$2,785,479
2020	*$1,814,341	$2,870,508
2019	$2,801,863	$3,052,294
2018	$2,622,326	$2,954,835
2017	$2,630,819	$2,799,130
2016	$2,633,050	$2,821,639
2015	$2,802,318	$2,629,243

**As of September 2020*

Centennial Campaign

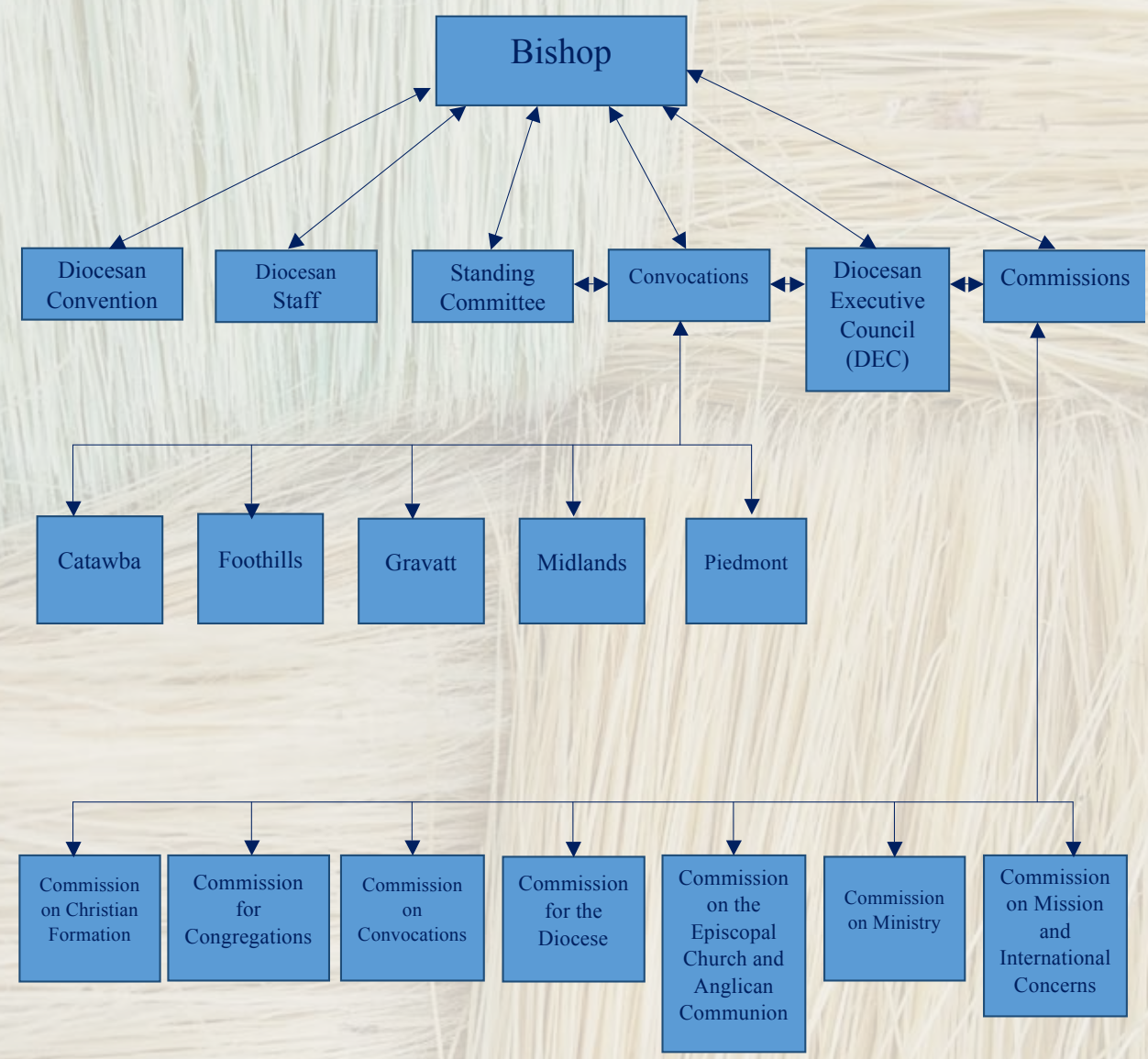
In 2018 work began developing the Centennial Campaign, a capital campaign to support three initiatives that were deemed important to the long-term ministries of the diocese. This campaign has a goal of approximately 10 million dollars in support of:

- Growing the Canterbury Communities at colleges and universities in our diocese
  Developing funded ministries to colleges to serve and evangelize college students
- Bishop Gravatt Camp and Conference Center
  Expanding the facilities to better serve the diocese and the region
- Episcopal Church Home at York Place
  Redeveloping what was founded as a children's home into a multigenerational facility in partnership with The Episcopal Home at Still Hopes, Winthrop University, and the Community of York, SC

COVID-19 has forced the suspension of work on the capital campaign. Considerable work continues in developing the relationships needed to support a campaign of this magnitude.

Ways and Means of Ministry

Governance at a Glance



Ways and Means of Ministry

Commissions of the Diocese

To carry out the work needed to support the mission of the diocese, the Diocesan Executive Council has created seven commissions. These commissions are policy-making groups chaired, for the most part, by members of the DEC and they include individuals from the diocese appointed by the bishop.

The Commission on Christian Formation responsibilities include oversight of the Diocesan Youth Leadership Committee, Cursillo, Daughters of the King, Youth Ministries, Young Adults Ministries, Canterbury Communities, Happening, Vocare, Education for Ministry and all other Christian formation ministries. It is also the group concerned with the diocesan policy for Safe Church.

The Commission for Congregations helps congregations grow and strengthen in their ministry to their members and communities. It focuses its work on congregational vitality, stewardship, communication, and strategic planning. It also assists our Hispanic missions in Greenville and Simpsonville.

The Commission on Convocations administers matters that affect the functioning of the five convocations, each of which is led by a dean (clergy person) and a lay warden. The bishop nominates two candidates for convocation dean, one of whom is elected by the convocation; the lay warden is nominated and elected by convocation. Those elected are appointed and installed by the bishop at the annual Diocesan Convention. The terms of convocation dean and lay warden are not to exceed three years. The convocations meet at least three times per year.

The Commission on the Diocese is chaired by the Vice-President of the DEC. It coordinates activities related to investment, finance, health and property insurance, stewardship, loans, audits, architecture, real property transactions, personnel, and institutions of the diocese. The Statement of Mission Committee (prepares and monitors budget) is a primary committee of the Commission on the Diocese.

Ways and Means of Ministry

Commissions of the Diocese

The Commission on The Episcopal Church and the Anglican Communion is charged with ensuring that, to the greatest extent possible, the mission of the diocese is integrated into the life and work of Province IV, The General Convention, and the Executive Council of The Episcopal Church. It ensures that the life and work of Province IV and The Episcopal Church is communicated to the members of our congregations.

The Commission on Ministry responsibilities include the Vocational and Ministry Discernment Program, training for clergy, ministry to the retired clergy and clergy spouses, as well as applications for lay licensure in consultation with the bishop and the Commission on Christian Formation. Several years ago, this Commission and the Board of Examining Chaplains created a program for Candidates for Ordination to qualify for ordination through canonical assessments rather than through the General Ordination Examination.

The Commission on Mission and International Concerns is charged with ensuring that, to the greatest extent possible, the mission of the diocese is integrated into the life and work of our local neighborhoods and the global community. The Commission includes representatives from our various diocesan-related missions. This Commission is responsible for bringing together the various mission areas in the diocese to work together to increase the capacity of our mission potential. These missions include:

Fellowship of South Carolina Bishops
Race & Reconciliation Committee
HIV/AIDS Committee
Matthew 25 Grants Committee
Episcopal Relief and Development
Environmental Stewardship & Justice Committee

Ways and Means of Ministry

Canon Staff of the Diocese

The Diocesan Staff includes three Canons and other supporting staff. The Canon positions and their liaison assignments to the Commissions and DEC are as follows:

- **Canon for Christian Formation, Congregational Vitality, and Missional Communities**—liaison to: Commission on Christian Formation, Commission on Ministry, Commission for Congregations

- **Canon for Evangelism and Mission**—liaison to: Commission on Mission, Commission on Convocations, Fellowship of South Carolina Bishops (an Ecumenical gathering of bishops from the entire state which meets regularly and sponsors and education project, lectures, and ecumenical worship services)

- **Canon for Vision and Ministry Development**—liaison to: DEC & Standing Committee, Commission on The Episcopal Church, Commission on the Diocese

Challenges and Opportunities

2020 Survey Results

In October 2020 the Nominating Committee opened an online survey to solicit the feedback of all people of the Diocese of Upper South Carolina. English and Spanish versions of the survey were offered online and on paper. The survey was completed by more than 1000 of our laity and clergy and offers a glimpse into our lives as a diocese.

The results show that we value relationships within our worship communities and that involvement in the mission and ministry of the church is vital to ongoing engagement in practicing our faith. The majority of respondents to the survey were over the age of 60, white, and have been involved in this diocese for over 20 years. Intertwined with this lack of diversity, is a diversity of thought from conservative to liberal and a worship style from Anglo-Catholic to Contemporary. Differences are present and yet there is a strong desire to be a diocese together, united in our mission to share the Gospel and our love of Episcopal liturgy and worship.

The results of the survey framed the following challenges and opportunities for us as the Diocese of Upper South Carolina.

Challenges...

"I have had very limited involvement with the diocese. I would like to be more engaged but am limited in my knowledge base."

55% of lay respondents to the survey reported no involvement in the diocese, even though they are active in their parish. Our challenge is to weave together shared ministry and strengthen relationships between the people and the diocese.

(continued)

Challenges and Opportunities

2020 Survey Results

"I would like to have a Bishop who cares about the Diaconate and has worked closely with active Deacons in the past."

Our challenge is to examine the role of the diaconate in our diocese, raise up people for the diaconate, and support current deacons in their vocation and ministry.

"The clergy are increasingly diverse. We've managed to stay together through the culture wars that have split other dioceses, so we have an appreciation of differences but recognize the importance of unity."

Our challenge is to bring diversity of age, race, and gender into the ranks of our mostly white male clergy and our mostly white and aging congregations and to welcome diversity into the life and leadership of our parishes and our diocese.

"COVID-19 and the lack of in person services have been difficult for most and resulted in the distancing of our spiritual support for one another. Transitioning back to in person in the future and re-creating the value of that connection will be a challenge."

Challenges of attendance and diminished finances due to COVID-19 were a common theme in the survey. Our challenge is to find new and creative ways to engage with each other and offer support while we are apart and find inspiration in imagining how we will invite everyone to gather again as the body of Christ when the time is right.

Challenges and Opportunities

2020 Survey Results

Opportunities...

"The vitality and creativity of our priests during COVID-19 and their on-line presence" is a strength.

"Our priest has done a very good job in trying to keep our little body of believers connected during the COVID-19 pandemic."

We have the opportunity to build on new and previously unimagined ministries discovered and implemented in response to COVID-19 and to harness the energy of innovation and technology.

"I believe our Diocese is called to use the resources gifted to us for the furthering of the kingdom in our context. In that, we should be creative and empower those with ideas, visions, and gifts. We should make a commitment to the cultivation and development of young adult initiatives, like the Episcopal Service Corp models that have had such great success across the country. We should reinvest in youth initiatives and ministries."

"Canterbury Ministry, while in need of re-development, has kept our college age youth connected to the life of the Church. It is a ministry that has in years past has had a significant impact in the lives of young adults and it deserves attention and support."

Many respondents to the survey indicated a commitment to youth and young adult ministry as vital to the long-term health of our diocese. We have the opportunity to build up our youth and young adults and encourage their involvement in ministry and exploration of faith.

(continued)

Challenges and Opportunities

2020 Survey Results

"The work of the Gravatt Conference Center, through conferences and summer camp ministry, is a tremendous gift that has continued to bless untold numbers of people. Its ministry should be celebrated and expanded."

We have the opportunity to lift up the Bishop Gravatt Camp and Conference Center as a center for spirituality for people of all ages in our diocese and region. The need for a strong retreat center begs the growth of the facilities to meet the changing needs of the diocese and the region in supporting and growing future ministries.

"I believe that God is calling us to elect a new bishop who will work collaboratively with his or her clergy and lay leaders, not imposing their agenda on them, but prayerfully seeking to be a faithful servant, who inspires their diocese to be more Christlike, in its faithfulness to Holy Scriptures, and in proclaiming the good news of salvation to a world that is hungry for healing and new direction."

We have the opportunity to elect a bishop who will share ministry with us, be in the midst of us, laugh with us, enjoy good food with us, teach us, solve problems alongside us, and worship with us.

Our Next Bishop...

Diocesan Survey Results

The Examination in the Ordination of a Bishop as found in The Book of Common Prayer sets out the duties of a bishop. Within those duties the survey of the members of our diocese indicated that there were several that were paramount in what they wanted in our next Bishop. The results showed a deep desire for certain qualities and expectations to be knit into the ministry of the Ninth Bishop of Upper South Carolina.

"We are a very loving, kind, caring and encompassing people needing the guidance of someone who will keep those qualities in the forefront."

Our bishop will be a faithful Pastor who demonstrates kindness. One who models compassion towards each according to his needs, both clergy and lay. One who will guide, console, love, and model the way of Jesus. Our world needs a clear example of the unconditional love of Jesus Christ exemplified in our next Bishop.

"A diocese that is a haven for those who have lost hope, a place to practice compassion and kindness and to pass the same to others in everyday life. A place for everyone to unite, regardless of life circumstances."

Our bishop will be a relationship builder, who seizes the opportunity to enable others to minister together. One who will show a personal commitment to engaging others, creating opportunities to unify the churches within the Diocese. One who will weave diversity of thought, experience and belief into a colorful quilt that honors all.

"He has told you, O mortal, what is good: what does the Lord require of you but to do justice, and to love kindness and to walk humbly with your God"—Micah 6:8

Our bishop will be open, approachable, and relatable. One who will seek to build on the resilient fabric of hope and possibility in our diocese to include all people in our shared ministry. *(continued)*

Our Next Bishop...

"Should be a spiritual, pastoral person with successful experience at the parish level, and validated by parishes served."

Our bishop will have the skills and parish experience necessary to effectively utilize the resources gifted to us (financial, personnel, and real property) to manage our diocese and creatively solve problems. One who will use those skills to help us find new and imaginative ways to develop churches for future generations.

"We want you to get out of Columbia and be a sacramental presence in our congregations, at the formation events at Gravatt and enjoy the fellowship/fundraising events for our local outreach ministries."

Our bishop will be an active presence in the lives of the parishes of the diocese. One who spends time resident in the convocations of the diocese in order to spend more than visitations with parishes and develop stronger relationships with the clergy and parishioners.

We are grateful that at each time in the history of our diocese we have called bishops who were the right person for that season in the church, and we fully believe that God is calling our next bishop to continue that tradition. These skills will be important in fulfilling that call.

"Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood."—Acts 20:28

the search for the IX Bishop *of*
Upper South Carolina

Timeline and Guidelines

Timeline	
2020	
December 12	Profile of prospective bishop, candidate application and nomination form posted
2021	
January 29	Deadline for submission of nomination forms
February 26	Candidate applications close
March 1–August 13	Nominating Committee reviews candidate materials, references, conducts interviews, and completes site visits
June 19–20	Nominating Committee retreat with potential candidates
August 14	Nominating Committee presents a slate of finalists. The Standing Committee reviews and approves finalists and posts materials to the website Nomination by petition opens
August 28	Period of nomination by petition closes
September 11–12	Candidate walkabouts are conducted
September 25	Electing Convention at Trinity Cathedral, Columbia
2022	
February 26	Consecration of the IX Bishop of Upper South Carolina in ministry in this diocese.

the search for the IX BISHOP *of*
UPPER SOUTH CAROLINA

Timeline and Guidelines

Guidelines

- **To nominate someone** other than yourself, please complete the online application form and submit before 11:59 pm on January 29, 2021.
- **To apply,** please complete the online application and submit before 11:59 pm on February 26, 2021.
- **You will be asked** to upload a cover letter, current résumé / Curriculum Vitae, current OTM Portfolio, and 2 sermon samples.
- **5 essay questions** are included in the application.
- **You will be asked** to provide 4 references as described in the application.
- **Once you begin** the application you will have the option to save your work and resume at a later time.
- **Please contact** the Nominating Committee at episcopaltransition@edusc.org with any questions.