

**GB-21-1176**

**The Christian Church (Disciples of Christ) in North**

**Carolina**

**Bishop Valerie J. Melvin, Regional Minister**

**Contact Information**

The Christian Church (Disciples of Christ) In North Carolina

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**Regional Minister**

Bishop Valerie Melvin (F)

**Support Staff**

Lisa Tedder (F), Administrative  
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Casey Perry (M), Camp Manager

Melissa McCarthy Perry (F), Camp  
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Liam McCarthy (M), Camp Staff

Luke Miles (M), Technology Support

**Staff Consultants**

Rev. Kathy Smith (F), Treasurer  
Rev. David Mallory (M), Commission on  
Ministry

Mary Evans (F), Disciples Women

Rev. Andrew Shue (M), Disciples Men

**Regional Moderator**

Horace Williams (M)

**Representative to the General Board**

Rev. Dr. Robert Cayton (M)

## **2021 Report to the General Board**

<b>Number of Congregations:</b>	299
<b>Congregations in Formation:</b>	5
<b>Total Membership:</b>	7,894
<b>Participating Members:</b>	5,001
<b>Average Worship Attendance:</b>	3,039

**States included in the Region of North Carolina:** North Carolina and South Carolina

### **Partnerships with Board Seats**

Barton College  
North Carolina Council of Churches  
Disciples of Christ Historical Society  
Church Women United (CWU)

### **Partnerships/Memberships with Regional Representative**

NC Voluntary Organizations Active in Disaster (NC VOAD)  
Repairers of the Breach / Poor People's Campaign  
Church World Service (CWS)  
American Camp Association (ACA)

### **The 2020 Experience**

Please allow me to tell you about a group of people whose courage and diligence have impacted our region with a spirit of resilience. The Christian Church (Disciples of Christ) in North Carolina (hereafter known as the CCNC) is a group of fellowship churches committed to the covenant that binds each local church together through their love for God and one another. With the arrival of multi-level pandemics, pressure and fear were as real as any ever witnessed. Besides the stressful dangers of COVID-19, North Carolina faced a state of emergency in food disparity, with nearly 1 in 5 North Carolina residents, or 19.3% of adults and 29% of children, in 2020 experiencing food insecurity <https://www.cnbc.com/2020/10/07/food-banks-and-pantries-see-explosive-demand-amid-ongoing-pandemic-in-north-carolina.html>.

Amid such challenges, we witnessed our clergy lean on their faith and strong skillsets to employ strategic maneuvers, providing multi-phased responses to COVID-19. Our clergy, God's shepherds, have done everything in their power to tend to God's sheep. Here are just two examples of shepherding with a twist.

Rev. David Harrison and the Mobile Market and Pantry of True Communion Ministry (an outreach housed within First Christian Church, Winston-Salem, NC) fed thousands of our brothers and sisters with COVID-19 exacerbated health and financial situations.



At Silver Hill Christian Church, Grantsboro, NC, Pastor Rex Horne did not allow the members' mature age or the lack of technology to impede ministry progress. Weekly (for more than a year), he has prepared and mailed a full bulletin, sermon, and weekly updates to each congregation member. During the early days of the pandemic, mostly when fears were very high and so much misinformation was circulating, Rex used practical application to remind the members that they were the church, not the building. His initiative led members to create **home worship centers**, where their families would gather during the worship hour and sing the hymns, read the Scriptures, and take turns preaching the sermons. This was a meaningful illustration of how the members embody **the priesthood of all believers!** As a result, 17 were added to Silver Hill's worship experience. They remain faithful, good stewards, and engage in the life of this congregation.

Our members took on herculean tasks across the region, such as assisting with technology and media to provide virtual worship and program ministry for the congregation's continued connection and spiritual development. For most of us, the digital touch became the next best thing to being there!



The congregational elders increased their pastoral care responsibilities. Property committees and trustees led in implementing safety protocols and practices for gathering and mitigating any possible damage to our facilities due to long-term closure. CMF, DWM, and youth groups fed their communities, created make-shift library stations, manicured the church landscape, volunteered for blood drives, supported local homeless shelters, and provided testing sites for COVID-19. Many of our churches increased their outreach focus by 25%-50% supporting their communities more tangibly. The CCNC responded to the crises of 2020 by focusing attention on **our neighbor's care.**

Yes, 2020 was a challenging year for the CCNC. We could not touch one another in moments of *passing the peace* or being present when loved ones passed away. Many had to encounter canceled, postponed, or altered funerals/memorials.

Walking alongside our clergy, who are still exhausted beyond description, we initiated clergy check-ins twice monthly via Zoom. In addition to the social media platform, the Regional staff made many personal contacts via email, cards, and telephone. With the Regional Minister attending or preaching funerals and offering pulpit supply.

Nevertheless, we do not call ourselves survivors. The CCNC thrived despite the crisis. We see ourselves having endured experiences akin to Job in the Hebrew Scriptures. We identify with this character because Job, whose hope felt unborn and dying, in his darkest hour, asked God: "*if a man dies, can he live again.*" While sitting in this dry and barren place, Job saw a green plant springing forth from a dead tree stump. When the CCNC felt all the emotions that accompany multi-leveled pandemics, by God's grace, our hearts did not faint, nor our faith give way. We made it through 2020, and our feet are planted firmly in 2021 with the hope of something new springing forth from the darkness! From a resilient Region's posture and with a grateful heart, I share this report from the CCNC.

Respectfully Submitted,



+Valerie J. Melvin, Regional Minister

## Necessary Adjustments

A region's lifeline is contingent upon a strong and supportive staff. Our staff (**Lisa, Casey, Melissa, Luke, and Liam**) bore the weight of the crisis by working above and beyond the call of duty. Providing volumes of information, PPE, technology tutorials, offering our camp as a haven for work teams, packing relief kits, delivering food, and donating personal resources – their love for the CCNC was evident. Whatever skills the staff needed to acquire to help our congregations do what they could not do alone, they sought them out. And they did all of this while dealing with their own personal concerns and the looming question concerning their job security. This region owes a debt of thanks to this fine team of men and women.

In response to the pandemic culture, our staff implemented the following **ad hoc** teams.

### AH1-The Technology team



Seven highly skilled members from across the region collaborated to do the following:

- To offer tutorials to local congregations making the leap to virtual platforms. This initiative's goals were 1) to come alongside local churches as they advanced their knowledge about technology to maintain the continuity of their worship and business, and 2) to prepare for our first Regional virtual gathering. This was accomplished by offering seven one-hour tutorials. The result was a successful 172<sup>nd</sup> Regional Assembly Business Session via Zoom for 100+ attendees.
- To make technological advancement possible through a partnership with Rockingham Community College, Reidsville, NC. The region offered scholarships to cover the tuition for a Zoom course for one member per congregation.

The team's assistance has become more personalized by aiding congregations in partnering with one another in new virtual ministry models. This assistance includes

evaluating and adding equipment for best production results, combining distinct worship experiences through clergy/musicians sharing rehearsal and taping spaces. The team continues to provide non-profit guidelines for audio and video publishing.

## AH2-The Medical Response Team

Fear of the unknown can be paralyzing. As the questions flooded the Regional office, our staff quickly understood that the depth of questions about COVID-19 and the mental and emotional side effects upon our people would require additional skills. Even when we did pull up the latest information, we needed experts to understand and disseminate (factual) information.

A cadre of medical personnel, licensed counselors, and chaplains joined in bi-weekly meetings and formed a COVID-19 information hub. Using the vast resources available, the Medical Response team was able to do the following:

- Honor their commitment to helping churches gain their footing with information around personal safety in public spaces, property care, and regular updates on medical research and governmental guidelines.
- Made COVID-19 testing site information available throughout the region.
- Shared invitations about 100+ workshops/webinars on a range of topics, all free, and most of them open to anyone.
- We have provided professional crisis intervention and counseling referrals when requested. The CCNC had a 22% increase in counseling referrals for 2020.
- Encouraged churches to participate in the CCNC - **Church World Service Relief Kit** project to pack and deliver 1,000 kits.

## AH3- The Clergy Check-in

This ministry has been a gift of comfort to the clergy. Initially created to honor the group's title, little did we know when we offered these bi-weekly check-ins how quickly they would become a place of refuge – desired by some, needed by others, and a lifeline to us all. In times of religious, political, and systemic crisis, the reality of a region's internal struggles rises as well. Some clergy who exercised their rights to march in peaceful protests and spoke out against injustice and inequality were hit hard with disrespect and threats. There was also a deafening silence, with a hushed message to *be quiet, and this will go away*. The clergy needed a safe space from the rollercoaster of personal and professional pandemonium. When theology sought to tear us apart, we needed a space. When our diversity created a dangerous animosity hidden behind semantics and symbolic gestures, we needed a space where every person was seen and heard with love and human regard. This Regional Minister was thankful to have a safe space with colleagues to unapologetically be our authentic selves while loving and respecting each other.

We are indeed grateful to our General Minister and President, the Rev. Terri Hord Owens, who made a pastoral visit to our platform to reassure and pray with us. In addition, she regularly provided - and continues to provide- needed resources from the General Church and offered a weekly Zoom call in for prayer and pastoral support. We also received visits and resources from CareNet Counseling – Wake Forest Baptist Health (Bryan Hatcher), The Center for Faith and Giving (Rev. Bruce Barkhauer), the Pension Fund (Dee Long), the Week of Compassion (Rev. Caroline Hamilton-Arnold),

NBA (Rev. Angela Whitenhill-Shields), and the Immigration Legal Counsel (Natalie B. Teague, Esq.) to help us navigate all the non-stop issues associated with maintaining during times of critical mass.

## **General and Program Ministries**

### **Financial Outlook**

While we finished the year 2020 with a **\$68K** operating deficit, **\$56K** of that will be covered by our Paycheck Protection Program loan, and another **\$10K** was covered by the prior year's operating reserve, leaving us with a deficit of only **\$2K**. Given the pandemic's onset in early 2020 and the camp's resultant closing for several months with no on-site summer camp season, we are very pleased and thankful. With God's guidance and continued generosity, we will be able to not only maintain but expand the region's ministries.

### **Church Growth Commission (CGC)**

With New Generations CC, Smithfield, Body of Christ CC, High Point, True Community CC, Burlington, Seeds of Grace CC, Bethania, and Open Hearts Gathering CC, Gastonia, maturing beyond the New Church Ministry program, there is currently one church in formation, Cities of Refuge, Durham, NC. Founding pastor, Rev. Dr. Louis Threatt.

Cities of Refuge's Mission: To share the Good news of Jesus Christ by witnessing, loving, and providing places of safety, protection, and healing for all those impacted by incarceration.

Vision: To be a faithful, growing congregation of believers that demonstrates true community and dedication of their lives to Jesus Christ.

In addition to Cities of Refuge, our CGC has been in conversation with four clergies, who have expressed serious interest in launching new or transforming existing ministries in some underserved areas of N.C. These conversations are being nurtured through intermittent collaborations between the discerning clergy, CGC, and the General New Church office. And vision is developing through written concepts and proposals based on demographic research and defining the specific call.

Six members of the CGC attended the New Church Summit (August 2020). Hear the reflection of our commission chairperson, the Rev. Kevin Baker-Rooks.

Around the world, most churches are struggling with the same issues. What should the church's role be in dismantling racism and police brutality; how to be and do church during COVID-19, and how to return to worship in the building safely after COVID-19, or at least when conditions would make that possible? The three-day New Church Summit was extremely helpful for the CGC of North Carolina, with Pastor Mark DeyMaz presenting his book *Disruption*'s focus. Deymaz's book is a most significant example for moving churches past surviving to thrive in a post-COVID-19 world. *Disruption* is more than an instructional manual on how to get back into the building or a return to the normalcy our faith communities once knew. The writer's message is an invitation for Disciples to seek new avenues of being and

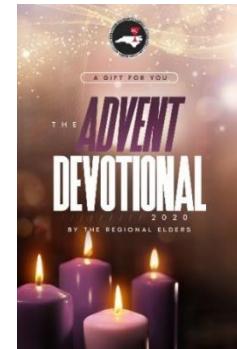
doing church post-COVID-19.

### **Regional Elders (R.E.)**

In 2020, a five-year-old dream came true. Regional Elders were selected to begin their service as a presence of the region in local congregations and ministers' lives. Their presence extends pastoral care to more persons than the Regional staff could provide.

To prepare for this work, the R.E.s hosted a book study with Rev. Amanda Henderson, author of *Holy Chaos*. Amanda brought to bear the compassion and grace that would be needed as they embarked upon their journey. Culture, politics, justice, equity...hot button words that are steeped in disillusionment and anger because so much of the ordered life was disrupted. This book helped the R.E.s understand how chaos can be holy, potential positive energy empowering successful service to diverse populations. During our quarterly reviews, the R.E.s report each minister/congregation's joys and concerns and consider how tensions (if any) could be positive energy directed in a transformative manner.

The pandemic slowed the R.E.s ability to move about but did not diminish their effectiveness. For Advent, they pooled their collective writing talents and surprised the region with an Advent Devotional. The devotional was well received and bolstered the deep concern and support R.E.s were striving to provide.



Through a generous Legacy gift from the Robert and Frances Haislip family, and a sponsorship from Google, Inc., the R.E.s have been equipped with computers to care for pastors/congregations while enhancing their technological skills safely. In N.C., we live into the term *Leitourgia; the work of the people is worship*. And when we volunteer to serve, it is at our own expense. However, there is a show of value for the service rendered when some of the necessary tools are provided.

Their work within the first six months has aided in connecting the Regional Minister's office with local congregations by attending virtual (and a few limited number in-person) gatherings and parking lot services, mailing cards and letters to the congregations, the clergy, the sick, and bereaved, and making numerous phone calls to bridge communication.

### **Historical Task Force (HTF)**

Since the beginning of the Disciples movement in N.C. (approximately 1843), history records slaves and indigenous people's presence. In 1868, members of the Disciples Union (the former name of the CCNC) who desired were given letters of dismission to begin their own churches. From that moment, a racial and cultural divide was embedded in the religious DNA of a body of people who had previously (in limited ways) been church together. From this early decision, some churches of color did form, and there was also a forming other Disciples groups, seeking freedom of expression in worship and Scriptural understanding, as well as access to leadership roles and land acquisition for a headquarters framing their identity more solidly. Thousands of freedmen and women migrating to places where they could begin again resulted in the branches which comprise the 299 congregations under the umbrella of the CCNC.

The Church of Christ, Disciples of Christ, International started prior to the Emancipation of the slaves, with some free African American Disciples convening to form churches. After the Civil War, three modes of evangelism worked to bring together the Church of Christ, Disciples of Christ: (1) Free African Americans east of the Tar River sought out free and freed Africans to begin churches; (2) Freed slaves worked with Christian Church Disciples west of the Tar River to start congregations; (3) African Americans on both sides of the Tar River evangelized the unchurched and African Americans from denominational churches to become members of the Church of Christ, Disciples of Christ.

The Piedmont District Convention was established around 1881. In Virginia, representatives of the Christian Churches, then in their infancy, came together and organized the Piedmont District Convention of the Christian Church, which was often referred to as the Church of Christ. The growth of the convention was consistent with much of its work continuing between Virginia and North Carolina.

The Historical Task Force has been building a team of collaborators from the three branches to compile a complete history in written and video graphic form. A written project started some years ago, but it was never completed due to the compiler's untimely death. In 2020, the HTF took up the project and, to date, have accomplished the following:

- A historical timeline of the formation and development of the distinct branches of Disciples in N.C., and our relations over the decades. The working goal is for this timeline to be shared during our 173<sup>rd</sup> Regional Assembly on April 17, 2021.
- Interaction with congregations by collecting histories, photos and conducting interviews. This engagement furthers the value of our traditions while embracing new models of ministry for sustainability. History reminds us that each congregation's life is intertwined by spirituality, culture, and call to missions.
- Members of the HTF shared historiographies during a Clergy check-in to reconnect clergy with our roots and faith amid struggles. For the clergy to hear about the Disciples movement's birth in North Carolina infused the atmosphere with hope in our common purpose.
- Members of the HTF prepared and participated in recorded interviews during our combined Disciples Men and Women's Retreat in August 2020. We invite you to view these historical presentations, <https://nccdisciples.org/2020-ccnc-mens-and-womens-virtual-retreat/>.
- In the aftermath of COVID-19, the HTF continues to call congregations into reflective work around their history in the context of the greater CCNC network and denomination. A vital component of this work will be exploring the intersections of the evolving story of our 299 churches in the Christian Church (Disciples of Christ) in North Carolina, the Church of Christ, Disciples of Christ, International, and the Piedmont District Convention. The HTF hopes to accurately record the full scope of our relationships with respect to ecclesial structure and theological frameworks.

### **Barton Grant Funding Strengthens Church and Institution partnership**

Lilly Endowment, Inc. awarded Barton College a \$959,816.00 grant over five years for the work of creating and sustaining **The Center for Vocation and Rural Ministry**.

The Rev. Dr. Rodney Werline, a Disciples minister and Director of the Center for Religious Studies at Barton shared, *Barton, has been affiliated with the Christian Church (Disciples of Christ) since its founding. “That relationship has been and continues to be a priority for the College and has helped to shape Barton’s mission and purpose. Over the course of the past century, the College’s Department of Religion and Philosophy and the Office of the Chaplain have supported pastors and congregations across Eastern North Carolina in a variety of ways, including but not limited to partnering with the Christian Church (DOC) Region of N.C. with programming opportunities, providing pulpit supply, hosting endowed lectureships for ministers, offering educational opportunities for church lay leaders through the Lay Academy, and, of course, in preparing students for seminary and future roles in ministry.*

Barton’s new Center for Vocation and Rural Ministry, to be housed under the umbrella of the College’s well-established Center for Religious Studies, will focus on enriching pastors’ spiritual lives, facilitating relational connections, developing their sense of vocation, and examining their fit with congregations in this region – all aspects of ministerial flourishing. The Center’s programming will provide pastors with short-term renewal experiences, spiritual direction, intellectual and social opportunities, and mentorship and relational development with other regional pastors. And it will do those things informed by the richness and the difficulties of the region’s culture, economy, and racial landscape. The well-being of pastors is integral to their shepherding of congregations; this is particularly important for bi-vocational pastors serving small rural churches and seeking to find a healthy work-life balance. The impact of pastoral health on the success of small congregations is significant and cannot be overlooked.

### **Disciples Women’s Ministries and Christian Men’s Fellowship**

- Mary Evans, president of NC DWM, and Tamar Lipscomb, president of the Piedmont District D.W., attended the D.W. Leadership Council in Indianapolis, IN, January 2020.
- NC DWM held their day Apart retreat at Camp Caroline in March and participated in SERF at Christmount. Because SERF (a quadrennium event) was held right at the entrance of COVID-19, the attendance was approximately 80 women.
- The NC DWM places a daily Scripture and prayer on their Facebook page.

Both the men's and women's ministries of NC are in a season of discernment about how to best serve the local congregations. There has been a substantial shift from singular group experiences to family ministries with events catering to such. With this in mind, our men and women have held two successful combined retreats, with the third set for this fall.

### **Youth Ministries**

This area of program ministries was our most critical area, but we soon perceived our youth are better at technology than we adults could ever be. Thanks to Luke Miles, Regional Youth Minister, Casey Perry, Camp Manager, and our Christian Nurture commission for collaborating with other local summer camp leaders to create several successful Summer and Fall virtual youth events.

- The CYF Midwinter Retreat focused on the history of the Disciples of Christ

movement. Revisiting history was an excellent way to teach our young people about our resilience in the face of past struggles and offer them God's assurance for the one we face now.

- The successful implementation of **Camp Caroline Connects Virtual Summer Camp** with 300+ campers on our website, thousands of views on **Camp Caroline's F.B. page**, and **\$20,000 donated to camp from May to July**.
- Our **RCYW** continued to meet virtually every month to grow as servant leaders in the church. Their presence was felt in our local, district, and regional events. We saw them often (virtually) offering leadership in worship and participating in outreach moments. Their evangelistic impact in 2020 has been profound; Sharing the love of God with other youth has, on more than one occasion, rescued someone from darkness.

### **Reconciliation Ministries**

After the horrific death of George Floyd, who was born in Fayetteville, NC, the Regional Minister addressed the region, reaching an audience of **3.5K**. This address was a **Call to Action** to engage in conversations and intentional action(s) towards becoming a more pro-reconciling Region. Our initial response to the call included:

- Intermittent month-long prayer and Scripture studies.
- A virtual Juneteenth observance.
- Two 90-minute orientation workshops led by ARPR trainers to help individuals unpack and understand the vocabulary that makes real collaboration possible. The two workshops reached **100** people from across the region.
- ARPR grants were provided to local congregations whose reconciliation work objectively demonstrated that their related projects or programs dealt with the root causes of racism; gave evidence of Disciple leadership in the projects or programs; and identified both the immediate and long-range impacts that were anticipated. The grants served approximately **200** congregants.

### **Racial Equity Training**

Our region offers a 16-hour intensive Racial Equity training for clergy on a five-year cycle. A partnership between the CCNC and Barton College brought 15 clergy and five students and staff to the Racial Equity training in August. Our ARPR commission's impact is a thread running through our region's whole fabric, as is reflected in several areas of this report.

### **Strengthening Regional Leadership**

Our region has begun conversations about restructure. Over time we will move to a more formal posture in this work, but we needed to begin by surveying the leader's level of commitment and purpose. To help us with buy-in to the vision of future viability, our Executive Committee met with Rev. Erin Cash, the then-current moderator of the Region of Kentucky. Erin provided a resource packet and walked us through the steps of a successful working relationship between the Regional board, staff, and congregations to create an atmosphere for vision and restructure. We are indebted to Erin for reminding us why we serve in Regional leadership. Our takeaways included but were not limited to the passion required for the cause, an eagerness to participate at every meeting, the willingness to prepare ahead for meetings, the ability of each member to give above average financially, the desire to learn as much as possible to build a strong team ([blommerang.com](http://blommerang.com)).

## The Commission on Ministry

### Candidates for Ministry:

The COM meets six times per year for six hours per day. They interview between 4-6 candidates at each meeting and handle the additional business of standing and mentoring. Their meticulous meeting and wisdom in guiding candidates towards fulfilling their goals have increased the number of candidates moving through the Order of Ministry process. Even during COVID-19, the COM reduced the number of candidates awaiting interviews from **77** to **36**.

### Boundaries Training:

- 1) The Commission on Ministry chairperson, Rev. David Mallory, and Regional Minister completed the Boundaries certification training in Chicago, IL, on March 2-5.
- 2) Training opportunities for CCNC clergy were drastically impacted in 2020 due to our inability to gather in large groups for more than nine months. In September, we offered one Boundaries training to **15** clergies at Camp Caroline. The training was successful using socially distanced group conversations and increased breaks for outdoor movement.

### Celebrations:

- The COM celebrated two ordinations and commissioned four.
- Through the Search and Call process, the CCNC has filled three interim and five pastoral positions. We ended 2020 with three congregations in Search and Call. This was the smallest number in seven years.
- We increased our clergy pool for pulpit supply during vacations, sabbaticals, medical leave, pastoral vacancies, or emergencies.

### Mentoring:

Ministry can be a very lonely and isolating vocation prompting many clergypersons to leave their calling. To counteract this trend, the COM instituted **Covenant Partners**.

This program matches ministerial candidates with experienced clergypersons who can help with the transition into vocational ministry. Currently, there are **14** approved covenant mentors, and we have **seven** active Covenant Partnerships.

This arrangement intends not to supplant any existing clergy relationships that the ministerial candidate might have. It is only to enhance and build new relationships, which might aid in the successful transition of candidates into the office of the ministry. The program is intended for those serving in a congregational setting; however, it is not limited to such persons.

## Camp Caroline

We joyfully share that the new Jack and Kate Brinson Cottage on our Camp Caroline property was completed in April. This third cottage will further upgrade our 22.5-acre property for the changing trends in retreat and camp life.

One striking observation from the 2020 camp activity is that it never stopped! Our volunteers



helped our staff maintain the property by showing up masked and observed social distancing to make repairs and upgrades. When inclement weather threatened our grounds, volunteers assisted with mitigation. Our camp was safe for all users during the pandemic with regard to protocols and guidelines.





After 25 years of serving in several positions culminating as the dining hall manager, **Pauline Gardner** has retired. On December 18, a small group gathered on the campgrounds for a cake reception. During the evening, we continued the celebration with a virtual hour of tribute. Her love for the children and adults provided a mothering spirit we will genuinely miss.



## Signs of continued Transformation:

### A Revised Stewardship Plan

The revised plan was implemented Oct 2020, to guide the Executive Committee in continuing efforts to achieve financial stability for the CCNC. This plan's main priority is to continue financial transparency to our region while putting creative measures into place for viable funding streams.

### Returning to Covenant Practices

- A return to the individual study of Scripture and sharing our historical framework was used to open new conversations around race and culture. The unity we seek is in our commonalities, and the respect we must have is in our right to be different. The exercise in Scripture and historical study invited each Disciple to acknowledge our common core and places of divergence as we work towards true reconciliation.
- The CCNC clergy attend Racial Equity training (required for all commissioned and ordained clergy) and Boundaries training every five years. Background checks for clergy were also implemented in 2019.
- To strengthen the **Personnel Committee's** role in service to the Regional staff, we have adapted the Executive style components in securing leadership positions. We are preparing to call two new staff and one contract position in February 2021.
- **The Design** of the CCNC is being audited for (diversity and inclusion) language – making sure demographics and ethnic considerations produce a document that speaks with integrity to the regional church's vision.

**The Christian Church in North Carolina Camp  
Camp Caroline**

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**The CCNC Related Ministries**

**The Goldsboro-Raleigh District Assembly**

The Church of Christ, Disciples of Christ, International

Phone: 919.735.3534

Email: [info@goldsboro-raleigh.org](mailto:info@goldsboro-raleigh.org)

Website: <https://www.grdacoc.org/>

Facebook: <https://www.facebook.com/GRDACOC>

Presiding Bishop: Robert Hood

Bishop's Vice: Rodney Parker

General Bishop: Alton A. Smith

**The Piedmont District Convention**

3300 Wentworth Street, Reidsville, NC 27320

Phone: 336.347.0035

Email: [pastorblb@hotmail.com](mailto:pastorblb@hotmail.com)

Facebook: <https://www.facebook.com/PDCDOC>

Moderator: Rev. Dr. Byron Battle

Moderator Elect: Rev. Kathy Thomas