



SEARCH *for the* EIGHTH BISHOP

THE EPISCOPAL DIOCESE
of UPPER SOUTH CAROLINA





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EPISCOPAL DIOCESE of UPPER SOUTH CAROLINA

June 6, 2009

Dear Brothers and Sisters in Christ,

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

Welcome to the search for the Eighth Bishop of the Diocese of Upper South Carolina. The Bishop Search Committee has been charged with the exciting and infinitely humbling task of bringing to our Diocesan Convention candidates for election as our new bishop. We fervently request your support and prayers that the Holy Spirit will guide and direct our minds, and open our hearts, as we endeavor to accomplish the work we have been given to do. We also need your nominations! The larger and more diverse the candidate pool, the more difficult our work will be, but the better the choices we will be able to offer to Diocesan Convention.

Our Diocesan Profile provides information about who we are as a diocese—our organizational structure; our missions, ministries and institutions; our congregations; our membership trends; our approaches to theology and liturgy; and, most importantly, our vision for our new bishop. We have compiled this information from several sources: our Diocesan Survey, the results of which are available on our website, www.bishopsearch.edusc.org; responses of senior wardens to questions about their parishes' strengths, weaknesses, challenges, concerns and outreach; and comments from any laity or clergy who wished to provide them. We have sought this information not only so that we will be able to provide prospective candidates with a snapshot of our diocese, but also to help us better understand ourselves and our respective visions for the diocese as we work to strengthen our unity and build up the Body of Christ.

Our next step is to accept your nominations, and thoughtfully and prayerfully consider your recommendations. We will interview, visit with and learn from the persons who might be called to be our next bishop, seeking additional insights from the people who know them. Based on the information we gather, at the business session of our annual Diocesan Convention on October 16, 2009, we will nominate approximately four to six candidates. Finally, on December 12, 2009, at a reconvened convention, our delegates, with the guidance of the Holy Spirit, will elect the Eighth Bishop of the Diocese of Upper South Carolina. This will be an exciting moment as we walk together in Christ's footsteps into our future with a renewed sense of unity and purpose. At the same time, the moment will be bittersweet as we prepare to say goodbye to a much loved bishop who has served our diocese as a faithful pastor and The Episcopal Church as a tireless guardian of the faith and The Anglican Communion.

On this website, you will find the nomination form and guidelines for nominations. We will accept nominations through July 3, 2009. Please continue to visit our website for updates on the process.

Please pray for our new bishop and for those who will nominate and elect him or her.

Faithfully,

Suzanne Hulst Clawson
Co-chair Bishop Search Committee

William P. Thomason
Co-chair Bishop Search Committee

MAP OF THE DIOCESE of UPPER SOUTH CAROLINA



THE DIOCESE OF UPPER SOUTH CAROLINA covers an area ranging from the center of

the state to the mountainous Upcountry, and represents a diverse geography of pine barrens, sand hills, rolling Piedmont and rugged blue ridge

terrain. The distance from the Diocesan House to our westernmost parish in Seneca is 140 miles, approximately two and a half scenic hours by car from Columbia.



Our 62 congregations range in size from average Sunday attendance of fewer than 75 to over 800. Although there is diversity among our parishes and missions in liturgical style, culture, and matters of theology, we deeply value unity as a diocese and commitment to The Episcopal Church and The Anglican Communion.



SEARCH for the EIGHTH BISHOP

OUR ORGANIZATIONAL STRUCTURE and GOVERNANCE



Our vision: ONE BODY . . . ONE MISSION: CHANGING LIVES.

Our mission: TO LOVE WITH THE HEART OF CHRIST, THINK WITH THE MIND OF CHRIST, AND ACT IN THE WORLD AS THE BODY OF CHRIST.

THE DIOCESE OF UPPER SOUTH CAROLINA was organized in 1922 from the northern part of the Diocese of South Carolina which, at that time, included the entire state. The Diocese of Upper South Carolina now comprises 62 congregations organized into five geographic convocations in 22 counties stretching from the Midlands to the Upstate region of South Carolina, and has over 28,000 members. *(One of the 62 congregations is actually made up of three small churches located in close proximity to one another and served by one priest as one congregation; therefore, some diocesan statistics indicate 64 congregations.)*



The legislative authority of the diocese is vested in a diocesan convention selected from the membership of the diocese and convened annually or by special call, as set forth in the canons of the diocese. The bishop of the diocese is president of the convention, and the Ecclesiastical Authority of the diocese. The affairs of the diocese are managed by the bishop, the Diocesan Executive Council, and such other officers and committees as may be provided for from time to time by the canons.

THE DIOCESAN EXECUTIVE COUNCIL (the DEC) is elected by the convention and is comprised of 18 members, nine lay and nine clergy, who serve for staggered three year terms. The bishop, chancellor, and the treasurer are ex-officio members of the DEC with seat and voice, but no vote, except when Standing Committee matters are under consideration, in which case they do not have seat, voice or vote. The DEC elects its own officers and prescribes



SEARCH for the EIGHTH BISHOP

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their duties. The DEC exercises the responsibilities of the Standing Committee of the diocese as required by the Canons of The Episcopal Church, acts as council of advice to the bishop, and acts as long-range planning committee of the diocese.

In addition to its other responsibilities as outlined in the canons of the diocese, the DEC functions as an interim legislative authority of the convention, is charged with oversight of the financial affairs of the diocese, and, in consultation with the bishop, establishes leadership and program groups for the diocese.



To maximize mission effectiveness and emphasize grass-roots involvement, the DEC has organized the diocese into six commissions, and, subject to oversight by the DEC, has delegated to these commissions responsibility for much of the work of the diocese. The six commissions—Commission on the Ministry of the Baptized, Commission on Congregations, Commission on Convocations, Commission on the Diocese, Commission on The Episcopal Church and National Concerns, and Commission on The Anglican Communion and International Concerns—are policy-making groups

chaired, for the most part, by members of the DEC and populated by individuals from throughout the diocese who are appointed by the bishop.

THE COMMISSION ON CONGREGATIONS is charged with exercising stewardship over policies, procedures, and guidelines that affect the functioning of our congregations.

THE COMMISSION ON THE DIOCESE has as its primary objectives finance and administration, and it serves as the Department of Finance as required by the diocesan and The Episcopal Church canons, and is the coordinating body for activities related to investment, finance, health and property insurance, stewardship, loans, audits, architecture, personnel, and institutions of the diocese. The Statement of Mission Committee is a primary committee of the Commission on the Diocese.



OUR ORGANIZATIONAL STRUCTURE *and* GOVERNANCE

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 quarterly.

THE COMMISSION ON THE MINISTRY OF THE BAPTIZED includes the Commission on Ministry, the School for Ministry, Cursillo, Daughters of the King, Youth Ministries, Young Adults Ministries, Canterbury Communities, and other Christian formation ministries, and also oversees matters related to the ordination process, applications for licensure (for clergy and laity), the policy for Safe Church training, and non-parochial reporting forms.



THE COMMISSION ON THE EPISCOPAL CHURCH AND NATIONAL CONCERNS 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, and seeing that the life and work of Province IV and The Episcopal Church is communicated to the members of our congregations.

THE COMMISSION ON INTERNATIONAL CONCERNS AND THE ANGLICAN COMMUNION, which is chaired by the bishop, is charged with ensuring that, to the greatest extent possible, the mission of the diocese is integrated into the life and work of The Anglican Communion, and that the life and work of The Anglican Communion and related international agencies is communicated to congregations of the diocese.



TRINITY CATHEDRAL PARISH

In 1977, pursuant to the canons of the diocese, the bishop and convention designated Trinity Church in Columbia as the cathedral parish wherein the cathedral church is located. This designation does not deprive Trinity Cathedral Parish of any of its rights and privileges as a parish church, nor does it relieve it of any of its obligations and responsibilities as a parish. The cathedral parish, as a parish of the diocese and as a corporate body retains title to, and full authority and responsibility for, all parish property.

The rector of the cathedral parish also serves as dean of the cathedral church, and is chosen by the vestry of Trinity Cathedral Parish pursuant to its bylaws, with due regard for the opinion and advice of the bishop. The number of canons on the staff of Trinity Cathedral Parish is determined by the vestry, and their titular designation may be determined by the bishop after consultation with the dean. Honorary canons may be appointed at the discretion of the bishop.



The diocesan canons provide that the bishop and the Diocesan Executive Council shall meet with the vestry of Trinity Cathedral Parish in the event it is necessary at any time to resolve any questions that may have arisen between the diocese and the cathedral parish. However, neither the bishop nor the Diocesan Executive Council has any power or jurisdiction over the administration of Trinity Cathedral Parish.

The bishop, upon due notice to and in consultation with the dean, has the right to conduct services in the cathedral parish and to set the norm of ceremony and ritual to be observed on such occasions. The diocese is responsible for expenses in connection with diocesan functions, and for those portions of diocesan or cathedral properties regularly occupied as diocesan offices and any other extra expenses incurred by the cathedral parish by reason of its serving as the cathedral parish of the diocese that are beyond the normal expenses of a church without cathedral status.



COLUMBIA: EPISCOPAL SEAT and STATE CAPITOL

The Episcopal Seat for the Diocese of Upper South Carolina is located in the capital city, Columbia. The Diocesan House is on the campus of historic Trinity Cathedral Parish, which is immediately across the street from the state capital building.

Columbia was founded in 1786 as the center of government, education, and commerce in the Palmetto State. Today, the Columbia Metropolitan Area, with a population of over one half million, is home to over 200 years of history and provides a wide variety of opportunities. In addition, it is conveniently located about a two-hour drive from both the mountains and the coast.

Columbia offers a variety of cultural opportunities, including ballet, orchestra, small and large venue concerts, seven theaters, and museums. The Riverbanks Zoo is ranked in the top ten in the country. Area recreation includes boating on beautiful Lake Murray, rafting the Saluda River, numerous local festivals, and over 100 local, regional and state parks.

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 also home to the Army's largest training base at Fort Jackson.

Residents of greater Columbia enjoy a high quality of living due, in part, to the ACCRA Cost of Living Index which is 93.2% of the national average (third quarter, 2008) based on after tax income for professional and managerial households. The housing cost index is 78.2% of the national average while the county's median family income is 98.8% of national average. In summary, the Greater Columbia Area is a wonderful place to live, work, and raise a family.



OUR MISSIONS

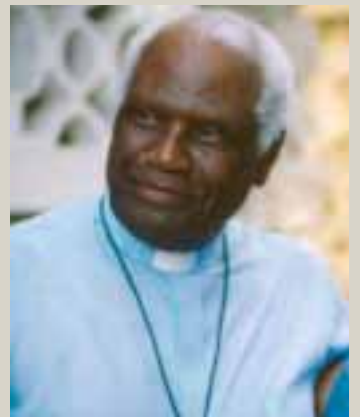


Ever mindful that an integral part of our mission is to act in the world as the Body of Christ, we embrace missions within and outside of our geographic borders. Several are mentioned below, but many of our parishes support with hard work and treasure individual projects in the poorest areas of our local communities, the United States, and the world.

HAITI

Cange, a community in Haiti's Central Plateau, was established in 1956 by displaced farm families flooded out of their valley by a new hydroelectric dam. Their escape to higher, but infertile, ground led to an intense pocket of poverty. In the early 1960's, the Haitian Episcopal Church began to minister to the people of Cange, and, in 1979, Father Fritz Lafontant met our former bishop, Bishop William Beckham, and began a friendship with our diocese that has

resulted in an ongoing alliance to improve the quality of life for the families of Cange. The relationship between our diocese and Cange has continued as the center of our diocesan international mission effort.



In 1984, our diocese designed, funded, and built the Cange water system, which eliminated a two-mile hike required to reach quality drinking water, and which remains the single most important element of our collaborative efforts in Cange. This life-sustaining water project and the oasis it created supports a vibrant church, a hospital and clinics that include a women's health center, schools for grades K-12, a women's cottage



OUR MISSIONS

industry program, community agricultural projects, and an internationally respected and replicated medical system that provides services to other villages.

After 25 years of constant use, however, the water system is in desperate need of repair and expansion, and is facing an imminent crisis. If the pump system or its eroding dam fails, a

Our support and assistance help thousands of Haitians to literally see more clearly the works of God.

potential healthcare disaster for the hospital and entire compound could ensue, resulting in a major humanitarian crisis. In an effort to divert this crisis, our diocese initiated a million dollar project to replace the existing water system.

The goal for this program was recently

raised to \$1.6 million. Over one third of the new goal has been raised and the water system work is well underway.

We also intend to build a vocational school to provide the necessary job skills to help ensure employment for graduates from our high school. This will begin with a facility to produce peanut and bean/ grain based medications known as “Nourimanba” and “Nourimil” to address the critical problem of malnutrition.

Partners in Agriculture/Family Assistance Program works to combat the crisis of malnutrition in the Central Plateau by producing and distributing food to the people of this area, as well as providing seeds, trees and tools along with significant instruction, training and assistance, to help them learn to grow their own food and, eventually, to become self sufficient.

The adopt-a-village program expands our work in the villages surrounded Cange. Churches throughout the diocese, either individually or in partnership with other churches, adopt villages and provide support by building schools, churches/community centers or other needed facilities; funding teachers; or improving the water systems.



OUR MISSIONS

Contributions help fund a full-time ophthalmologist serving over 300 patients per week in addition to performing 10 to 20 surgeries per week. Our support and assistance help thousands of Haitians to literally see more clearly the works of God.

ECUADOR

Cameron Graham Vivanco discerned a call to serve as a missionary while she was serving as youth minister at the Church of the Advent in Spartanburg. Since 2002, she has served with her husband, Roberto in Quito, Ecuador, as a South American Missionary Society (SAMS) missionary with Youth World, an interdenominational organization. SAMS is an organization that recruits, sends, and supports missionaries in fellowship with the Episcopal/Anglican Church, primarily in the Americas. The Vivancos serve in a variety of capacities including directing the Short Term Missions department, training and equipping Latin youth leaders, and leading a worship music ministry. They also pioneered the Diocesan Youth Program in Central Ecuador.

Laura Jennings, formerly a participant in the youth ministry program at Church of the Advent when Cameron was director, is now working in Ecuador with the International Teams organization of Youth

World. She is based in Quito, and her primary ministry is in a town called Carmen Bajo where she works at a Christian school teaching art to the children, and helps with the short term missions.

One of the passions of these missionaries has been to create ongoing relationships and partnerships between ministries in Ecuador and the congregations and ministries in this diocese. As a result of their efforts, a number of parishes and individuals in the diocese have supported them financially and prayerfully, as well as by sending short-term teams to serve in Ecuador. Additionally, a number of leaders from Ecuador participated in a *Happening* weekend at the Bishop Gravatt Camp and Conference Center with the goal of transplanting *Happening* to Ecuador, and, subsequently, a few students from our diocese have participated in *Happening in Ecuador*. The friendship and alliance of support between the two communities is vibrant and faith shaping on both sides.



OUR MISSIONS

MILLENNIUM DEVELOPMENT GOALS

In keeping with the mission priorities of The Episcopal Church, our diocese has made the commitment of 0.7% of our budget for helping to meet the Millennium Development Goals (MDG). Most recently, those funds have gone to the Bread and Water Project for Cange and to Episcopal Relief and Development for its Inspiration Fund. At least 50% of our parishes have a contact person for MDGs and are involved in some way in one or more MDG efforts.



OUR MINISTRIES



RENEWAL MINISTRIES

The renewal ministries sponsored by our diocese include *Cursillo*, *Vocare*, *Happening*, and *New Beginnings*, all of which encourage participation in the participant's home church, provide an opportunity to strengthen the participant's faith in a loving community, and provide a means to continue Christian formation.

CURSILLO

Cursillo, a program of spiritual renewal in the Episcopal and Roman Catholic churches, has been a vibrant lay ministry movement in the diocese since the first weekend event in 1977, and it has been attended by thousands of participants over the years. Cursillo is both a movement and a method, the purpose of which is to help each participant understand his or her individual calling to be a Christian leader and support him or her in fulfilling that call. Cursillo begins with a three-day weekend, which is basically a short course in Christianity during which participants grapple with many questions about their faith, their relationship with Christ, and their call to His service. Following the three-day renewal weekend, participants return to their parishes to engage in the Fourth Day (the rest of their lives), finding support in weekly small group reunion meetings and monthly Ultreya gatherings, which encourage their perseverance in the tasks of apostolic witness and Christian action.



OUR MINISTRIES

VOCARE

Vocare is a renewal ministry for young adults ages 19–30, which focuses on the person and teachings of Jesus Christ. Vocare offers participants the opportunity seriously and thoughtfully to examine their faith in a relaxed and loving three-day adventure, and encourages participants to strive to keep God first, and to listen for Christ’s calling in all the decisions and challenges they face as young adults.

HAPPENING

Happening is a weekend event for youth in grades 10-12, which focuses on encountering Christ within the community and strengthening relationships with Christ and others. The diocese currently offers two “Happenings” per year.

NEW BEGINNINGS

New Beginnings is a renewal event for youth in grades 6-8, and has its roots in Happening and Cursillo. New Beginnings focuses on the basics of Christianity, and offers participants insights into how to use their faith to guide their lives. New Beginnings weekends are held in conjunction with the Junior High Spring Retreat held at the Bishop Gravatt Camp and Conference Center.



In addition to those sponsored by the diocese, other renewal ministries active in the diocese include:

✿ **Kairos**, an ecumenical movement that presents a Cursillo-like weekend to men and women in prison, and of which many members of the diocese are leaders.

✿ Congregation-sponsored renewal or renewal-like events for individual congregations, including **Discovery Weekends**, **Faith Alive**, and the **Alpha Method**.

✿ The annual **Renewal Conference** held at the Kanuga Conference Center in Hendersonville, North Carolina, in which many members of the diocese participate and are active leaders.



OUR MINISTRIES



YOUTH MINISTRY

Our diocese is committed to fostering the development of our youth because we recognize that they represent not only the future of the diocese, but also the present. In recognition of the vital role our youth should play in the present, and to help prepare them to govern the diocese as adults, our 2008 diocesan convention adopted an amendment to our canons that gives two young people from each of the five convocations of the diocese the opportunity to be elected as delegates to convention and to have seat, voice and vote.



Since 2001, our diocesan youth programs have been administered by a full-time youth missionary, who is a member of the bishop's staff. After study of the issue, including development of a long-range plan and completion of a task force report, we determined that use of a full time youth missionary would allow for centralization of programs, creation of programs focused on leadership and spiritual development, and expansion and enhancement of congregational youth ministry throughout the diocese.

One of the more dramatic changes in youth programming over the last eight years has been our involvement in events and programs outside the diocese. For the past three summers, our youth have participated in the continuing relief and rebuilding of the Gulf Coast following the devastation of Hurricane Katrina. Our youth have participated in Provincial and National Episcopal Church events, and serve on design teams and resource teams at all levels of the church. Recently, one of the youth from our diocese was chosen to serve as a member of the **Official Youth Presence** at The General Convention 2009, and two youth were appointed to serve on the Bishop Search Committee and the Bishop Transition Committee.

Although most of our congregational youth programs are administered and led by volunteers throughout the diocese, there has been an increase in staff positions at the congregational level.



OUR MINISTRIES

CANTERBURY COMMUNITIES

Canterbury Communities bring together young adults, ages 18–29, for fellowship, study, and worship in the Episcopal tradition. Our diocese has Canterbury Communities in Aiken, Columbia, Newberry, and Spartanburg, and at Clemson University, Furman University, Presbyterian College, and Winthrop University.

EPISCOPAL CHURCH WOMEN

Since its founding in 1922 when the diocese was only a week old, the mission of the Episcopal Church Women has been to change lives through opportunities for spiritual growth and servant ministry, and to bring the world to the diocese and the diocese to the world. The Episcopal Church Women carry out this mission by providing support for foreign and domestic mission fields, furnishing curriculum and supplies for our seminarians, and funding scholarships for our students.

Members are of all ages, ethnic origins and socioeconomic backgrounds, and they are bound together by their love of God and the desire to do His work. The ECW is governed by a 16 member board, one of whom is the bishop who has seat and voice but not vote. Each board member (except the bishop) is liaison to five parishes and is responsible for communications and face to face interaction with these parishes.



DAUGHTERS OF THE KING

The Order of the Daughters of the King was founded in 1885 by Margaret J. Franklin at the Church of the Holy Sepulcher in New York City, and is a spiritual sisterhood of women dedicated to a life of prayer, service and evangelism. By reaffirmation of the promises made at baptism and confirmation, each daughter pledges herself to a life-long program of prayer, service and evangelism, dedicated to the spread of Christ's kingdom and the strengthening of the spiritual life of her congregation.

Membership of the order includes women who are communicants of The Episcopal Church, churches in communion with it, and churches in the historic episcopate. Today membership includes women in the Anglican, Episcopal, Lutheran (ELCA), and Roman Catholic churches.



OUR DIOCESAN INSTITUTIONS



THE BISHOP GRAVATT CAMP AND CONFERENCE CENTER

The Bishop Gravatt Camp and Conference Center began its ministry in 1949 as “Camp Gravatt” on 100 acres of donated property in Aiken County, offering a few weekends of church camp for children. Over the years, Gravatt has expanded to a year-round operation on over 260 acres. Although the summer camp Christian formation program is still a cornerstone of the conference center’s activities, other offerings now include numerous diocesan and parish activities such as Happening, Cursillo, youth retreats, vestry retreats, parish family weekends, etc. In addition, Gravatt conducts outreach to other denominations and various non-

religious organizations by offering its facilities for self-guided retreats, as well as programs for a variety of purposes, all in an environment of Christian hospitality.

Although Gravatt is an institution of the Diocese of Upper South Carolina, it is a separate non-profit



corporation managed by its own self-perpetuating board of trustees, one of whom is required to be the Bishop or his designee and at least 51% of whom must be adult confirmed communicants in good standing in the parishes and missions of the diocese. The board of trustees has the responsibility for providing programs, an annual budget, and development initiatives through user fees and donor gifts. Gravatt does not receive funding from the diocese, and it is not anticipated that it will receive such funding in the foreseeable future.



OUR DIOCESAN INSTITUTIONS

CHRIST CHURCH EPISCOPAL SCHOOL

Christ Church Episcopal School, located in Greenville, is a college preparatory, co-educational day school, and is one of only a few K-12 International Baccalaureate World Schools offering IB programs in all grades. The school's highly regarded academics and arts curriculum is complemented by an athletic program fielding 35 varsity, junior varsity, and C-teams, and an extensive co-curricular program offering opportunities for students to excel in many areas. All students attend weekly Episcopal services in the recently completed Chapel of the Good Shepherd under the guidance of the full-time ordained school chaplain. Enrollment for the recently completed school year was 1015.

Christ Church School is an institution of the diocese, but is organized as a separate nonprofit corporation under the management of a self-perpetuating board of trustees, a majority of whom must be Episcopalians in good standing, one of whom must be the rector of Christ Church, three of whom must be members of Christ Church, one of whom is a vestry member.



Heathwood Hall Episcopal School, located in Columbia, is a college preparatory, co-educational day school that offers classes from three year-old nursery school through grade 12. The program features an advanced college preparatory curriculum, and graduation requirements include a minimum of 24 credit hours and completion of the Senior Exhibition, a yearlong dissertation-style research project. A full-time office is dedicated to college counseling for each student. Character, civility and personal responsibility are fostered through prayer, worship in weekly chapels, the school's Honor Code and by an Honor Council in the Upper School. Community service occurs throughout the program and is required in grades 9-12. Enrollment for the recently completed school year was 872.

HEATHWOOD HALL EPISCOPAL SCHOOL

Heathwood Hall Episcopal School, located in Columbia, is a college preparatory, co-educational day school that offers classes from three year-old nursery school through grade 12. The program features an advanced college preparatory curriculum, and graduation requirements include a minimum of 24 credit hours and completion of the Senior Exhibition, a yearlong dissertation-style research project. A full-time office is dedicated to college counseling for each student. Character, civility and personal responsibility are fostered through prayer, worship in weekly chapels, the school's Honor Code and by an Honor Council in the Upper School. Community service occurs throughout the program and is required in grades 9-12. Enrollment for the recently completed school year was 872.



OUR DIOCESAN INSTITUTIONS

Heathwood Hall is an institution of the diocese, but is organized as a separate nonprofit corporation under the management of a board of trustees composed of not more than twenty-five members, a majority of whom must be Episcopalians, including three Episcopal clergy. The bishop serves as an ex-officio member of the board. The board elects its own members whose election must be ratified by the Bishop and the Diocesan Executive Council, which has the power to take any action on behalf of the Diocese on any matter relating to the school.

THE EPISCOPAL HOME AT STILL HOPES

The Episcopal Home at Still Hopes was established by our diocese and The Diocese of South Carolina in 1977. Still Hopes is a faith-based Continuum of Care Retirement Community with residents representing many denominations and religions. Located on 39 acres in West Columbia near the banks of the Congaree River, Still Hopes' mission is to provide a faith based community where life will be as rich and full as God intends it to be, holding to core values, serving one another with dedication, and promoting health and wellness for all.

Still Hopes is an institution of the two dioceses, but is organized as a separate nonprofit corporation governed by a board of between 11 and 17 trustees, at least two-thirds of whom must be members of parishes within the two dioceses. The bishops of the two dioceses serve as ex officio members of the board of trustees with voice, but no vote. Trustees are elected by the board and submitted to the ecclesiastical authority of the diocese from which elected for confirmation of election in accordance with the respective canons.



FINLAY HOUSE

Finlay House, near downtown Columbia, is a residential retirement community within a community. Located on the edge of Shandon, a beautiful in-town residential neighborhood, it is within walking distance of shops and restaurants and the University of South Carolina.



OUR DIOCESAN INSTITUTIONS

This 19 story building provides high quality, supportive independent living in 203 apartments. Finlay House residents enjoy enriching spiritual, social and physical activities without compromising their privacy or individuality. A caring staff and round-the-clock security provide safety and attention. Although Finlay House is affiliated with the Episcopal Church and is located in the diocese, it is not directly affiliated with our diocese,

THE UNIVERSITY OF THE SOUTH



The University of the South, located in Sewanee, Tennessee, offers 36 majors, 27 minors, and 15 special programs, along with pre-medicine, pre-nursing, pre-law, and pre-business. More than 40 percent of students participate in study-abroad programs, and a comprehensive endowed program that provides financial support for summer internships has greatly strengthened career development for undergraduates. Founded in 1857 and chartered in 1858 by bishops of The Episcopal Church, Sewanee celebrated its sesquicentennial anniversary with special events during the 2007-2008 academic year. The institution proudly acknowledges a long history of combining academic excellence with reverent concern for the world. Sewanee is the only university in the country with both a college and graduate seminary established by the Episcopal Church and in which The Episcopal Church is actively involved in its governing board.

Sewanee is owned by the 28 dioceses of Province IV of The Episcopal Church. Three of its trustees are elected annually by diocesan convention.

VOORHEES COLLEGE

Voorhees College is a private, historically black, coeducational, liberal arts, baccalaureate degree-granting institution affiliated with The Episcopal Church. The college, located in Denmark in rural South



OUR DIOCESAN INSTITUTIONS

Carolina, serves traditional and nontraditional students primarily from the state of South Carolina and the southeastern region of the United States. The aim of the college is to offer each student an intensive general educational experience coupled with professional education in the value-centered liberal arts tradition. The college excels in instruction in liberal studies, arts and sciences and a wide range of pre-professional and professional disciplines. The college seeks to produce highly qualified graduates who combine intellect and faith in their preparation for strong professional performance, pursuit of life-long learning, betterment of society, and an abiding faith in God.

Voorhees College is managed and controlled by a Board of Trustees, two of whom are elected by our diocesan convention upon the nomination of the Trustees of Voorhees College. The bishop serves as an ex-officio member of the board with full privileges.

YORK PLACE

York Place, located in York, has served children and their families for over 150 years. First established in 1850 in Charleston as an orphanage, the church home relocated to York in 1910. In the early 1970's, it evolved from an orphanage to become one of the first residential treatment facilities in South Carolina. York Place continues to serve children and adolescents who are "most in need" and who, without residential treatment services, might require psychiatric hospitalization.

York Place is jointly owned and operated by our diocese and the Episcopal Diocese of South Carolina, and is organized as a separate nonprofit corporation governed by a board of 24 trustees, 12 of whom are elected from each diocese. The trustees are nominated by the board, and the trustees from our diocese are elected by convention. The bishops of our diocese and the Diocese of South Carolina serve as ex-officio members of the board.



OUR DIOCESAN INSTITUTIONS

SCHOOL FOR MINISTRY

The School for Ministry provides lay adult, diaconal, and priestly formation, education, and training to equip disciples for servant ministry. Established in the fall of 2003, it is a collection of 12 individual courses for study that can be taken by anyone at any time, and provides a full core curriculum for preparation of those in the ordination process, and a systematic offering of major content areas for those who may require instruction in some areas but not others. Completion of this curriculum is not in and of itself preparation for ordination.

Participants who are enrolled in the school meet with an advisory committee to assess other areas for spiritual growth and development.



HEALTHY CHURCH INITIATIVE

Begun several years ago through a generous gift to the bishop, the Healthy Church Initiative (HCI) brought church consultant Tony Watkins to the diocese to meet with our congregations and communities to help them analyze the steps they need to take to reach their most significant goals as healthy, faithful Christian congregations. The HCI is intended to help congregations establish a disciplined process of

strategic planning for congregational development. To date, more than 44 of the diocese's congregations have participated in the HCI.



FISCAL MATTERS



We refer to our diocesan budget as our “Statement of Mission” as a sign that this is our public statement of where our treasure is spent. As further evidence that the Statement of Mission is intended to reflect the goals and desires of the entire diocese—Episcopal, lay and clergy—it is developed through the collaborative work of the bishop and his staff and the laity and clergy of the diocese.

Each spring, the Diocesan Executive Council, which has ultimate responsibility for developing the Statement of Mission (the “SOM”), offers any member of the diocese who wishes to do so the opportunity to make a request for funding in the next year’s SOM. Opportunities to discuss these requests are provided and encouraged at meetings of the five convocations. Taking these requests 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



Diocesan income is provided almost entirely (98%) from our congregations. We have a pledge system similar to that of The Episcopal Church wherein we request 17.5% of each



FISCAL MATTERS

congregation's operating income to fund the mission of the diocese. Our revised SOM expense budget for 2009 is \$2.7 million. Thirty percent of our expenses pays the salaries, benefits, pension contributions and travel allowances for the bishop and his nine full-time and one part-time staff.

Approximately 23% of expenses pays the health insurance premiums for all deployed clergy in the diocese, which helps ensure that all of our congregations, regardless of size, are able to offer a comprehensive health plan to clergy. Approximately 15% of expenses is allocated to the The Episcopal Church, and another 15% is used for mission and outreach, including funding to our ongoing projects in Cange, Haiti, as well as outreach efforts within the diocese, such as Hispanic ministries and support of mission congregations.

At March 31, 2009, our investment portfolio was valued at approximately \$5.3 million, of which \$3.7 million represented the diocesan endowment, which includes 41 separate funds and an additional \$1.6 million in church and institution investments. Thirty-two of the diocesan endowment funds were donated to the diocese. Eighteen of the funds are under the direct control of the bishop, and 17 of these are restricted. The Diocesan Executive Council is responsible for

22 funds as well as the long-range portion of our Operations Reserve Account.

Of the 23 funds for which DEC is responsible, six are restricted to use for theological education, two for continuing education for clergy, two for mission work, two for youth work, two for endowment, and two for the benefit of two individual churches, leaving seven funds that are truly discretionary.

The portfolio is professionally managed under the direction of our investment committee, and is invested in diversified and conservative investments. In light of the current economic challenges, the investment committee decided in February 2009 to move from an asset allocation of 37% fixed income investments, 56% equity investments and 7% cash, to an asset allocation of 50% equity investments and 50% fixed income investments.



FISCAL MATTERS

The diocese has no long-term debt.

The same challenges that currently face the general economy also affect our congregations. Nonetheless, 37 parishes accepted their full Episcopal Pledge for 2009 or a higher amount. Two of those parishes have since had to reduce their pledges as a result of financial challenges. Twenty-five parishes accepted pledges below full amount, but four of the 25 pledges reflect a 10% to 25% increase over 2008 pledges.

In light of the current economic challenges, the SOM Committee was asked to suggest reductions to the 2009 SOM to reflect actual pledge acceptances. The committee prayerfully and painfully accepted the task before it, and made its recommendations to the Commission on the

Diocese, which made limited revisions, before recommending the revised SOM to the Diocesan Executive Council, the body charged with responsibility for the SOM between Diocesan Conventions. The proposed revised SOM reflects a more accurate expectation of income while continuing to support the four priorities of the diocese: Christian formation, congregational development, mission, and the Millennium Development Goals.

We have been blessed to have had income exceeding expenses during four of the last five years, which has allowed us to fulfill half our goal of six months of operating expenses set aside in reserve. This successful effort to control costs, along with the on-going support of the SOM by congregations, results in a healthy cash position that allows us to remain focused on mission.



CLERGY PROFILE



The clergy of the Diocese of Upper South Carolina represent a variety of worship traditions, including broad church, evangelical, Anglo-catholic, and charismatic, and almost every expression of Anglican faith and practice can be found among them. As evidenced by the results of our Diocesan Survey, many of our clergy tend to hold more liberal views than the majority of parishioners.

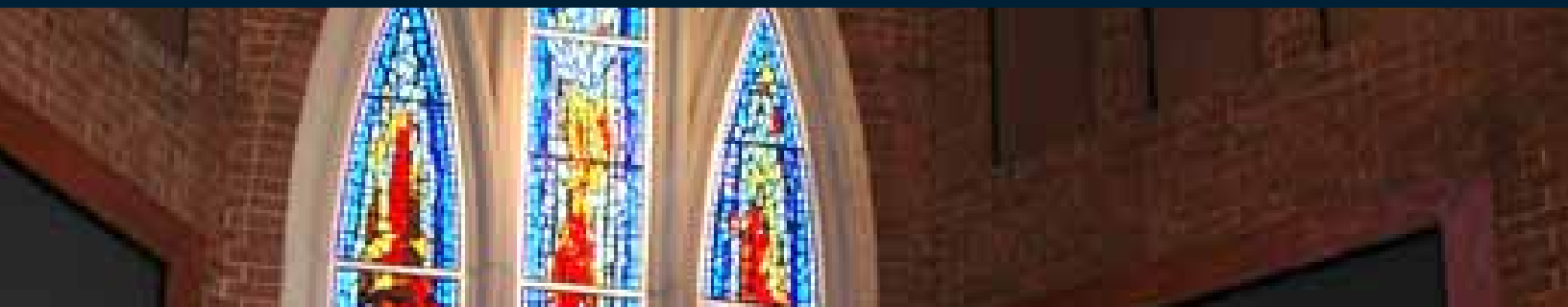
Most of our deacons are prepared for ordination through a training program administered by the diocese, while the majority of our priests have been educated in traditional seminary settings. Although many of our clergy are graduates of the University of the South, Virginia Theological Seminary, and General Theological Seminary, some of our priests are graduates of Seabury-Western Theological Seminary, Trinity Episcopal School for Ministry, Nashotah House Theological Seminary, Berkley Divinity School, and other Episcopal theological schools. Several of the clergy also hold terminal degrees in academic disciplines (Ph.D, Ed.D, Th.D) and professional disciplines (D.Min., J.D.).



Our clergy are engaged in a variety of ministries that seek to build up the Body of Christ. As of May 1, 2009, we had 37 rectors, one cathedral dean, six vicars, three interim rectors, 13 full time curates/parish associates/cathedral canons, ten priests in charge, nine part time assisting priests, four priests serving as institutional chaplains, nine deacons with parish assignments and two deacons serving on diocesan staff. We have 44 retired priests of the diocese and two retired deacons. We are also blessed to have four retired bishops in residence, all of whom have played an active role in the life of the diocese.



CONGREGATIONAL PROFILE



Of the 62 parishes and missions that comprise the diocese, two are resource size parishes, nine are program size parishes, 12 are transitional size parishes, 12 are pastoral size parishes and 26 are family size congregations of which 16 are missions. A chapel at Still Hopes, our retirement home, is included in the total. The analysis that follows focuses on average Sunday attendance and pledge and plate income, which are important statistical indicators of the spiritual energy and financial health of congregations.

As of 2007 (the most recent year for which complete statistics are available), the diocese had 26,087 members, average Sunday attendance of 8,439, and aggregate pledge and plate income of \$18.8 million. Average Sunday attendance in the diocese peaked in 2002 but since has fallen by 7%. Interestingly, membership grew slightly during the period. Notwithstanding the decline in average Sunday attendance, pledge and plate income grew slightly more than half over the recent ten year period. Please see the graph depicting average Sunday attendance, membership, and plate/pledge income.

TWO RESOURCE SIZE PARISHES *(Average Sunday Attendance Greater than 400)*

Our two resource size parishes are downtown parishes founded in the early nineteenth century. Both have extensive facilities, staffs of 20 or more people, multiple worship services, and diverse ministries. The average Sunday attendance for these parishes ranges from 769 to 815. Collectively, these two parishes represented 18% of the diocese's 2007 average Sunday attendance and 29% of its pledge and plate income.

Membership and income increased at both resource size parishes in the period 1992-2007, and both are very strong parishes. During the past fifteen years,



CONGREGATIONAL PROFILE

average Sunday attendance at both has grown moderately. Both showed gains in membership even in times of declining average Sunday attendance, and both have rebounded from declines in pledge and plate income that occurred between 2003 and 2004 with pledge and plate income of over \$2.7 million each in 2007.

NINE PROGRAM SIZE PARISHES *(Average Sunday Attendance between 226 and 400)*

As of 2007, we had nine program size parishes. These parishes collectively represent 30% of the diocese's average Sunday attendance and 29% of its pledge and plate income. Seven of the nine program size parishes are located in metropolitan areas (Columbia, Greenville, Spartanburg or Augusta/North Augusta), which have larger, downtown Episcopal parishes that predate them. Two of the nine are the older downtown parishes in significant metropolitan areas (Aiken and Spartanburg).

Collectively, our nine program size parishes have increased average Sunday attendance by 3% during the past 15 years. However, this average growth rate masks marked differences in the recent growth rates of individual parishes. Three of these nine parishes (St. Matthew's, Spartanburg; Holy Cross, Simpsonville; and St. Bartholomew's, North Augusta) grew very strongly during the period, with growth rates above 58%. One of the three, St. Matthew's, grew by 167%. Each of these three fast growing parishes started the period as a smaller family size or small transitional size parish.

Each is located in a larger metropolitan area with multiple Episcopal congregations, and each grew to large program size under a single rector.

The median pledge and plate income for our program size parishes was \$506,016 in 2007.

TWELVE TRANSITIONAL SIZE PARISHES *(Average Sunday Attendance between 141 and 225)*

Our 12 transitional size parishes collectively represent 26% of the diocese's average Sunday attendance and 21% of its pledge and plate income. Overall, the average Sunday attendance of the parishes that were in this group in 2007



CONGREGATIONAL PROFILE

has declined by 8% during the past 15 years. However, as with program size parishes, there is disparity in growth rates among individual congregations. Five of the 12 transitional parishes grew in average Sunday attendance by rates of between 14% and 34%, while seven lost attendance.

The median pledge and plate income for our transitional size parishes was \$318,707 in 2007.

TWELVE PASTORAL SIZE PARISHES *(Average Sunday Attendance between 76 and 140)*

Our 12 pastoral size parishes represent 15% of the diocese's 2007 average Sunday attendance and 10% of its pledge and plate income. Seven of the 12 pastoral size parishes are the only Episcopal congregations in smaller towns in the diocese, and four are smaller parishes in the



Columbia and Greenville areas. Seven of the pastoral size parishes in the diocese as of 2007 had grown during the previous 15 years, and three (Good Shepherd, Greer; Good Shepherd, York; and St. Paul's, Fort Mill) each increased average Sunday attendance by more than 40%. Over the ten years through 2007, these 12 parishes have grown in average Sunday attendance by 7% overall.

The median pledge and plate income for our pastoral size parishes was \$149,556 in 2007.

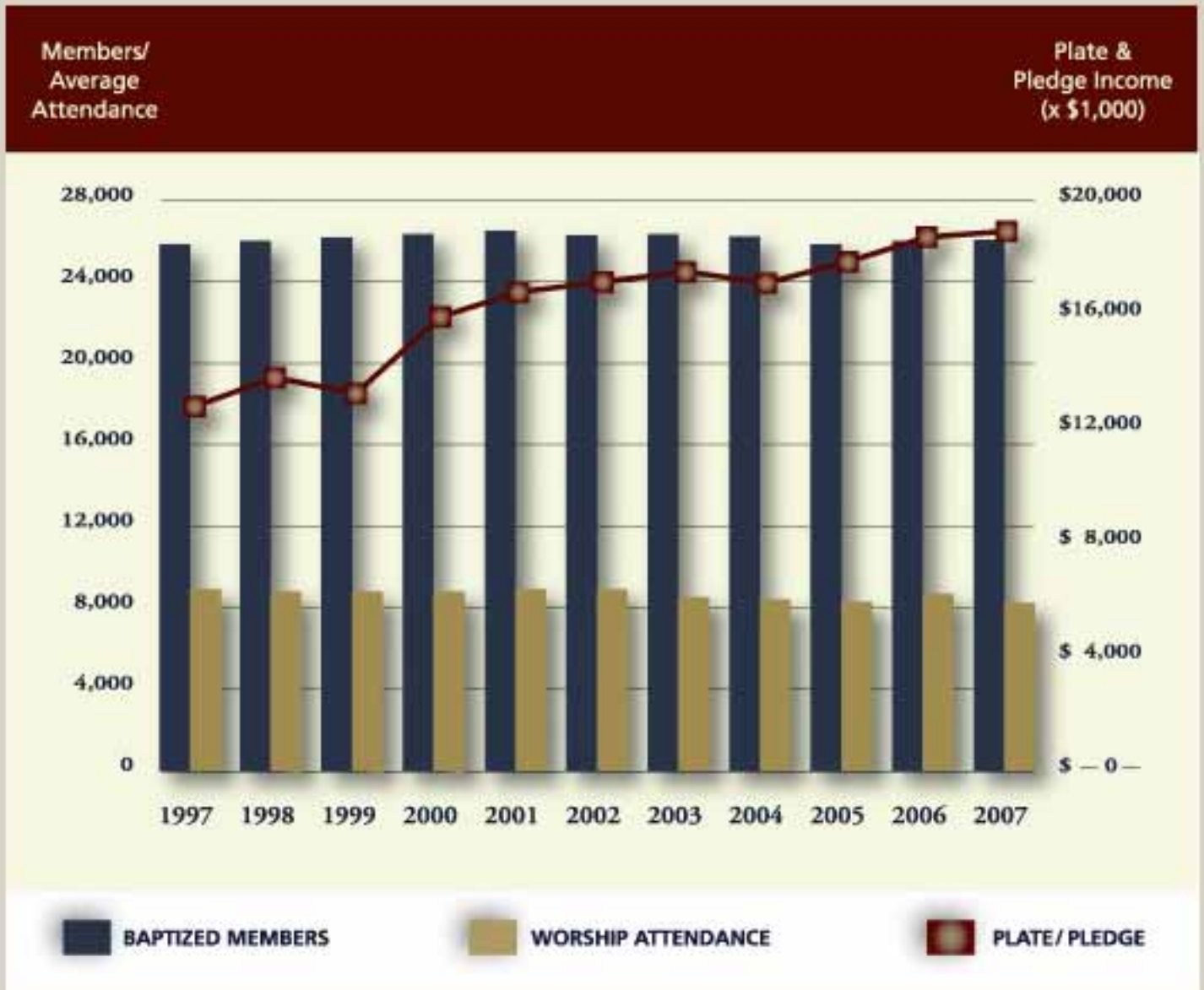
TWENTY-SIX FAMILY SIZE PARISHES AND MISSIONS *(Average Sunday Attendance up to 75)*

Our 26 family size congregations represent 13% of the diocese's 2007 average Sunday attendance and 11% of its pledge and plate income. Sixteen are the only Episcopal congregations in small towns in the diocese, and three are historically African American. Six of the 26 family size congregations grew in average Sunday attendance during the past 15 years, but the great majority of the congregations that were family size congregations in 2007 have experienced significant decline. Collectively, the congregations in this group lost 27% of their average Sunday attendance during the period 1992-2007. A major factor has been the migration of executive and professional families to larger urban areas.

The median pledge and plate income for our family size parishes was \$66,782.00 in 2007.



MEMBERSHIP TRENDS



STRIVING FOR COMMON VISION

Opportunities and Challenges



The overarching sentiment from our survey was that, as a diocese, we truly value the sense of unity and purpose our Episcopal faith offers. As members of the Body of Christ, we affirmed a distinctly positive direction and commitment to the future of this diocese. Nonetheless, as might be expected among Episcopalians, our diocesan survey revealed occasional areas of disagreement over theology, culture and liturgy.

An analysis of the data received indicates that the Episcopal Diocese of Upper South Carolina is a very stable institution, secure in its traditional approach to Anglicanism, and that we value harmony and goodwill among ourselves, while recognizing that there is still much work to be done.

The 2051 responses to the survey represent approximately 24% of average Sunday attendance for our diocese. Our parishes are divided into five categories (family, pastoral, transitional, program and resource) based on average Sunday attendance, and each category was represented proportionately in the survey results. There was the anticipated spread of participants across various demographic categories such as age, gender and marital status. About 70% of respondents were over 50 years of age. Thirty percent have children resident in their households. Seventy-three percent have been Episcopalians for more than 20 years and over half have been in their present parish for more than ten years.

There was general agreement in total and across all size categories of parishes, regarding the most important issues or opportunities facing the diocese, as well as the desired strengths and characteristics of a new bishop. No size category chose an item that did not have broad support in the overall survey. The laity and clergy were in general agreement on most issues: for example, easing financial pressures on congregations during these times of financial difficulties, remaining consistent with the traditional liturgies set forth in the Book of Common Prayer, and believing the Holy Scriptures to be the Word of God and all that is necessary for salvation.



STRIVING FOR COMMON VISION

Opportunities and Challenges

The clergy were more supportive of statements about same gender issues facing our church; however, the majority of both clergy and laity opposes same gender marriages. Although, we have diversity and some disagreement over sexuality, we are primarily concerned with building up the Body of Christ. Both clergy and laity overwhelmingly believe we should encourage outreach programs in the diocese, but less than 20% of clergy and well below half of the laity think we are effective at evangelizing.

The survey set forth statements on which respondents were asked to express an opinion ranging from strongly agree to strongly disagree. Over two-thirds of participants expressed a common



level of agreement on 25 of the 36 statements. In analyzing the answers across the various size categories of parishes, no category varied more than ten percent from the overall results, with the exception of the question regarding youth programs in our family size parishes. This might be attributed to the small size of family parishes as well as their higher average age.

As to liturgy, over 90% of survey participants support traditional Anglican liturgy.

In a tremendous display of love and support for Christian work in our diocese, with some variance due to parish size, the vast majority of participants reported that they participate in one or more parish ministries.

To supplement the survey, we called upon our senior wardens to report what the incoming bishop should know about their respective parishes. The clergy were also asked to comment on their specific concerns. Amid many wonderful reports, the common threads of concern, running across most parishes of all sizes, were declining membership, aging congregations and significant financial challenges, though some encouragingly reported growth in attendance and finances. All their letters will be provided to the new bishop.

While a substantial majority of survey respondents supported a conservative approach to theology, culture and liturgy, we are, by no means, of one mind on these issues. Our next bishop must be a faithful pastor, who will provide strong leadership for our future growth and development, help us work through our differences, and support us in our common ground, as we seek to build up the Body of Christ. Our survey provides an excellent starting point.



OUR NEXT BISHOP



To this point, the Diocesan Profile has provided details about how we're organized and governed; our missions, ministries, and institutions; and statistics about the average age of communicants, the length of time they have been Episcopalians, the average Sunday attendance for parishes, and the like. It is now time to capture a portrait of the person called to lead the diocese out of statistics and into hope and faithfulness and ministry as the Body of Christ in the world.

SO WHAT SHOULD THE NEXT BISHOP OF THE EPISCOPAL DIOCESE OF UPPER SOUTH CAROLINA LOOK LIKE? According to the information received on the Diocesan Survey, other communications from both clergy and laity, and the prayerful consideration of the Bishop Search Committee, this diocese is searching for a bishop who will:

- ✻ Be of the highest integrity, deeply spiritual, prayerful, and compassionate
- ✻ Possess sound judgment and wisdom, not only in his or her personal life, but in the corporate life of the Church
- ✻ Be a guardian of the faith, committed to the traditional creeds of the Christian Church, and one who supports the liturgies set forth in the Book of Common Prayer
- ✻ Be a visionary, looking beyond the immediate moment to foster the diocese in exploring its future, and taking good ideas and transforming them into actions
- ✻ Be flexible, open-minded, and have a sense of humor

(continued)



OUR NEXT BISHOP

- ✠ Have a strong theological background, interpreting the Gospel and standing on Christian principles, even if standing alone
- ✠ Be committed to the Anglican Communion and to keeping the Episcopal Diocese of Upper South Carolina part of the wider Anglican Communion
- ✠ Be an effective administrator, supervising and overseeing the diocese, while remaining fiscally responsible
- ✠ Be a Pastor to all in the diocese, but especially to clergy and their families, and a supporter and encourager of all the baptized, their gifts and ministries
- ✠ Maintain unity and focus on the mission and outreach goals of our diocese, both local and international, those already established and those yet to be developed

ALMIGHTY GOD, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a bishop for this Diocese, that we may receive a faithful pastor, who will care for your people and equip us for our ministries; through Jesus Christ our Lord. Amen.

—(BCP, p 818, *For the Election of a Bishop or Other Minister*)



GUIDELINES *for* MAKING NOMINATIONS

THE EIGHTH BISHOP *of the* EPISCOPAL DIOCESE *of* UPPER SOUTH CAROLINA

- (1.) Any baptized member of a church in the Anglican Communion may nominate any priest or Bishop canonically qualified to be Bishop.
- (2.) The nominator shall obtain the permission of the nominee being proposed prior to submitting a nomination.
- (3.) Please make nominations by downloading and completing the Nomination Form available at www.bishopsearch.edusc.org. Submit the Nomination Form by mail to:

The Search Committee
239 Alexander Circle
Columbia, South Carolina 29206

- (4.) The Search Committee will accept nominations postmarked no later than **July 3, 2009**.

