Executive Council Minutes
Quito, Ecuador
February 11-14, 2008

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MONDAY MORNING, 2/11/08

The meeting was called to order by the Chair, Bishop Katharine Jefferts Schori. She introduced Bishop Wilfrido Ramos-Orench, Bishop of the Diocese of Ecuador Central. Bishop Ramos-Orench welcomed everyone and spoke of how happy he and the people of the diocese are to have the Executive Council meeting here in Quito. The diocese has gone through a very difficult time. He personally is learning what it is like to go from being a bishop in a First World Country (Bishop Suffragen of Connecticut) to being a bishop in a Third World Country.

Bishop Katharine then called on the Secretary, Gregory Straub, for announcements and the roll call. Announcement included deadline for the consent calendar, 1:30 p.m. on Wednesday, and that the Agenda Committee is soliciting names of Canon lawyers and lawyers expert in NYS law for the June meeting when Executive Council will revisit the roles of the Executive Council and the Presiding Bishop.

ROLL CALL

All present, unless otherwise noted.

The Most Reverend Katharine Jefferts Schori, Chair
Dr. Bonnie Anderson, Vice Chair

David Alvarez	Del Glover	Edward Rodman
Tim Anderson	Thomas Gossen	Petero Sabune – excused
Rosalie Ballentine	Joyce Hardy	Stacy Sauls
Hisako Beasley	Bettye Jo Harris	Dennis Stark
RPM Bowden	Mark Harris	John Vanderstar
Jon Bruno- excused	Angela Helt	Winnie Varghese
Kim Byham	Josephine Hicks	Belton Zeigler - excused
Lee Crawford	Julio Holguín	
Sharon Denton	Gay Jennings	DMFS Officers
Ian Douglas	Timothy Kimbrough	N. Kurt Barnes
George Frazer	Sandra McPhee	Gregory Straub
Dorothy Fuller	Ted Mollegen	Linda Watt
Butch Gamarra	Emily Morales	
Bruce Garner	Wilfrido Ramos-Orench	Canadian Partner
Vicki Garvey	Terry Roberts	Michael Ingham

A word on Ted Yumoto – he was elected by Province VIII as their lay representative. They have named his seat vacant because he voted with his bishop to affiliate with another Anglican province. Province VIII will appoint a replacement representative for the remainder of Ted´s term.

Emily Morales was welcomed as a new member of Executive Council.

Bishop Katharine presented the agenda and it was accepted. A motion to accept the minutes was seconded and the minutes were approved. Cheryl Dawkins was appointed as Assistant Secretary for the remainder of the triennium.

REPORTS FROM COMMITTEE CHAIRS

JOSEPHINE HICKS – ADMINISTRATION & FINANCE

A&F has a full agenda, including the 2008 budget, travel guidelines and priorities for the next triennial budget. Gay Jennings will report on diocesan commitments.

TERRY ROBERTS - CONGREGATIONS IN MINISTRY

CIM will evaluate and review Scenario Planning Day and welcome your comments. They will continue discussing disability issues, D043 and hear staff reports.

SANDI MC PHEE – INTERNATIONAL CONCERNS

INC will hear from UTO, staff reports, planning from Lambeth and the Everyone, Everywhere Conference. They will also discuss the budget and the impact of the reorganization on INC´s work.

JOHN VANDERSTAR – NATIONAL CONCERNS

NAC will hear staff reports, discuss the budget, deal with SRI resolutions, hear a report on HIV/AIDS from Bruce Garner, and discuss the General Convention resolutions regarding slavery and the October 4th Day of Repentance.

TASK FORCE REPORTS

Bonnie Anderson reported that the work of the INC 005 Task Force continues to move forward. A conference call of the design team is scheduled for February 29, 2008.

The Blue Book writing committee has been appointed. Committee members are Sherry Denton, Winnie Varghese, Mark Harris and Dennis Stark.

A task force to review GC2006-A110 has been appointed. Committee members are Del Glover, Chair, Gay Jennings, Tim Anderson and Ed Rodman.

A motion was made to ratify the membership of the ERD Board. This was seconded and approved.

> In accordance with ERD's bylaws section 3.02 paragraph (a), after the ERD Board elects a director or directors, the election must be ratified by the Executive Council.
>
> ERD respectfully requests that Executive Council ratify the election below which took place at its annual meeting on November 3, 2007:
>
> FOR RATIFICATION:
>
> After being duly re-nominated by The Presiding Bishop and Chair of the ERD Board:
>
> **Mr. Robert Jenkins**
> **The Rev. Karen Brown Montagno**
> **Mr. William Reese**
> **Mr. W. Steve Sandahl**

are re-elected to serve as members of the Board of Episcopal Relief and Development in class 2010(b) (term starts on 1/1/08 and ends on 12/31/10).

After being duly nominated by The Presiding Bishop and the Chair of the ERD Board:

Mr. Nelson Famadas
Ms. Teri Lawver
The Rev. Luther Ott

are elected to serve as members of the Board of Episcopal Relief and Development in class of 2010(a) (term starts on 1/1/08 and ends on 12/31/10).

OPENING REMARKS

Bonnie Anderson began by saying that with four meetings left in this triennium, it is a good time for reflection on how we are doing. She is concerned that not all members have found their voices to speak in plenary, and also wonders about members who have declined to participate on task forces, forcing a few members to carry a heavy load. For the first time, at the Scenario Planning workshop they took the time for pro-active reflections and planning. At the June meeting, we will review our fiduciary, canonical and legal responsibilities. To prepare, please be familiar with the by-laws and give intentional thought to this. Bonnie then asked Gregory to review the Council norms. (See Attachment A).

Katharine Jefferts Schori said that she is delighted to be here in Ecuador again. The Executive Council will hear more about the life of the Diocese of Ecuador Central on Wednesday evening. Travel since the last meeting included visits to the Dioceses of the Virgin Islands, Southwestern Virginia, Chicago, Nevada, Alabama, El Camino Real, Vermont, and to Jamestown for the celebration of the Jamestown Covenant. She told of vital ministries she witnessed in each diocese. International travel included visits to China, North and South Korea, and the Church in Micronesia, spending Thanksgiving in Guam. She thanked Congregations in Ministry, Ted Mollegen and Charles Fulton for organizing the Scenario Planning, which afforded the opportunity to get out of day to day minutia to look at where the Church is going, gaining long term perspective.

Linda Watt gave an update on the reorganization. Linda distributed a booklet related to the reorganization entitled "Mission Horizons". She announced that the search for Director of Mission has been suspended for the time being. She and Chuck Robertson will cover the basic role and Brian Grieves will take the lead in the Center Directors Group. The Center Directors were introduced: Brian Grieves, Advocacy; Margaret Rose, Leadership; Toni Daniels, Partnerships and Suzanne Watson, Evangelism and Congregational Life. Other changes due to the reorganization include Mission Funding moving to the Presiding Bishop's Office. Charles Fulton has been named Executive Director of Mission Funding and Susan McCone joins the staff as Mission Funding Officer. During this period of transition, there is a lot going on, as staff tries to successfully hand off all the work they are involved in. Linda is appointing a committee to do office re-location, with April 1 as a target date for completion of organizational moves.

Status of regional offices – the Los Angeles regional office had a soft opening, with two employees now working there. The agreement has been signed for the Omaha office, with thanks to Tim Anderson for his assistance with that. They are closing in on an agreement in Atlanta and are initiating the process in Seattle. Linda also gave some highlights of activity in Program areas since the last meeting.

UTO – Regina Ratterree, President of UTO and Connie Coindet-Segura, past president and Province IX representative, were introduced. The UTO annual report was distributed while Regina gave a report on recent activities and personnel changes. Much of the UTO work is done at the grass roots level, and while in Ecuador, Regina and Connie visited sites in the Dioceses of Ecuador Central and Litoral. UTO continues as a program involved in all of the Church's mission and they seek to "expand the ministry through thankful prayer".

There was a break and then time for private conversation. Back in open session, a motion was made to amend the agenda to hear the report on the Mission Funding Initiative. This was seconded and approved, and Charles Fulton and Susan McCone were introduced. They reported on progress of the Mission Funding Initiative to date. They are beginning to develop an Advisory Board with people who have passion and resources, are working to develop a strategic plan and are using donor software to help create and develop a database. Five funds have been named, but this is an evolving list. Presently the five funds are communication, new congregational development, global mission, future leaders, and spiritual enrichment. The next steps include regularizing Susan's position, and creating a due diligence policy and an ethics policy.

MONDAY AFTERNOON

The afternoon was spent in committee time.

TUESDAY, 2/12/08

Tuesday morning, small groups were formed to visit various venues in the Diocese of Ecuador Central.

TUESDAY AFTERNOON

The afternoon session was conducted in Spanish, with non Spanish speaking participants wearing headphones for English translation. Members of Executive Council shared their experiences of the various visits that morning. Next, Wilfrido Ramos-Orench introduced our distinguished guest speakers, Dr. Augusto Saa, Dr. Hugo Arias, and the Rev. Israel Batista. Dr. Saa spoke of the struggle of the government to give the hardworking people of Ecuador development opportunities and Dr. Hugo Arias described in detail the social and economic situation in Ecuador. The Reverend Israel Batista thanked the Executive Council for deciding to go outside the borders of the United States to go to Latin America and spoke of the state of the Churches in Latin America. There was time for questions, and Bishop Katharine thanked the guests for their presence and presentations, saying that we would go back to the United States filled with their words.

WEDNESDAY MORNING, 2/13/08

The morning was spent in committee.

WEDNESDAY AFTERNOON

The Chair called on the Secretary for announcements. Gregory introduced Caspar van Helden, new Deputy Executive Officer. Chairs were asked to appoint a person from their committee, perhaps the secretary, to write a summary of their work to date for the Blue Book report. The consent calendar was announced and posted. Items on the consent calendar are INC 029, INC 030, INC 034, INC 035, NAC 027, A&F 043, A&F 044, A&F 045, A&F 046, A&F 047, A&F 048, A&F 049, A&F 055, and A&F 057.

<u>Companion Church Report</u>
Our Canadian partner, Bishop Michael Ingham was asked to speak. He began by explaining how he is again the partner from the Anglican Church of Canada. Dennis Drainville was elected as partner but then became Bishop Coadjutor of Quebec and was no longer eligible. Michael received the next highest number of votes and was therefore appointed again. He spoke of staff and Executive Council members who have been to Vancouver within the past year, including Bishop Katharine, Gregory Straub, Richard Parkins and Josephine Hicks. The General Synod in Winnipeg was attended by Bishop Katharine,

Bonnie Anderson, Gregory Straub and Petero Sabune, Executive Council liaison to the Anglican Church of Canada. A new primate, Fred Hiltz, was elected at the General Synod. Michael reported on ongoing issues that the Anglican Church of Canada is working on and noted that at the Executive Council meetings he sees a deep commitment to mission, partners in mission and communion.

Planning for Lambeth

Next, Ian Douglas was asked to report on planning for the Lambeth Conference. Ian's report included the background, design, an ordinary day, work still to do, and a question and answer period.

Writing Committee

Sherry Denton, on behalf of the Executive Council Writing Committee, shared the first draft of the letter from Executive Council to the wider church and asked that suggestions and comments be given to any member of the committee. The final version will be presented and affirmed tomorrow.

2008 Budget

Josephine Hicks spoke about the 2008 budget and lifted up the Diocese of Puerto Rico, as their diocesan contribution was $50,000 higher than anticipated. Funding to all Province IX dioceses have been restored to 2007 levels. Josephine reported that although efforts are being made to live into the reductions asked for by General Convention, it is costing more to do our work than we had hoped and therefore there is a slight increase to the Executive Council, CCAB and General Convention Office lines. They are presenting a balanced budget without going beyond the 5% draw on the endowment. Kurt Barnes clarified several of the line items and answered questions. Kurt was asked to provide the information in a different structure, with 2007 and 2008 side by side for easier comparison. Kurt will provide this before the budget is voted on tomorrow.

Due to time constraints, the anti-racism material was distributed for discussion in committee and extra time will be allocated for anti-racism at the June meeting.

The remainder of the afternoon was spent in committee.

WEDNESDAY EVENING

The Executive Council traveled to the Cathedral for an evening worship service and presentations about the Diocese of Ecuador Central and Province IX by Bishop Ramos-Orench and The Rev. Moises Quezada, Province IX representative. This was followed by dinner and entertainment .

THURSDAY MORNING, 2/14/08

The first part of the morning was spent in Executive Session. Committee reports began when Council moved into open session.

NATIONAL CONCERNS – JOHN VANDERSTAR

John began by saying that although EC Resolution NAC 027 was on the consent calendar, he would like to draw attention to the fact that three of the jubilee centers named in that resolution are in Mexico.

The committee spent a great deal of time discussing the situation in the Diocese of San Joaquin and presented NAC 030. Gregory asked for the insertion of the phrase "if possible" to give the General Convention Office some flexibility when making the arrangements. This was agreed upon.

NAC 030 – *Adopted*

TO:	The Executive Council
FROM:	The Standing Committee on National Concerns
RE:	Location January 2009 Meeting of Executive Council
DATE:	February 12, 2008

RESOLVED, that the Executive Council meeting in Quito, Ecuador this 12th day of February 2008, requests that the January 2009 meeting of Executive Council be held in the Diocese of San Joaquin, if possible.

EXPLANATION

The difficulties experienced in the Diocese of San Joaquin are well known. Executive Council wishes to provide support and encouragement to those Episcopalians in San Joaquin who wish to continue as members of the Diocese and of the Episcopal Church. Holding a meeting there would underscore Council´s support and encouragement.

Other matters discussed by National Concerns included the 2008 and triennial budget, The Presiding Bishop’s Summit on Domestic Poverty, which Hisako Beasley will attend and report on, and a liaison report on the Executive Council Committee on HIV/AIDS from Bruce Garner. The committee expressed its gratitude to Bruce for his work in this area.

NAC 028 was presented and there was a question regarding financial implications. The Advocacy Center and the Treasurers Office will work together to obtain bids and then see if there is money in the budget.

NAC 028 – *Adopted*

TO:	Executive Council
FROM:	Standing Committee on National Concerns
DATE:	February 11, 2008
RE:	Long Term Goals in Response to Global Warming and Global Poverty

EXECUTIVE COUNCIL RESOLUTION SUPPORTING
LONG-TERM CARBON NEUTRAL GOALS
IN RESPONSE TO GLOBAL WARMING AND GLOBAL POVERTY
(approved by SRI Committee, February 2, 2008)

RESOLVED, that the Executive Council of the Episcopal Church, recognizing the challenge of global warming and our need to do our part in reducing carbon emissions, directs appropriate staff of the Office of the Treasurer and Advocacy Center to obtain bids to calculate our “carbon footprint,” and be it further

RESOLVED, that this examination should include the full range of church operations, including the Episcopal Church Center and its regional offices and program operations, the Executive Council, the General Convention and all CCABs and all travel involved in the operations of the national Church, and be it further

RESOLVED, that these bids also include what it would cost to reduce carbon emissions by at least 15-20 percent by the year 2020 (or sooner), and at least 80 percent by the year 2050 (or sooner), including strategies of behavioral and technological changes, and carbon offsets, as well as a clear understanding of the short term costs/savings and long term costs/savings, and be it further

RESOLVED, that Council encourage the Church Pension Group, as part of its recent endorsement of Church policy on environmental sustainability and its planned evaluation of business practices for improved environmental impact, to join in a coordinated determination of its current carbon footprint and in setting carbon reduction goals, so that we might provide a model to share with dioceses interested in setting such goals for themselves, and be it further

RESOLVED that the House of Bishops be encouraged to ask its Theology Committee, in consultation with knowledgeable Episcopalians, to issue a pastoral letter on global warming including its adverse effect on vulnerable populations, both domestically and abroad, that would provide the spiritual and ethical grounds for our collective response to these, and be it further

RESOLVED that Council commends the Presiding Bishop for her commitment to environmental justice and global warming stewardship, and gratefully acknowledges all those working in the church who have helped organize our ministry and witness through environmental stewardship initiatives, domestic policy analysis, and corporate responsibility, and be it further

RESOLVED that because the challenge of global warming cannot be met without a national policy, we support federal legislation that will achieve a 15-20 percent reduction in U.S. carbon emissions by 2020 and an 80 percent reduction in U.S. carbon emissions by 2050, and be it further

RESOLVED that we are ever mindful that the burden of achieving these reductions must be borne equitably by all those around the world who contribute to the problem and not at the expense of the most vulnerable, who have little to do with causing the problem and are least able to cope with it.

BACKGROUND:

The Episcopal Church USA is on record in support of global warming solutions “at every level” (Resolution B002 of the 2006 General Convention) and achieving the Millennium Development Goals, including MDG #7 on environmental sustainability, as a stated mission priority (D022 of the 2006 General Convention).

Our Presiding Bishop has done much to help us understand how global warming threatens the world’s most vulnerable, and how it thus threatens our mission to alleviate global poverty and meet our Millennium Development Goals, further underscoring our moral responsibility to address both global warming and global poverty simultaneously as we pursue a more just and sustainable world.

The percentages we are talking about (15-20 percent by the year 2020, and 80 percent by the year 80 percent) are consistent with what the world’s leading scientists state is required to help heal our atmosphere in the recently released report of the Intergovernmental Panel on Climate Change, co-recipients of the Nobel Peace Prize.

The Committee on Social Responsibility in Investments is asking the Executive Council’s approval for corporate conversations and shareholder proxies that would set “carbon neutral” goals in some companies whose stock we own, consistent with other corporations leading the way in eliminating most of their greenhouse gas emissions produced and offsetting the rest, in accordance with standards acceptable in the scientific community and third-party verification.

Many American cities, as well as Episcopal congregations and households, are already calculating their “carbon footprint” and reducing their carbon emissions, and Pope Benedict has announced a goal for Vatican City to become the first “carbon neutral” state.

Therefore, as we focus corporate attention through our "carbon neutral" proxy resolutions, it only makes sense to set a good example for our dioceses and congregations, and demonstrate that we are already engaged in global warming solutions.

There are three steps in becoming Carbon Neutral:

(1) Calculating our carbon footprint involves assessing our buildings and program operations to determine the annual volume of heat-trapping greenhouse gases we emit that are accumulating in the upper atmosphere and contributing to global warming. Carbon dioxide (CO_2) is the primary greenhouse gas emission, a by-product of burning coal, oil and natural gas to produce energy for transportation, electricity, heating and cooling.

(2) Once our carbon footprint has been determined, plans are developed year by year to reduce our emissions to the lowest level possible through conservation, better efficiency, and substitution with clean energy from renewable sources like wind, solar, etc.

(3) After putting in place measures to reduce our own emissions annually – the primary task -- we can then look at ways to offset or neutralize a portion or all of what remains of our emissions. We can join others in supporting policies and programs that help the U.S. and the world community, including us, transition to sustainable resource use. In either case, such measures might include using clean energy systems that reduce or eliminate emissions (e.g. through wind power or solar power), and capturing and storing greenhouse gases (e.g. through efforts to preserve existing forests and prairies and planting new ones). Carbon offset investments should always be subject to third-party verification, in accordance with standards acceptable in the scientific community.

NAC 029 – *Adopted with one abstention (J. Vanderstar)*

TO:	The Executive Council
FROM:	The Social Responsibility in Investments Committee
RE:	Recommendations for proxy voting – new shareholder resolution texts
DATE:	February 1, 2008

The Social Responsibility in Investments Committee met via teleconference on February 1, 2008, and voted to make the following recommendations to the Executive Council regarding proxy votes on new shareholder resolution texts for which a voting position has not yet been established in the present triennium:

Resolved, That the Executive Council, meeting in Quito, Ecuador from February 11 to 14, 2008, instructs the Treasurer to vote in favor of all resolutions asking companies to adopt principles for comprehensive health care reform (based on resolution A099 of the 1991 General Convention), and be it further (Att. 1 and 2)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to adopt a policy that allows shareholders to vote on an advisory resolution regarding compensation for named executive officers (although there is no specific Episcopal Church policy on this issue, the SRI Committee is of the opinion that this resolution is consistent with good corporate governance and the Episcopal Church's previous support of shareholder resolutions on executive compensation), and be it further (Att. 3)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to disclose quarterly risk management and other credit risk management policies for structured investment vehicles, structured securities, and conduits (although there is no specific Episcopal Church policy on this issue, the SRI Committee is of the opinion that this resolution is consistent with good risk management and stakeholder disclosure), and be it further (Att. 4)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to assess and report on steps being taken to meet new fuel economy and greenhouse gas standards (based on resolution C018 of the 2006 General Convention), and be it further (Att. 5)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to issue a report on the feasibility of phasing out the use of non-Forest Sustainability Council fiber and increasing the use of recycled fiber as a means of reducing greenhouse-gas emissions (based on resolution C018 of the 2006 General Convention), and be it further (Att. 6)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to adopt policies regarding obtaining the consent of Indigenous peoples affected by company activities (based on the Episcopal Church's previous filing of environmental justice and human rights resolutions, both of which encompass issues related to fair treatment of people affected by corporate activities), and be it further (Att. 7)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to name a lead independent director (although there is no specific Episcopal Church policy on this issue, the SRI Committee is of the opinion that this resolution is consistent with good corporate governance), and be it further (Att. 8)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to report on nanomaterial product safety (although there is no specific Episcopal Church policy on this issue, the Episcopal Church has supported resolutions regarding product safety in previous years), and be it further (Att. 9)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to report on efforts to help the United States become energy independent through the use of technologies such as geothermal energy (although there is no specific Episcopal Church policy on this issue, the SRI Committee is of the opinion that the resolutions addresses concerns related to global warming and sustainability, which are addressed by Episcopal Church policies), and be it further (Att. 10)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to adopt policies prohibiting discrimination on the basis of gender identity (although there is no specific Episcopal Church policy on gender identity, the analysis of discrimination on this basis is similar to that of discrimination based on homosexuality, a topic for which there is Episcopal Church policy; see, for example, resolution C043 of the 2000 General Convention), and be it further (Att. 11)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to report data relating to Equal Employment Opportunity (based on the Episcopal Church's previous filing of shareholder resolutions on this topic, and also on the Executive Council resolution regarding affirmative action of October-November 1995), and be it further (Att. 12)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking banks to report on human rights issues vis-à-vis lending might be addressed, with a particular focus on the Sudan (based on the Episcopal Church's previous support of human-rights resolutions, and also on the Executive Council resolution regarding the Sudan of June 2002), and be it further (Att. 13)

Resolved, That the Executive Council instructs the Treasurer to vote in favor of all resolutions asking companies to establish a pay-for-superior-performance standard in the Company's executive compensation plan for senior executives (although there is no specific Episcopal Church policy on this issue, the SRI Committee is of the opinion that this resolution is consistent with good corporate governance and the Episcopal Church's previous support of shareholder resolutions on executive compensation), and be it further (Att. 14)

Resolved, That the Executive Council instructs the Treasurer to vote "abstain" for all resolutions asking banks to observe a moratorium on financing and other involvement with mountain top removal coal mining (although the SR Committee is in agreement about environmental justice concerns as they relate to mountain top removal mining, the committee also felt that the prohibition on financing all coal mining and coal-burning plants was too restrictive), and be it further (Att. 15)

Resolved, That the Executive Council instructs the Treasurer to vote "abstain" for all resolutions asking companies to adopt policies regarding respect for seed saving rights of traditional agricultural communities (there is no Episcopal Church policy on this issue). (Att. 16)

(See Attachment B)

John noted that "Save the Date" notices were sent for the service of repentance, as called for in GC2006-A123. This service will take place the first weekend in October, 2008. There are workshops listed in the notice and both John and Jayne Oasin are accepting feedback regarding these workshops. John also lifted up the Dioceses of Vermont, Maryland and Mississippi for their activity in the areas of slavery/anti-racism.

ADMINISTRATION AND FINANCE – JOSEPHINE HICKS

Josephine began by pointing out that A&F 048 relating to the dividend rate was on the consent calendar and asked if everyone was comfortable with voting on the budget before voting the consent calendar. There were no objections to this. Josephine then presented the 2008 budget, A&F 051. An amendment to take an additional $340,000 from the reserves and allow management and the four center directors to decide where it would best be used for additional mission work was proposed and seconded. There was discussion around this amendment with Council members speaking for and against it. A vote was taken and the amendment passed by a slight majority. Kurt was asked to discuss how this impacts where we are in terms of the budget. Kurt explained that reserves are not "bottomless" and that there are several outstanding issues where reserves might need to be drawn on, like the Archives relocation and legal costs. Kurt further explained that this amount shown in the draft budget was not a surplus, but rather restoring a shortfall. The amended resolution A&F 051 was put to a vote.

A&F 051 – *Adopted by majority*

TO: Executive Council
FROM: Standing Committee on Administration & Finance
DATE: February 13, 2008
RE: Revised 2008 Budget

Resolved, That the Executive Council approves the 2008 Revised Budget for The Episcopal Church. The amended budget will include taking an additional $340,000 from reserves to be distributed for mission and ministry by administration and four center directors for additional mission and ministry.

Next, Josephine presented A&F 058. After some discussion, an amendment was proposed, seconded and passed by majority with one abstention.

A&F 058 – *Adopted*

For: Executive Council
From: Administration & Finance Committee
Date: February 13, 2008
Subject: The use of undistributed trust fund appreciation to support the work of the Church in the Diocese of San Joaquin and other similarly situated dioceses

Resolved, That up to $500,000 of undistributed accumulated income and appreciation be made available in calendar year 2008 from one or more of the following trust funds established to support the missionary work or mission work of the Church,

TF# 756	Lloyd, Ethel S., Bequest of (1966)
TF# 200.02	The St. Leger Fund (1909)
TF#492	Hopkins, Theresa B., Bequest of (1936)
TF# 723	Zabriskie Memorial Fund (1961)
TF# 814	Boyd, Lizzie E. Fund (1978)
TF# 656	Monteagle, Lydia Paige, Bequest of (1953)
TF# 678	Olden, Sarah E., Bequest of (1955)
TF# 860	Gregg, Ellen F. and David McM. Memorial Fund (1982)
TF# 540	Seager, Schuyler F., Gift of (1941)

and be it further
Resolved, That these funds be used to provide financial assistance during calendar year 2008 in the Diocese of San Joaquin and other similarly situated dioceses for clergy salaries and other expenses; and be it further

Resolved, That the disbursement of these funds from one or more of the above trusts be made by the Presiding Bishop and the Treasurer.

EXPLANATION

Some members of the Episcopal Church in the Diocese of San Joaquin have opted to leave the Church and follow Bishop Schofield in the formation of a new church. The remaining Episcopalians in the area– lay and ordained – find they have reduced resources from which to care for one another and to reach out to those who do not know the Gospel of Christ. Ordained ministers, who provide an ongoing pastoral presence to the continuing Episcopalians, now face insecurity with respect to their salaries.

The mission of the Church is to restore all people to unity with God and each other in Christ - - through prayer and worship, proclaiming the Gospel, and promoting justice, peace and love. The Diocese of San Joaquin has become a fertile ground for mission work

The undistributed appreciation in the above named trust funds totaled $4.2 million as of 12/31/07.

Discussion of A&F 059 led to the proposal of an amendment to include a member of the Audit Committee. This amendment was seconded and passed.

A&F 059 – *Adopted*

TO:	The Executive Council
FROM:	The Standing Committee on Administration & Finance
DATE:	February 12, 2008
RE:	Accountability and evaluation of block grants

Resolved, that the Executive Council, meeting in Quito, Ecuador, on February 11-14, asks the presiding officers to appoint a task force to include a member of the Audit Committee, to recommend reporting criteria and a process to ensure accountability and to evaluate outcomes with respect to block grants.

EXPLANATION

We need a consistent approach to evaluate the efficacy of the church's support of block grant recipients.

A&F 050s – *Adopted*

For:	Executive Council
From:	Administration & Finance Committee
Date:	February 13, 2008
Subject:	Assistance for Employee Relocation

Resolved, that the Treasurer be directed to assist employees, when requested, to negotiate low cost personal loans through the DFMS banking relationships, for the purpose of housing when relocating to New York City or a regional office.

EXPLANATION

The DFMS provides reimbursement of moving expenses for employee relocations. It does not, however, provide logistical or financial assistance for related issues of lease cancellation or home sale and purchase – significant factors in an individual's decision of whether or not to relocate. This resolution would assist relocating employees in obtaining financial assistance.

A&F 060 – *Adopted*

TO:	The Executive Council
FROM:	The Standing Committee on Administration and Finance
SUBJECT:	Pension Contributions for Lay Missionaries
DATE:	February 13, 2008

Resolved, that the Treasurer is directed to pay $ 450,644.59 from the Executive Council Pension Reserve, account 1-0-000-000-3123-000000, to the tax-deferred retirement savings accounts of 22 lay missionaries at Diversified Investment Advisors, as one-time contributions for past service, subject to confirmation by the Treasurer's Office that these payments may appropriately be made from the Pension Reserve for lay employees.

EXPLANATION

Subsequent to the creation of the defined contribution retirement plan for lay employees of the DFMS, contributions for lay missionaries were administered on an *ad hoc* and inconsistent basis. Staff of Missionary Personnel and Human Resources, in consultation with the Treasurer, have identified a group of appointed lay missionaries who should receive back contributions plus interest for the period between 12/31/99 and 12/31/07. The contributions are calculated based on the median clergy missionary salary multiplied by the basic 9.0% pension contribution provided for DFMS lay employees.

The Executive Council Pension Reserve for lay employees totaled approximately $3.x million at 12/31/07. Contributions for 2008 and following years will be funded through annual budgets.

A&F 054 – *Adopted by majority*

For:	Executive Council
From:	Administration & Finance Committee
Date:	February 13, 2008
Subject:	Appreciation for Ted Yumoto's Service

Resolved, that the Executive Council expresses its appreciation to Ted Yumoto for his devoted service on Executive Council as a Province VIII representative. Gratitude is given for his service on the Standing Committee on Administration and Finance and numerous subcommittees, as well as his unfailing good humor, musical gifts, creativity, friendship, and abiding faith.

A&F 052 – *Adopted*

For:	Executive Council
From:	Administration & Finance Committee
Date:	February 13, 2008
Subject:	Trust Fund #927 (bequests)

Resolved, that The Executive Council extends its thanks to those who have included The Episcopal Church in their wills.

Resolved, that the Executive Council recognizes the generosity of all those who endow the Episcopal Church and thus support its ministries.

EXPLANATION

Unrestricted gifts or bequests designated for the work of the Society are added to Trust Fund #927 (Domestic and Foreign Missionary Society Endowment Fund). Because no separate trust is created in the name of the donor, the generosity of the donor is not explicitly acknowledged. This resolution seeks to recognize publicly the bequests from the following individuals who have contributed to the endowment of the Society between 2004 and 2007:

Mary Bill	$4,716.05

Claire Fisher	$95,633.00
Edward Galbraith	$36,001.65
Lieselotte Hicks	$16,744.30
C. Rodgers	$10,616.89
Newton Carlyle Spitz	$17,441.99
Aline Munson Sullivan	$41,585.63
Vivian Thompson	$5,212.48
Caroline E. Ward	$538,788.38
Susan G. Winpenny	$7,470.58
Wynne L. Wistler	$332,634.18
Total	$1,106,845.13

A&F 056 – *Adopted*

To: Executive Council
From: Administration and Finance Committee
Date: February 13, 2008
Subject: Trust Fund # 1023: The Jerrold Hames Scholarship for Multicultural Communication

Resolved, that Trust Fund # 1023, the Jerrold Hames Scholarship for Multicultural Communication, be established, the income only to be used to support the educational needs of young adult Episcopalians who agree to pursue professional careers and employment in Episcopal Church communications, giving preference to persons of Asian, Black, Latino and/or Native American descent.

EXPLANATION

Trust Fund # 1023, The Jerrold Hames Scholarship for Multicultural Communication (2008)
This fund was established with an initial gift of $200 Additional contributions will be received from donors wishing to honor the 17-year ministry of Jerrold Hames as editor of Episcopal Life. The purpose of the Trust is to endow a scholarship fund for persons who will serve the Episcopal Church, in one of its dioceses, or church-wide offices, as a communications professional dedicated to increasing the multi-cultural understanding and collaboration that assists in building up the whole Body of Christ. The Scholarship Committee will review and make awards based upon recommendations received annually from the Office of Episcopal Life Media and its advisory Board of Governors. The Director of Episcopal Life Media expects the corpus to grow in the future.

Gay Jennings gave a report on diocesan commitments. She chaired a sub-committee; other members were Jon Bruno, Vicki Garvey and Del Glover, greatly assisted by Kurt Barnes. Recommendations of the sub-committee include:

- Dioceses that meet or exceed the 21% level of giving should be commended. They should get letters of commendation from the Presiding Bishop and the President of the House of Deputies.
- Presentation to the House of Bishops demonstrating how increased use of the 10-10-10 model of giving (parish > diocese > national church) will negatively impact on budgets of parishes, dioceses and the national church.
- Treasurer and Chair of PB&F should meet with new bishops. This needs coordination with the Chair of the College for Bishops.

In the discussion following Gay's presentation, Bonnie Anderson committed to developing a way for deputies to be involved by checking with dioceses not giving 21% to ask how the National Church can help them. Wilfrido Ramos-Orench noted that the Diocese of Puerto Rico should be commended, as they doubled their commitment in 2008. Bishop Katharine thanked Gay for her thorough report.

Josephine thanked the A&F committee for all their hard work, with special thanks to secretary Nancy Caparulo, without whom they could not function.

CONGREGATIONS IN MINISTRY – TERRY ROBERTS

CIM had very exciting and thought provoking discussions as they considered GC2006-D043. They are charged with working out a way to discuss mission during the 76th General Convention. The committee also continued their work on disability and accessibility matters, which is a greater issue than they first realized. They received an update from Stacy Sauls on Appalachia and received staff reports.

CIM 017 – *Adopted*

TO: Executive Council
FROM: Standing Committee on Congregations in Ministry
DATE: January 24, 2008
RE: CONSTABLE FUND GRANT

Resolved, That the Executive Council, meeting in Quito, Ecuador from February 11-14, 2008, recommend the following proposal for a Constable Fund grant in the amount of $25,000:

The Presiding Bishop's Summit on Domestic Poverty – (Peace and Justice Ministries)

The Presiding Bishop has invited 35 organizations and Church Center program offices to a Summit on domestic poverty to address what is being done to eradicate poverty in the US. Episcopal social services agencies as well as Jubilee Centers, EMM, Anti-Racism, ethnic missioners, Children's Ministries, OGR, etc. will share their successes and challenges in their daily work. It will also be an opportunity to learn what other Episcopal social services agencies are doing to meet the needs of the poor in their communities. Possible outcomes will be the development of creative ways in which these groups can work collectively on common issues; develop steps to eradicate poverty in the United States; point to possible actions at the next General Convention; and recognize, elevate, and celebrate all that is done on behalf of those living in poverty on a daily basis in our communities, diocese and parishes.

The funding for this proposal was reserved from the June, 2007 cycle in anticipation of this event.

Terry asked that presentation of the remaining legislation be deferred to the afternoon session, due to the illness of Ted Mollegen. She extended thanks to Charles Fulton, Suzanne Watson and Ted Mollegen for making the scenario planning workshop possible, and thanked her committee, especially Joyce and Butch, for their hard work.

INTERNATIONAL CONCERNS – SANDI MCPHEE

INC spent much of their time with UTO, learning about their work and issues that face them. They also heard staff reports, discussed the reorganization and its impact on their work, and spent time with missionaries Trish and Chris Morck discussion support for missionaries and lay pension.

INC 031 – *Adopted*

To: The Executive Council
From: International Concerns
Date: January 9, 2008
Subject: New Mission Partners

Resolved, that the Executive Council express its appreciation for the following appointments made on behalf of the Presiding Bishop in recent months:

Dr. John Harry Gunkel, MD – Diocese of West Texas – assigned as Medical Advisor in the Diocese of Jerusalem in the Episcopal Church of Jerusalem & the Middle East. This appointment is for one year beginning November 14, 2007.
E-mail: harry.gunkel@gmail.com
Address: Episcopal Diocese in Jerusalem - P.O. Box 19122 - Jerusalem 91191 – Via Israel.

Ms. Robin McNutt – Diocese of Nebraska – assigned as Missionary in the Diocese of Bor, in the Church of the Episcopal Church of Sudan. This appointment is for one year, beginning November 1, 2007.
E-mail: robinmcntt@yahoo.com
Address: 7811 Maui Circle - Papillion, NE 68046.

INC 032 – ***Adopted***

To: The Executive Council
From: International Concerns
Date: January 9, 2008
Subject: Returned Mission Partners

Resolved, that the Executive Council express its appreciation for the following Young Adult Service Corps volunteers who faithfully completed their term of service:

Ms. Kelly Alexander – Diocese of Atlanta - served as Program Assistant-Education & Carpenter's Kids Clubs Development in the Diocese of Central Tanganyika, in the Anglican Church of Tanzania. Her appointment started on August 3, 2007, and ended on November 16, 2007.
E-mail: kellytesh@gmail.com
Blog: htt[://www.munguibarikitanzania.blogspot.com
Address: 360 Stone Mill Trail - Atlanta, GA 30328.

Mr. Andrew and Mrs. Meghan McConnell – Diocese of Indianapolis - served as Assistant in System Administration and Assistant in Ecumenical Relations respectively at the Asian Rural Institute in Nippon Sei Ko Kai/The Anglican Communion in Japan. Their appointment started on September 11, 2006, and ended on December 31, 2007.
E-mail: andrew.mcconnell@gmail.com
Blog: http://mcconnellmission.org/
Address: 1421 E Vermont Street - Indianapolis, IN 46201-3032.

Mr. Gregory Racine – Diocese of Western Massachusetts - served as Teacher's Aide/Youth Worker, in the Diocese of El Salvador. His appointment began on August 2, 2007, and ended on December 31, 2007.
E-mail: gregorysracine@gmail.com
Blog: http://missionelsalvador.blogspot.com/
Address: P.O. Box 234 - Charlton, MA 01507.

INC 033 – *Adopted*

To:	The Executive Council
From:	International Concerns
Date:	January 9, 2008
Subject:	Returned Mission Partners

Resolved, that the Executive Council express its appreciation for the following mission companions who faithfully completed their term of service:

The Rev. Virginia Doctor – Diocese of Central New York – initially participated in the Racial Ethnic Minority Program and served in the Diocese of Alaska in the summer of 1992. She then officially became a missionary in that diocese on September 13, 1993. Her appointment lasted until December 31, 2007.
E-mail: gindoctor@aol.com
Address: c/o Diocese of Alaska - 1205 Denali Way - Fairbanks, AK 99701.

The Rev. Kenneth and Mrs. Oonagh Ryan-King – Diocese of California – assigned as Provincial Priest-in-Charge @ Boca Del Toro and Missioner in the Diocese of Panama. Their appointment started on September 20, 2005, and ended on December 31, 2007.
E-mail: Panamapadre@aol.com
Address: c/o Iglesia Episcopal de Panama **-** Box 0843-01258 **-** Panama, Rep Of Panama.

The Rev. George Silides and the Rev. Hunter Silides – Diocese of California – assigned as Rector Holy Trinity Church/Stewardship & Development and Youth Missioner respectively in the Diocese of Alaska. Their appointment started on September 1, 1998, and ended on December 31, 2007.
E-mail: revsilides@gci.net
Address: 411 Gold Street - Juneau, AK 99801.

INC 037 – *Adopted*

TO:	THE EXECUTIVE COMMITTEE
FROM:	INTERNATIONAL CONCERNS
RE:	JOINT UNDERSTANDING REACHED AT ANNAPOLIS CONFERENCE
DATE:	FEBRUARY 11, 2008

The Executive Council of The Episcopal Church, meeting at the Hilton Colon, Quito, Ecuador, February 11-14, 2008, adopts the following resolution:

Resolved, That the Executive Council of The Episcopal Church express its support and encouragement to President Bush and his administration to aggressively pursue with all interested parties the Joint Understanding reached at the Annapolis Conference "to end the bloodshed, suffering and decades of conflict between their peoples; to usher in a new era of peace, based on freedom, security, justice, dignity, respect and mutual recognition; to propagate a culture of peace and nonviolence; to confront terrorism and incitement, whether committed by Palestinians or Israelis; "

Resolved, That the Executive Council of The Episcopal Church encourage its bishops, priests, deacons and diocesan and parish educators to pursue an interfaith prayerful dialogue with their Jewish and Muslim sisters and brothers to share concerns and to raise awareness about the issues involved in a negotiated agreement results in a comprehensive Arab-Israeli. These "final status" issues include the status of Jerusalem, borders, refugees, settlements, water and security.

Resolved, That the Executive Council of The Episcopal Church urge the government of the United States to honor the commitment it made at the Annapolis Conference to ongoing obligations contained in the Joint Understanding and in United Nations resolutions, to monitor the fulfillment of the commitments made by both sides and to assist in the implementation of the future peace treaty;

Resolved, That the Executive Council of The Episcopal Church encourage and urge prayers for the success of the negotiators' in achieving a peaceful resolution of the conflict in Israel, Gaza and the West Bank.

EXPLANATION

The Standing Commission on Anglican and International Peace with Justice Concerns meeting at the House of the Redeemer in New York City, December 5-8, 2007, urged the Executive Council of The Episcopal Church to adopt the above or a similar resolution at its upcoming meeting in February 2008.

INC 038 – *Adopted*

To:	Executive Council
From:	Standing Committee on International Concerns
Date:	13 February 2008
Subject:	Commend Everyone, Everywhere 2008 World Mission Conference

Resolved, that the Executive Council meeting in Quito, Ecuador 11-14 February 2008, commend the Everyone, Everywhere 2008 World Mission Conference as an important gathering to promote and energize the Episcopal Church for effective engagement in God's mission in the wider world; and be it further

Resolved, that the Executive Council extend its thanks to the members of the Design Team and collegial mission organizations for their efforts to plan and administer the Everyone, Everywhere 2008 World Mission Conference to be held in Baltimore, Maryland, June 5-8, 2008; and be it further

Resolved, that members of the Executive Council be encouraged to attend and participate as possible in the Everyone, Everywhere 2008 World Mission Conference thus demonstrating the Council's commitment to world mission as the Board of the Domestic and Foreign Missionary Society.

EXPLANATION

The Everyone, Everywhere 2008 World Mission Conference is a major conference to gather faithful Episcopalians in order to strengthen our Church's commitment to and engagement with world mission. The Conference themes are: 1) engaging in effective world mission, 2) The Church and Islam, and 3) The Millennium Development Goals and beyond. This resolution commends the Everyone, Everywhere 2008 World Mission Conference, thanks the planners of the Conference for their good work, and commits the Executive Council to participate as much as possible in the Conference.

INC 039 – *Adopted*

To:	Executive Council
From:	Standing Committee on International Concerns

Date: 13 February, 2008
Subject: Staff Reorganization and Anglican Communion Affairs

Resolved, that the Executive Council meeting in Quito, Ecuador 11-14 February 2008, remembering its role as the Board of the Domestic and Foreign Missionary Society, recognizes a primary mandate to facilitate The Episcopal Church's participation in, and shared service to, God's mission in the wider world with sisters and brothers in Christ in the Anglican Communion; and be it further

Resolved, that the Executive Council appreciates the work done to date on the reorganization of staff at the Episcopal Church Center, and be it further

Resolved, that the mandate of the Domestic and Foreign Missionary Society as related both to dioceses of The Episcopal Church outside of the United States and partner churches in the Anglican Communion not be lost in the ongoing staff reorganization; and be it further

Resolved, that the four Center Directors present a report to the International Concerns Committee at the next meeting of the Executive Council in June 2008 as to how the concerns of dioceses of The Episcopal Church outside of the United States as well as partner churches in the Anglican Communion will be coordinated in ways that will best serve the needs of our partners in Christ around the world.

EXPLANATION

The International Concerns Committee is passionate about The Executive Council's role as the Board of The Episcopal Church's missionary society. This resolution recognizes the work of the leaders of the Episcopal Church Center in their reorganization efforts. There is, however, a concern that the previously closely coordinated offices and programs of our Church's participation in world mission with dioceses of The Episcopal Church outside of the United States as well as partner churches in the Anglican Communion might be compromised as these many programs are now spread over the four different "Centers." Recently some partners in mission around the world have noted that it is difficult to understand "who is responsible for what" in Anglican Communion affairs at the Episcopal Church Center. This resolution thus asks the Center Directors to address this concern of coordination and communication in the world mission efforts of The Episcopal Church and report back to the International Concerns Committee at the next Executive Council Meeting in June 2008.

The committee discussed the St. Andrews draft, which they commend for reading, but the bishops will have the opportunity to respond first. It is anticipated that the final draft will come out in January, 2009. Bonnie Anderson gave a progress report on the group formed in response to INC 005. This is not an Episcopal Church group, but rather all the Anglican Churches in the Americas. The group will meet by phone on 2/29/08 and hope to convene in person before Lambeth. In committee, INC passed a courtesy resolution thanking Margaret Larom for her service to the committee and to the church.

THURSDAY AFTERNOON

The meeting was called to order and the consent calendar was called and adopted.

CONSENT CALENDAR - *ADOPTED*

INC 029

TO: Executive Council
FROM: Standing Committee on International Concerns

DATE: November 19, 2007
RE: COMPANION DIOCESE RELATIONSHIPS

Resolved, That the Executive Council meeting in Quito, Ecuador from February 11-14, 2008 vote to recognize the extension of the current Companion Diocese Relationship between the Diocese of Bethlehem in The Episcopal Church and the Diocese of Kajo Keji in the Episcopal Church of Sudan for a period ending on December 31, 2008, unless further extended or terminated by mutual consent.

INC 030

TO: Executive Council
FROM: Standing Committee on International Concerns
DATE: December 20, 2007
RE: NEW COMPANION DIOCESE RELATIONSHIPS

Resolved, That the Executive Council meeting in Quito, Ecuador from February 11-14, 2008 vote to recognize a new Companion Diocese Relationship between the Diocese of West Missouri and the Diocese of Botswana in the Church of the Province of Central Africa for a period ending on December 31, 2009, unless extended or terminated by mutual consent.

INC 034

TO: Executive Council
FROM: Standing Committee on International Concerns
DATE: January 16, 2008
RE: NEW COMPANION DIOCESE RELATIONSHIPS

Resolved, That the Executive Council meeting in Quito, Ecuador from February 11-14, 2008 vote to recognize a new Companion Diocese Relationship between the Diocese of California and the Diocese of Curitiba in the Episcopal Anglican Church of Brazil for a period ending on December 31, 2012, unless extended or terminated by mutual consent.

INC 035

TO: Executive Council
FROM: Standing Committee on International Concerns
DATE: February 4, 2008
RE: NEW COMPANION DIOCESE RELATIONSHIPS

Resolved, That the Executive Council meeting in Quito, Ecuador from February 11-14, 2008 vote to recognize a new Companion Diocese Relationship between the Dioceses of East Tennessee and South Dakota to be in effect until terminated by mutual consent.

NAC 027

TO: Executive Council
FROM: Jubilee Ministries
DATE: January 9, 2008
SUBJECT: New/Reaffirmed/Affiliate Jubilee Centers
being reviewed by Executive Council

Here is a list of Jubilee Programs to be reviewed by Executive Council on February 11-14, 2008.

NEW

1. Emmaus House
   1017 Hank Aaron Drive, SW
   Atlanta, GA 30315
   The Rev. E. Claiborne Jones
   Diocese of Atlanta

2. St. Andrew's Episcopal Church
   255 S. Derr Drive
   Lewisburg, PA 17837
   The Rev. Kerry Walters
   Diocese of Central Pennsylvania

3. Saint Mary's Outreach Center
   3900 Roland Avenue
   Baltimore, MD 21211
   Sandra Simmons
   Diocese of Maryland

4. Zion Episcopal Church
   221 East Washington Street
   Charles Town, WV 25414
   The Rev. Melanie L. McCarley
   Diocese of West Virginia

REAFFIRMATIONS

5. Ministry in the City
   The Church of the Good Shepherd
   490 Broadway
   Pawtucket, R.I. 02860
   Marie Saint Jean
   Diocese of Rhode Island

6. St. George's Church
   12 Clinton Street
   Central Falls, R.I. 02860
   The Rev. Jose Roberts
   Diocese of Rhode Island

7. The George Hunt Help Center
   The Church of the Good Shepherd
   121 Matthewson Street
   Providence, R.I. 02903
   The Rev. Leroy Close
   Diocese of Rhode Island

8. St. Vincent's House
   2817 Postoffice
   Galveston, TX 77550
   Michael Jackson
   Diocese of Texas

AFFILIATE

9. San Pablo Apóstol Episcopal Misión
   Arroyo Sacate Community
   Avenida de las Ameritas
   Numero 73
   Colonia Aguacatal
   Xalapa, Vera Cruz, MEXICO
   The Rev. Senovio Lorenzo Jorge
   Diocese of Southeastern Mexico

10. San Marcos Episcopal Mission
    El Nicromante Community
    Avenida de las Americas
    Numero 73
    Colonia Aguacatal
    Xalapa, Vera Cruz, MEXICO
    The Rev. Isaias Ortiz Villagrande
    Diocese of Southeastern Mexico

11. Santa Maria Magdalena Episcopal Mission
    Fausto Martinez casi esquina Arbol de la Navidad
    Las Lagunas Community
    Avenida de las Americas
    Numero 73, Colonia Aguacatal
    Xalapa, Vera Cruz, MEXICO
    The Rev. Goldi A. Santana Mera
    Diocese of Southeastern Mexico

A&F 043

For: Executive Council
From: Administration & Finance Committee
Date: February 13, 2008

Subject: Trust Fund #1018 (Trust Association Diocese of Northern Michigan)

Resolved, that Trust Fund # 1018, Trust Association Episcopal Diocese of Northern Michigan, be established as an investment account for the Trust Association Episcopal Diocese of Northern Michigan, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1018 Trust Association Episcopal Diocese of Northern Michigan **(2007)**
This fund was established with *$6,450,000* as an investment account by the Trust Association Episcopal Diocese of Northern Michigan. Principal and/or income may be withdrawn upon request. This is a custodial-type trust fund, meaning that DFMS is not trustee for these funds but is simply providing the owner (Trust Association Episcopal Diocese of Northern Michigan) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

A&F 044

For: Executive Council
From: Administration & Finance Committee
Date: February 13, 2008
Subject: Trust Fund #1019 (Diocesis de Guatemala)

Resolved, that Trust Fund # 1019, Diocesis de Guatemala, be established as an investment account for the Diocesis of Guatemala, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

Explanation

Trust Fund # 1019 Diocesis de Guatemala Trust **(2007)**
This fund was established with *$1,000,000* as an investment account by the Diocesis de Guatemala. Principal and/or income may be withdrawn upon request. This is a custodial-type trust fund, meaning that DFMS is not trustee for these funds but is simply providing the owner (Diocesis de Guatemala) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

A&F 045

For: Executive Council
From: Administration & Finance Committee
Date: February 13, 2008
Subject: Trust Fund #1020 (Diocese of Haiti)

Resolved, that Trust Fund # 1020, Diocese of Haiti, be established as an investment account for the Diocese of Haiti, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1020 Diocese of Haiti **(2007)**
This fund was established with *$667,000* as an investment account by the Diocese of Haiti. Principal and/or income may be withdrawn upon request. This is a custodial-type trust fund, meaning that DFMS is not trustee for these funds but is simply providing the

owner (Diocese of Haiti) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

A&F 046

For: Executive Council
From: Administration & Finance Committee
Date: February 13, 2008
Subject: 2008 Dividend Rates for the DFMS Trust Fund Portfolios

RESOLVED, that the dividend rate for 2008 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at $1.07 per share; and be it further

RESOLVED, that the dividend rate for 2008 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of DFMS be set at $1.07 per share.

EXPLANATION

The recommendation of the DFMS Investment Committee, as indicated in the DFMS Statement of Investment Policy, is that the dividend rate (income payout rate) for the endowment portfolio be set at 5.0% of a five-year rolling average of year-end share value.

The payout rate honors the budget adopted by the General Convention for the 2007-2009 triennium which reflected a dividend rate of 5.0%. It is a reduction from the 5.5% rate adopted for 2007 which was necessary to support expanded ministry initiatives in view of potentially lower revenue.

These formulas are consistent with standards of prudent fiduciary conduct in the management of endowment funds and with general practice among university, foundation and other non-profit endowment funds.

Year Ending 12/31	Endowment Year-End $ Market Value	Year-End $ Value per Share	$ Payout per Share
1993	165,047,128	12.97	$0.53
1994	154,445,571	11.97	0.58
1995	181,706,358	14.03	0.66
1996	201,350,087	15.28	0.66
1997	234,560,896	17.58	0.72
1998	261,275,077	19.42	0.78
1999	328,505,375	23.11	0.87
2000	322,244,548	22.51	1.00
2001	288,077,082	19.95	1.08
2002	233,073,041	15.91	1.09
2003	286,424,423	18.96	0.97
2004	290,365,630	20.15	1.10
2005	297,874,833	20.48	1.07
2006	341,512,277	22.82	1.05
2007	363,807,040	24.12	1.08
2008			1.07

A&F 047

TO: The Executive Council
FROM: The Standing Committee on Administration & Finance
DATE: February 11, 2008
RE: Rescinding Resolution AF-042(adopted October 2007) , which authorized a draw against various trust funds benefiting The Episcopal Church of Liberia (ECL).

Revolved, That resolution AF-042 adopted in Dearborn, MI in October 2007 be rescinded at the request of the Board of Trustees of the Episcopal Church of Liberia.

Resolved, That the total amount of $176,000 that was to be withdrawn from the trust funds identified in the title above and was to be remitted to the ECL for the rehabilitation of damaged churches and schools, and settling the educational cost of scholarship students, upon receipt of supporting documents, not be drawn as directed by resolution AF-042.

EXPLANATION

Resolution AF-042 responded to a request from Bishop Edward Neufville to draw $176,000 from various trust funds (#1, 351, 577, 483, 515, 104, 112, 141, 280, 373, 419, 458, and 622) to support repairs of damaged churches and schools and to pay for scholarships that were promised.

This original withdrawal request was signed by Bishop Neufville and Mr. Sandei Cooper, the Treasurer of the ECL. Upon further review, the ECL Board of Trustees decided that this withdrawal was not necessary at this time and approved a resolution on December 11, 2007 that annulled the original request.

A&F 048

TO: Executive Council
FROM: Standing Committee on Administration & Finance
DATE: February 11, 2008
RE: DISTRIBUTION OF INCOME FROM TRUST FUND 1001

Resolved, that the Director of Mission be authorized to direct the use of income distributed during 2008 from Trust Fund No. 1001, The Allan and Florence Gerdau Fund, for programs for the education and training of ordained persons, such as continuing education of ordained women, Upward Bound, ethnic clergy leadership development, Fresh Start, Clergy Leadership Assessment Tool (Gallup), and chaplain wellness. Any unused income for 2008 shall be applied to the general operating budget.

EXPLANATION

The Allan and Florence Gerdau Fund (2004), Trust Fund 1001, established in February 2004 from a bequest received in 1989, indicates that though the income may be used for the general purposes and programs of the Society, it is the expectation that income will be used, where appropriate, for the education and training of ordained persons, reflecting the donors' desire.
The income for 2008 is estimated to be $199,544.74, based upon a rate of $1.07 per share on 186,490.408 shares.

A&F 049

For: Executive Council
From: Administration & Finance Committee
Date: February 13, 2008
Subject: Trust Fund #1022

Resolved, that Trust Fund # 1022, Mexico City Christ Church Endowment Fund, be established, as an investment account for Christ Church Mexico City, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1022 Mexico City Christ Church Endowment Fund **(2008)**
This fund was established with *$5,000* as an investment account by Mexico City Christ Church Endowment Fund. Principal and/or income may be withdrawn upon request. This is a custodial-type trust fund, meaning that DFMS is not trustee for these funds but is simply providing the owner (Mexico City Christ Church Endowment Fund) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

A&F 055

TO: The Executive Council
FROM: The Standing Committee on A&F
DATE: February 13, 2008
RE: Updated Travel Guidelines

Resolved, That the official Travel Guidelines for the Domestic and Foreign Missionary Society adopted effective 11/12/06 remain in effect with the following modification:

- The rate of reimbursement for the traveler's own vehicle is the rate provided under applicable IRS regulations plus tolls.

EXPLANATION

The Travel Guidelines have been amended:

- To allow for immediate changes in the reimbursement for automobile mileage (per IRS regulations)
- No other changes are suggested at this time.

The Travel Guidelines continue to emphasize:

- prompt filing of reimbursement requests (immediately or within 45 calendar days of completing a trip or incurring an expense) with proper supporting documentation
- use of the Society's travel agent

A&F 057

TO: Executive Council
FROM: Standing Committee on Administration & Finance
DATE: February 11, 2008
RE: Episcopal Church of Liberia Draw from Trust Funds 1, 91, 555

Resolved, That a total of $50,000 be withdrawn from the following trust funds and be remitted to the Episcopal Church of Liberia (ECL) to cover costs associated with the consecration and enthronement of The Very Rev. Jonathan B. B. Hart as bishop on March 2, 2008.

- Trust Fund #1 (Jane Bohlen Fund [1857])	$30,000
- Trust Fund #91 (Phillips Brooks Memorial Church Fund ([1894])	$5,000
- Trust Fund #555 (Missionary District of Liberia Church Endowment Fund [1943])	$15,000

EXPLANATION

This request for assistance comes from Ms. Juanita Neal, Chairman of the Board of Trustees who has submitted a properly executed request from the Chairs of the Board of Trustees and the Diocesan Council of the Episcopal Church of Liberia (ECL). The ECL intends to use these funds for the Consecration and Enthronement of the new Bishop scheduled for March 2, 2008. A prior draw of $100,000 that was approved in June 2007 was expended and accounted for to fund an initial election and related events in November 2007. Because that election was declared invalid by the Primate of the Province West Africa, a second, conclusive, election was held in January 2008.

These draws are consistent with the language of the trust documents.

End of Consent Calendar

JOINT STANDING COMMITTEE ON PLANNING AND ARRANGEMENTS – BONNIE ANDERSON

As Chair of Planning and Arrangements, Bonnie reported on the selection process for the site of the 77th General Convention in 2012. The four cities under consideration were New Orleans, Charlotte, Indianapolis and Kansas City. New Orleans was eliminated because of the distance from the hotels to the convention center and Charlotte was eliminated because the dates that the convention center was available were in late August, which is not a preferred time for General Convention. The Executive Committee of Planning and Arrangements conducted site visits to the two finalist cities, Kansas City and Indianapolis, and gave a report to the entire committee. Based on their report, the committee voted on Indianapolis and seeks approval of the Executive Council.

EC 016 – ***Adopted***

TO: Executive Council
FROM: Joint Standing Committee on Planning & Arrangements
DATE: February 11, 2008
RE: GC SITE for 2012

Resolved, That the Executive Council give consent to the selection of Indianapolis, Indiana, as the site for the 77th General Convention in the year 2012, as required by Canon I.1.14(c).

Next, Terry Roberts returned to present CIM 018, which had been deferred during the CIM committee report. Because of time constraints already in place for the June meeting, including the commitment to increase the time allotted for anti-racism training, there was a motion to amend, striking the last sentence. The amendment was carried. Next there was a motion to withdraw the resolution and trust that the agenda committee would deal with the issue of finding time for anti racism and scenario planning. This was not carried; rather it was proposed to ask CIM to consider a proposal to incorporate scenario planning and report at the June meeting. This amendment was carried. Another amendment keeping anti racism and scenario planning separate was proposed and passed by majority.

CIM 018 – ***Adopted by majority***

TO: Executive Council
FROM: Standing Committee on Congregations in Ministry
DATE: February 11, 2008
RE: CONTINUATION OF SCENARIO PLANNING

Resolved, that the Congregations in Ministry committee commends the experience of the Scenario Planning process because it

- Gives us a common language
- Gives us some tools for working with the budget
- Helps us see how external forces impact the programs and budget of the Church
- Gives us an opportunity to be pro-active rather than reactive

Because of this, CIM is asked to evaluate the scenario planning event held at Quito and to consider a proposal to incorporate scenario planning into the work of Executive Council. The proposal will be reported to the Council at the Albuquerque meeting.

Sherry Denton, as representative of the writing committee, presented the letter from Executive Council to be released by ENS after the meeting. The letter was discussed, several changes were suggested, and the letter was received by acclimation (See Attachment C).

Stacy Sauls gave a report of the Audit Committee. A rotation of partners is conducting the 2007 Audit. The committee will meet again in June.

Wilfrido Ramos-Orench reported that work of the sub committee formed to study overseas pensions continues. The group is working with Pat Coller from Church Pension Group.

Gregory conducted the real time evaluation. Thanks were extended to Wilfrido and the Diocese of Ecuador Central for their hospitality, the General Convention Office staff, Nancy Caparulo, and the translators. Other observations included

- The best part of the meeting was visiting projects in the diocese
- Bible Study is an important part of the meeting
- The bi-lingual experience was good and would like to see that continued

(Note: A total of $4,360 was pledged by Executive Council members and staff and will sent to the diocese to be distributed to the various projects visited.)

CLOSING REMARKS FROM CHAIR AND VICE CHAIR

Bonnie Anderson talked about the theme for the 76th General Convention, UBUNTU, and how she saw it demonstrated in this diocese by the creative leadership of Bishop Ramos-Orench. Money is a vehicle for Ubuntu and the Executive Council does not have enough money in the present budget to spend time together and build relationships. Her hope is that more money will be added to Executive Council's budget in the next triennium. Bonnie concluded with a slide show of pictures taken during the various interactions with the Diocese of Ecuador Central during the meeting.

Katharine Jefferts Schori thanked Wilfrido Ramos-Orench and the Diocese of Ecuador Central for their hospitality, and commented that they have shown us what a diocese engaged in mission looks like. She felt that the Executive Council worked well together at this meeting while dealing with challenging issues and thought the scenario planning workshop was helpful. There was a challenge to function in a language that is not your first language, and there is a renewed commitment to meeting in Province IX. The suggestion of a chaplain for the staff and a chaplain for this body (Executive Council) will be taken into consideration.

The meeting was adjourned at 2:45 p.m.

ATTACHMENT A

NORMS AND PRACTICES FOR EXECUTIVE COUNCIL MEETINGS

At the beginning of each triennium, the Council considers the norms by which it chooses to operate for the next three years. If any of the norms proved to be unhelpful, the Council could change them during that period. These are the norms in effect during the 2003-2006 triennium:

- Round tables for plenary
- Time for private conversations on the agenda at the beginning of the first plenary session, plus time at the end of the meeting, if necessary
- Collaborative relationships with staff
- Arrive on time and stay for the entire meeting
- Listen with respect – debate issues, not personalities
- Confidentiality on matters as requested by Council
- Speak with care and respect in both public and private conversations
- Prepare for meetings
- Worship – Morning Prayer, Shared Reflections, and Eucharist will be a part of our daily life.
- Healthy meals
- Preserve time for relaxation, e.g., lunch time and at least one free evening
- Engage in community building events
- Name tags for everyone including title and function
- Committee Chairs will announce their committee agendas at the first plenary session
- Private time for sharing by the Presiding Bishop and the President of the House of Deputies
- Casual dress

EXECUTIVE SESSION

Although Executive Council meetings are generally open to the public, a member may move that council enter into Executive Session, stating the reason for the session. By-laws Art. II.9. Executive Sessions are permitted only to discuss personnel issues or other matters whose discussion in public might adversely affect the financial or legal position of ECUSA or DFMS. No resolution may be adopted in Executive Session, so if any member feels action based on the discussion in Executive Session is warranted, a resolution must be offered after the return to public meeting. Only Council members may remain in an Executive Session, although the Chair may request particular persons to attend while presenting necessary information. Similarly, the Council's committees may enter into Executive Session for the limited reasons set out in the By-laws. All persons who are members of the Committee in question would remain, while any others would be excused. The Committee chair may ask specific staff or other persons to attend to present information desired by the Committee.

PRIVATE CONVERSATION

The Council may schedule private conversation time to receive information on or discuss matters about which it needs to be informed, but which are not appropriate for public discussion. By-laws Art. II.10. An example might be an update on the Presiding Bishop's efforts to resolve an intra-diocesan conflict or on communications with fellow primates. Usually the subject matter will not involve a matter requiring action by the Council. For the last triennium, the agenda has routinely included time for Private Conversation on the first day. To schedule a Private Conversation at another time, three members must join in the request. Again, no action may be adopted during Private Conversation. Both Council members and Church Center staff remain during Private Conversations.

PRAYER, WORSHIP AND BIBLE STUDY AT EXECUTIVE COUNCIL

A vital part of our common life is our shared spiritual life. Each meeting includes daily opportunities for prayer, worship and Bible study. Although the pattern varies, the day usually begins with some form of Bible sharing. Holy Eucharist follows later in the schedule. A Committee of Council assists in the planning for worship. Members of Council are invited to do share in the responsibilities for worship. At some meetings worship may take place in local churches or in cooperation with the host diocese.

ANTI-RACISM WORK

In concert with the General Convention, Executive Council recommitted itself to combat racism by participating in an on-going training and self-assessment process. At the end of the triennium it began an organizational self-assessment of itself and the church. It intends to continue this process in the next triennium to extend its self-assessment and pursue necessary change and restructuring.

ENGAGEMENT WITH THE LOCAL DIOCESE

It has been a custom of Council to meet in different Provinces of ECUSA over the course of the triennium. This allows the Council to see the church in a wide variety of settings and, on occasion, to be involved in ministry efforts. Over the past triennia Council members have helped build houses in Honduras and paint a school and a church in the Dominican Republic. When meetings run from Monday to Thursday, we try to spend an evening with the leadership of the diocese. Such a group often includes General Convention deputies, Standing Committee and Diocesan Council, diocesan staff and those who are presenting the program describing their Diocese. This gives an opportunity to share a meal and conversation and hear a presentation from the Diocese describing the make-up and the work of the Diocese. When we meet over a weekend, this activity often occurs on Sunday with the Council and staff attending the Cathedral or a nearby church for their regular Sunday service. In either case, this is a time when we usually "dress" for church and many of the clergy wear clerical dress. Meeting costs and the needs of Council may require variations in this pattern.

GUIDELINES FOR REQUESTING ACTION BY THE EXECUTIVE COUNCIL

1. Executive Council acts only through resolutions adopted in a properly noticed meeting.
2. Resolutions may be proposed by members of Council, Senior Staff Executives, Dioceses, Provinces or Interim Bodies or by Committees directed to report to the Executive Council. Resolutions shall be filed with the Secretary, in writing, with an electronic file if possible. The Secretary will submit each resolution to the Committee of Council charged with responsibility for the resolution's subject matter and notify the proposer of the assignment. The appropriate Standing Committee of Council then brings the resolution to the floor, with its recommendation.
3. Resolutions should begin with the phrase "*Resolved*, That…" followed by a concise statement setting forth the specific action proposed. A separate explanation may follow. Resolutions should be limited to a SINGLE topic, and brevity is truly a virtue.
4. The latest date for resolutions to be included in the Agenda mailing is the date announced by the Secretary in the official "in-house" notification of Agenda deadline sent to the staff at the church Center and sent by e-mail to members of Council. Notice of the resolutions that will

be considered at the meeting will be sent out with the Agenda, listed by title. The deadline is usually four weeks prior to a Council meeting. After that date, only resolutions proposed by Council members, committees or staff will be addressed at the scheduled meeting.

5. Communications received, in the form of letters, etc., which may call for action of the council, should be filed in the office of the Secretary. The Secretary will refer such correspondence to the appropriate Staff Executive for information and to the appropriate Standing Committee.
6. The Office of the Secretary will work with the chair of the assigned Standing Committee to inform the proposer of Council's action when the proposer is not at the meeting.
7. At meetings of Council, the Secretariat will assist the Standing Committees by providing, on request, copies of revisions to resolutions being developed by the committee, in sufficient number for the committee only. When the resolution has been perfected, the Secretariat will receive and distribute it to the full Council prior to scheduled action. The Secretariat needs an original copy and would prefer an electronic file for ease of handling.
8. Resolutions that have not been considered by a Standing Committee of Council may be brought to the floor only by a two-thirds vote of Council members present and voting.
9. A Council member who is submitting a resolution should advise the Chair of the Committee likely to be assigned that a resolution may be expected. The Committee may already have the subject under consideration.
10. Committees considering Resolutions that require actions by the Office of the Secretary should consult the Secretary about implementation plans prior to adopting the resolution.

Committees considering Resolutions that require actions by the Office of the Secretary should consult the Secretary about implementation plans prior to adopting the resolution.

STANDARDS FOR RELATING TO CHURCH CENTER STAFF

Members of Council hope for a working relationship with the staff that is characterized by open communication, collaboration, and mutual support. We assume good intentions on the part of all parties – that we are truly friends in ministry.

Communication with program staff occurs in a variety of ways. Staff provide Council with one-page reports on the work of their department since the last Council meeting. In committee meetings there is opportunity to hear from the staff members of that committee who are present regarding further information, concerns. This process encourages dialogue and creative discussion between the staff and the wider church represented by the Council members.

There are many opportunities during a Council meeting to dialogue with staff members who are not part of a member's committee. Such opportunities include participation in Bible study, meal times, break times and the free evening. A sense of collaboration is fostered and dialogue, encouraged.

Between meetings the lines of communication are a bit more formal. Members who need information from their committee's staff members can reach them by calling or e-mailing their offices at 815. A call may not be returned immediately, as staff members are often not "in residence" for periods of time. However, staff will advise as promptly as possible when an answer may be expected. If there are questions, concerns or need for information from other staff not in the member's committee, it is wise to communicate first with the chair of that committee who may already have the answer or a clearer idea as to which staff person could best respond.

The Senior Staff Executives and the Presiding Bishop supervise the program staff. The work of the program staff supports the work of the Executive Council. The staff is present at Executive Council meetings to provide information and insight to the Executive Council. The Executive Council is not responsible for supervising or directing the staff. Normally job performance matters and implementation of policy by staff are not the subject of Council discussion or resolutions.

ATTACHMENT B

Attachment 1
Health Care Reform Principles – Pharmaceutical Companies

WHEREAS, The overriding domestic policy concern of U.S. citizens involves some form of universal health care. Beside the Iraqi war, the greatest public policy issue in the 2008 presidential campaign has been universal health care reform.

Most citizens want our government to "guarantee health insurance for all Americans," particularly children. They say they'd pay higher taxes to make this possible, although they disagree about how to achieve this.

Given such findings, health care reform has become an overriding public policy issue for the health care industry, including our company. Its paid lobbyists seek to influence elected leaders regarding Company position. Often, this occurs in less-than-transparent ways and, at times, against the interests of its stakeholders.

In 2006, the health sector spent $351.1 million to lobby the federal government. This represents 13.8% of all spending on lobbying. It nearly equals similar spending by the financial sector. Within the health sector, manufacturers of drugs, medical devices and other health care products spent the most. Between 1998 and 2006, the AMA, the American Hospital Association, AARP and PhRMA spent, respectively, the second, fourth, sixth and seventh most on lobbying.

Although contributions from the health sector to presidential and other federal candidates may increase, they are projected to be dwarfed by the overall amount the health industry spends to lobby. Most of this occurs without shareholder consent and that of other stakeholders whose public policy interests may be opposed to those of our Company.

Currently, there is broad support across most sectors of the U.S. for "fundamental changes in" or "completely rebuilding" the health care system. Our Company can no longer hide behind any veil or secrecy or argue that its lobbying to affect public policy is "ordinary business," especially when polls show that the goals of such lobbying may be diametrically opposed to the stated interests of ordinary citizens such as its consumers.

Existing law demands companies reveal the amount they spend on lobbying but not what they lobby for. Because such lobbying by the health care industry, including that of our Company, actually may counter the underlying interests of its shareholders, therefore,

RESOLVED: shareholders urge the Board of Directors to adopt principles for comprehensive health care reform (such as those based upon principles reported by the Institute of Medicine:
1. Health care coverage should be universal.
2. Health care coverage should be continuous.
3. Health care coverage should be affordable to individuals and families.
4. The health insurance strategy should be affordable and sustainable for society.
5. Health insurance should enhance health and well being by promoting access to high-quality care that is effective, efficient, safe, timely, patient-centered, and equitable).

Supporting Statement
As shareholders, we believe publicly-held companies should be accountable to the public for their positions on critical public policy issues, such as universal health care. This is especially urgent for those

in the health care industry. We urge the Board to report annually about how it is implementing such principles. We ask fellow shareholders to support this resolution.

Attachment 2
Health Care Reform Principles - Generic

RESOLVED: shareholders urge the Board of Directors to adopt principles for comprehensive health care reform (such as those based upon principles reported by the Institute of Medicine:
1. Health care coverage should be universal.
2. Health care coverage should be continuous.
3. Health care coverage should be affordable to individuals and families.
4. The health insurance strategy should be affordable and sustainable for society.
5. Health insurance should enhance health and well being by promoting access to high-quality care that is effective, efficient, safe, timely, patient-centered, and equitable).

Consistently polls show that access to affordable, comprehensive health care insurance is the most significant social policy issue in America (NBC News/Wall Street Journal, the Kaiser Foundation and The New York Times/CBS News). Health care reform also has become a core issue in the 2008 presidential campaign.

Many national organizations have made health care reform a priority. In 2007, representing “a stark departure from past practice,” the American Cancer Society redirected its entire $15 million advertising budget “to the consequences of inadequate health coverage” in the United States (New York Times, 8/31/07).

John Castellani, president of the Business Roundtable (representing 160 of the country's largest companies), states that 52% of the Business Roundtable’s members say health costs represent their biggest economic challenge. "The cost of health care has put a tremendous weight on the U.S. economy," according to Castellani, "The current situation is not sustainable in a global, competitive workplace.” (BusinessWeek, July 3, 2007). The National Coalition on Health Care (whose members include 75 of the United States’ largest publicly-held companies, institutional investors and labor unions), also has created principles for health insurance reform. According to the National Coalition on Health Care, implementing its principles would save employers presently providing health insurance coverage an estimated $595-$848 billion in the first 10 years of implementation.

Annual surcharges as high as $1160 for the uninsured are added to the total cost of each employee’s health insurance, according to Kenneth Thorpe, a leading health economist at Emory University. Consequently, we shareholders believe that the 47 million Americans without health insurance results in higher costs for U.S. companies providing health insurance to their employees.

In our view, increasing health care costs have focused growing public awareness and media coverage on the plight of active and retired workers struggling to pay for medical care. Increasing health care costs leads companies to shift costs to employees. This can reduce employee productivity, health and morale.

Supporting Statement
The Institute of Medicine, established by Congress as part of the National Academy of Sciences, issued its principles for reforming health insurance coverage in Insuring America's Health: Principles and Recommendations (2004). We believe principles for health care reform, such as the IOM’s, are essential. The recently agreed-to VEBA does not resolve all health cost issues for General Motors. We ask shareholders to support this resolution.

Attachment 3
Executive Compensation

RESOLVED, that stockholders of Citigroup Inc. ("Citigroup") request the board of directors to adopt a policy that provides shareholders the opportunity at each annual shareholder meeting to vote on an advisory resolution, proposed by management, to ratify the compensation of the named executive officers ("NEOs") set forth in the proxy statement's Summary Compensation Table (the "SCT") and the accompanying narrative disclosure of material factors provided to understand the SCT (but not the Compensation Discussion and Analysis). The proposal submitted to stockholders should make clear that the vote is non-binding and would not affect any compensation paid or awarded to any NEO.

Supporting Statement

In our view, senior executive compensation at Citigroup has not always been structured in ways that best serve stockholders' interests. For example, in 2006 all five named executive officers were paid more than $78 million in total compensation. Additionally, Robert Rubin's previous contract guaranteed him a bonus for the years 1999 to 2005.

We believe that existing U.S. corporate governance arrangements, including SEC rules and stock exchange listing standards, do not provide shareholders with sufficient mechanisms for providing input to boards on senior executive compensation. In contrast to U.S. practice, in the United Kingdom, public companies allow shareholders to cast an advisory vote on the "directors' remuneration report," which discloses executive compensation. Such a vote isn't binding, but gives shareholders a clear voice that could help shape senior executive compensation. A recent study of executive compensation in the U.K. before and after the adoption of the shareholder advisory vote there found that CEO cash and total compensation became more sensitive to negative operating performance after the vote's adoption. (Sudhakar Balachandran et al., "Solving the Executive Compensation Problem through Shareholder Votes? Evidence from the U.K." (Oct. 2007).)

Currently U.S. stock exchange listing standards require shareholder approval of equity-based compensation plans; those plans, however, set general parameters and accord the compensation committee substantial discretion in making awards and establishing performance thresholds for a particular year. Shareholders do not have any mechanism for providing ongoing feedback on the application of those general standards to individual pay packages.

Similarly, performance criteria submitted for shareholder approval to allow a company to deduct compensation in excess of $1 million are broad and do not constrain compensation committees in setting performance targets for particular senior executives. Withholding votes from compensation committee members who are standing for reelection is a blunt and insufficient instrument for registering dissatisfaction with the way in which the committee has administered compensation plans and policies in the previous year.

Accordingly, we urge Citigroup's board to allow stockholders to express their opinion about senior executive compensation by establishing an annual referendum process. The results of such a vote could provide Citigroup with useful information about stockholders' views on the company's senior executive compensation, as reported each year, and would facilitate constructive dialogue between stockholders and the board.

We urge stockholders to vote for this proposal.

Attachment 4
Disclosure of Balance Sheet Liabilities

WHEREAS the absence of reliable information about the many complex off -balance sheet instruments that are held in the portfolios of large financial institutions increases panic -type behavior during times of crisis, a problem that the new accounting rules, which were put in place after the collapse of Enron, were intended to address but have not;

WHEREAS according to David Dodge, Governor of the Bank of Canada, “credit conditions were eased by increased securitization and movement of financial risk off the balance sheets” and now this cure is a significant source of the current crisis;
Whereas according the Financial Times”the toll of big bank losses from the [current] credit squeeze topped $180 billion”;

WHEREAS “history shows that panicky conditions end when information improves. Markets would stabilise when banks, hedge funds and other institutional investors start disclosing more about their holdings of questionable assets”. (Henry T. Azzman, CEO of Middle East & North Africa/Deutsche Bank);

WHEREAS the IMF, in its September 2007, ‘Global Financial Stability Report’ stated that “Financial institutions could be more transparent and disclose to investors and counterparties how their market risk management systems would react and could be managed in a stressed environment.”;

WHEREAS the instability triggered in the financial markets by the subprime lending problem is prompting calls by regulators and others to update regulations dealing with innovations in the mortgage business and the broader financial markets;

WHEREAS even Federal regulators have been unable to obtain needed information about off-balance sheet exposures. Treasury Secretary Paulson stated: ‘The regulators didn’t have clear enough visibility with what was going on in terms of these off-balance-sheet SIV’s.[Structured Investment Vehicles]”;

WHEREAS Citigroup in its latest financial results showed that it administers off-balance-sheet conduit vehicles used to issue commercial paper that have assets of about $77 billion and is affiliated with structured investment vehicles that have an additional approximately $80 billion in assets, all of which remain off the bank’s balance sheet ;

WHEREAS Citigroup Inc.’s, 2007 third-quarter earnings declined 57 percent; it wrote off $3.55 billion from deteriorating securities prices, leveraged loans and bad trading bets and set aside an additional $2.24 billion to cover future losses from failing mortgages and consumer loans, indicating that its reserves had been substantially depleted,

THEREFORE, BE IT RESOLVED that the shareholders request the company to disclose on its website (omitting proprietary information and at a reasonable cost) quarterly collateral and other credit risk management policies for its off balance sheet exposures as well as dollar exposure in the following areas:

- Structured Investment Vehicles
- Structured securities
- Conduits

Attachment 5
Auto - Meet New Fuel Economy Standards

WHEREAS: The U.S. transportation sector is responsible for almost one-fourth of the country's total energy consumption and automobiles comprise two-thirds of the transportation sector's CO2 emissions, according to the Energy Information Agency. U.S. automobiles consume more fuel and emit approximately 15% more CO2 per mile than the average light duty vehicle globally.

The U.S. Congress is poised to require increased fuel economy standards, after three decades of inaction. The energy bill passed in the Senate in 2007, and currently in conference with the House, includes "10 in 10", increasing passenger vehicle fuel economy standards by 10 mpg in the next decade to 35 mpg by 2020. The bill also creates the first fuel economy standards for medium and heavy-duty trucks, and provides the Secretary of Transportation expanded authority to prescribe and enforce fuel economy.

Regulations to reduce greenhouse gas (GHG) emissions from vehicles are emerging across multiple jurisdictions in the U.S. Fourteen states, awaiting federal approval, have already adopted California's 30% emissions reduction standard, reducing GHG emissions from more than one third of the new vehicles sold in the U.S.

U.S. Court rulings point toward tougher fuel economy and GHG reduction regulations. A Federal Court in Vermont recently sided with the states that have adopted California's new tailpipe emissions standards in a decision that says state rules on greenhouse gas emissions don't conflict with federal mileage standards and automakers should be able to develop the technology to meet them. In April 2007, the Supreme Court ruled that GHGs are considered air pollutants under the Clean Air Act, allowing EPA to regulate GHG emissions from vehicles. In May, President Bush issued an Executive Order directing EPA to use its GHG emission authority to increase fuel economy by as much as 4% per year over the 10 years, equivalent to a fleet-wide average of about 34 mpg by 2017.

Governments the world over are increasing regulation of vehicle fuel economy and greenhouse gas emissions. In 2006, Japan revised its fuel economy targets, with projected increases of 24% by 2015 (over 2004) to roughly 46.9 mpg.2 In June 2007, the EU resolved to set mandatory standards for automakers to achieve 130g/km, roughly 48.9 mpg. Chinese fuel economy standards reached 31.6 mpg in 2005 and will increase to 35.8 mpg by 2009. Australia's fuel economy standards will increase to 34.4 mpg by 2010.

General Motors lags behind its European and Japanese peers in developing products with better fuel economy and low GHG emissions.

RESOLVED: General Motors shareholders request that a committee of independent directors of the Board assess the steps the company is taking to meet new fuel economy and greenhouse gas emission standards for its fleets of cars and trucks, and issue a report to shareholders (at reasonable cost and omitting proprietary information) by September 1, 2008.

Attachment 6
Sustainable Forestry & Climate Change

WHEREAS: As a global forest products, paper and packaging company, forests provide significant raw materials for International Paper's (IP) products. Forests are rapidly declining at a rate of 33 soccer fields per minute according to the United Nations and only about 20% of the world's original forests remain undisturbed.

Forests store extensive amounts of carbon, critical to mitigating the effects of climate change. Forests store the equivalent of 175 years of global fossil fuel emissions and forest loss is responsible for 20-25% of total CO2 emissions globally.

The Intergovernmental Panel on Climate Change (IPCC), the leading international network of climate scientists, has concluded that global warming is "unequivocal." The Stern Review on the Economics of Climate Change states greenhouse gas emissions from deforestation are greater than emissions from the global transportation sector. "Action to preserve the remaining areas of natural forest is needed urgently," is one of the report's conclusions. A 2006 study in Ecological Economics found that natural forests in the Southern US – IP's primary wood sourcing region – store and sequester more carbon than fast-growing tree plantations and continued loss of natural forests to tree plantations could contribute to future carbon emissions.

Climate change impacts from deforestation can be reduced by increasing the use of recycled fiber and purchasing virgin fiber that it is harvested according to independent and internationally recognized sustainable forestry standards.

Credibility is the most important criterion for the selection of any certification scheme. Our company relies upon the Sustainable Forestry Initiative (SFI) and CERFLOR certification schemes. Both were developed by the forestry industry. The Forest Stewardship Council (FSC) is the only independent certification system in the world accepted by the conservation, aboriginal and business communities. FSC is the world's largest and fastest growing certification system, by hectares.

Our company can ensure it is purchasing sustainably harvested fiber by purchasing FSC certified fiber. IP customer companies such as Staples, Office Depot, Corporate Express and FedEx/Kinko's, already have FSC-certified paper procurement preferences. Large IP paper packaging customers are adopting environmental paper procurement policies. Though IP has recently initiated steps to provide FSC products, we believe that continued reliance on non-FSC certification systems may threaten IP's future positioning in the marketplace relative to competitors that are embracing FSC on a large scale.

RESOLVED: Shareholders request the Board to prepare a report, at reasonable cost and omitting proprietary information, by November 30, 2008, assessing the feasibility of phasing out our company's use of non-FSC certified fiber and increasing the use of postconsumer recycled fiber as a means to reduce our company's impact on greenhouse gas emissions.

Supporting Statement:
The study should discuss the Company's goals and timeframes with respect to:
* Increasing the use of FSC-certified fiber with the goal of phasing out virgin fiber certified by less credible certification schemes;
* Increasing the use of recycled fiber as a means to reduce reliance on virgin materials; and
* Estimating avoided greenhouse gas emissions from these activities.

Attachment 7
Free Prior & Informed Consent (HR)

WHEREAS: ConocoPhillips understands that "respecting indigenous communities is an important part of addressing the company's community impact" and has declared a commitment to "conduct our business in a way that promotes economic growth, a healthy environment and vibrant communities." (ConocoPhillips Sustainable Development Report 2005)

Emerging standards on Indigenous Peoples rights, such as the principle of Free, Prior, and Informed Consent embedded in the recently adopted UN Declaration on the Rights of Indigenous Peoples will likely shape the laws and regulations of the countries in which we operate.

The Voluntary Principles on Human Rights and Security acknowledges that accurate assessment of human rights conditions present in a company's operating environment is critical to the security of personnel, local communities and assets and to the promotion of human rights.

Since its acquisition of Burlington Resources in 2006 and new upstream investment, ConocoPhillips has become a major holder of oil concessions in Latin America, located particularly in remote rainforests where there are: 1) Indigenous Peoples who have expressed outright opposition to oil activities in their territory; and 2) where there are Indigenous Peoples living in voluntary isolation.

Burlington Resources faced legal challenges, protests, and accusations of using divisive tactics in attempts to obtain consent for its projects from Indigenous Peoples in Ecuador's south-central Amazon. The oil blocks remain in force majeure due to community opposition

ConocoPhillips is a minority partner in Block 39, located in the Northern Peruvian Amazon, where substantial evidence indicates the presence of four groups of uncontacted Indigenous Peoples living in voluntary isolation, the Abijiras (or Aushiris), Taromenane, Arabela and Pananujuri. They are susceptible to epidemics and mass deaths because they lack immunological defenses. Contact through oil exploration could lead to their extinction.

ConocoPhillips's operations impact Indigenous Peoples in other parts of the world as well, such as in the Southwestern United States where its natural gas operations in the San Juan Basin have caused concern regarding the impacts on remaining sacred cultural sites and wildlife resources, plus noise and odor impacts on nearby families, of the Navajo (Dine) Nation in northwestern New Mexico. The area is the Navajo's ancestral homeland known as Dinetah.

Failure to obtain consent or respect Indigenous Peoples rights, as well as to understand the vulnerabilities of uncontacted Indigenous Peoples, may injure our company's reputation. We believe that respect for Indigenous Peoples rights aids community development, advances the cause of human rights, and contributes to our company's ultimate success.

RESOLVED: Shareholders request that the Board prepare a report by November 1, 2008, at reasonable cost and omitting proprietary information, on ConocoPhillips's policies, procedures, and practices for obtaining consent of Indigenous Peoples affected by our activities – whether as operator or minority partner – through their recognized and official governance structures; and its policies to avoid contact with Indigenous Peoples living in voluntary isolation.

Supporting Statement: Changing norms on Indigenous Peoples rights should inform our company's policies and procedures for obtaining consent of Indigenous Peoples, thereby helping us maintain our reputation for leadership and achieve long-term success.

Attachment 8
Name Lead Independent Director

WHEREAS: We believe that it is the role of the Chief Executive Officer and management to run the business of the company and the role of the board of directors to oversee management. We believe given these different roles, and responsibilities, leadership of the board in all companies, should be different from leadership of management.

The Council of Institutional Investors, an association of 130 public, labor, and corporate pension funds with assets exceeding $3 trillion, has adopted a policy that states that a Board should be chaired by an independent director, and if not it should name a lead independent director who should have approval over information flow to the board, meeting agendas, and meeting schedules to ensure a structure that provides an appropriable balance between the powers of the CEO and those of independent directors.

The Exxon Mobil Corporate Governance Guidelines state that "The Board does not believe it is useful or appropriate to designate a lead non-employee director." We believe this policy is out of step with good corporate governance practice and is not in the best interest of shareholders.

Members of the board of directors of a company have a responsibility to listen to shareholders, communicate directly with them on important issues, and be responsive to their concerns. We believe that the appointment of a lead director would enhance direct communication between the Exxon Mobil board of directors and its shareholders.

RESOLVED: That the shareholders of Exxon Mobil urge the Board of Directors to amend the Corporate Governance Guidelines, and take what ever other actions are necessary to set as a company policy that the independent members of the board will name a lead independent director, and that such lead director shall (a) preside at all meetings of the board at which the chairman in not present, including executive sessions of the independent directors, (b) serve as liaison between the chairman and the independent directors, (c) approve information sent to the board (d) approve meeting schedules to assure that there is sufficient time for discussion of all agenda items (e) has the authority to call meetings of independent directors, and (e) coordinates direct communication between major shareholders and board members, including being available for such consultation and direct communication.

Attachment 9
Nanotechnology Safety

WHEREAS: The scientific community has raised serious questions about the safety of nanomaterials. The term “nanomaterials” refers to operative particles smaller than 1000 nanometers (nm). A nanometer measures one-billionth of a meter – by comparison a human hair is 100,000 nm across.

The ability of nanoparticles to be absorbed through the skin and to access the bloodstream remains poorly understood. Laboratory studies report that many types of nanoparticles interfere with normal cellular function and cause oxidative damage and cell death.

Some consumer products that incorporate nanomaterials are likely to be used by children and pregnant or nursing women. Moreover, personal care products are often inadvertently ingested or formulated with penetration enhancers that increase the delivery of chemicals to the bloodstream.

Potential dangers from exposure to nanomaterials are not limited to consumers. The National Institute for Occupational Safety and Health (NIOSH) has launched a multi-year program of additional research to assess potential risks to workers. In addition, nanomaterials used in cosmetics, anti-aging skin creams and sunscreens have been reported in laboratory studies to be much more toxic to aquatic life than their normal-scale counterparts under identical test conditions.

Given recent scientific findings, proponents believe companies that use nanomaterials in consumer products may face significant financial, liability and reputational risks.

Carbon nanotubes, for example, are similar in shape and rigidity to asbestos fibers – probably the most notorious commercial product from a liability standpoint. At least five laboratories have independently reported that carbon nanotubes cause progressive, irreversible lung damage in test rodents. Even more so than asbestos, nanomaterials possess qualities (shape, size, chemical reactivity) that have the potential to make them especially dangerous.

Proponents believe nanomaterials are sold to the public at large without adequate testing to ensure safety, and often without any notice or warning of their presence or potential hazard, placing manufacturers in potential peril. Tort claims, especially strict liability defective product claims, are most likely to emerge following exposure to nanomaterials used in consumer products, where the greatest numbers of people are likely to experience the largest degree of exposure.

Proponents believe that the best way to protect the public and to prevent unnecessary litigation-related financial losses may be to avoid producing products with nanomaterials unless they have been subject to robust evaluation for human health and environmental safety, and to label all products that contain nanomaterials.

RESOLVED: Shareholders request that the Board publish a report to shareholders on Wal-Mart's policies on nanomaterial product safety, at reasonable expense and omitting proprietary information, by June 2008.

Supporting Statement: Proponents believe the report should (1) provide a summary list of any product categories sold in Wal-Mart stores and clubs for which the management has been informed by manufacturers or distributors that some products contain nanomaterials, and (2) discuss any new initiatives or actions, aside from regulatory compliance, that management is taking to respond to this public policy challenge.

Attachment 10
Energy Independence

WHEREAS, ExxonMobil's (XOM) energy supply faces increasing complexities and difficulties. This sourcing problem arises from various factors: a leveling of our oil supply in Non-OPEC nations, increasing volatility in OPEC nations, unilateral actions in countries like Venezuela who demand contract revisions, a lack of new refineries and old refineries that must be shut down for repairs.

Given such problems, many call for "U.S. energy independence." In interviews and debates among Republican Presidential candidates in 2007, John McCain envisioned the nation becoming "energy independent in five years." He called for a "Marshall Plan" in this direction (12.12.07). He also noted a key obstacle toward this realization has been "special interests," including "petroleum companies" (12.11.07). Another Republican candidate, Mike Huckabee, promised that, if elected, he would move the nation to become "oil free" in our energy consumption in ten years (12.11.07).

This resolution's proponents believe that, ideally, in an interconnected and interdependent world, every nation should have sufficient food and fuel to meet its basic needs, realized in ways that ensure sustainable development.

Among various options being considered that might move the U.S. toward energy independence and sustainability sooner rather than later is engineered geothermal development. This has been suggested by the Massachusetts Institute of Technology, a major recipient of XOM monies, in its effort to address the issue of greenhouse gas reduction and the promotion of alternative energy sources.

"A comprehensive new MIT-led study of the potential for geothermal energy within the United States has found that mining the huge amounts of heat that reside as stored thermal energy in the Earth's hard rock crust could supply a substantial portion of the electricity the United States will need in the future, probably at competitive prices and with minimal environmental impact… Just 2 percent of the U.S. geothermal resource base could yield nearly 2,000 times the power that the nation now consumes each year." http://web.mit.edu/newsoffice/2007/geothermal.html

Commenting on this dramatic development, U.S. News and World Report added that, since geothermal energy, unlike solar or wind, is constant, MIT said it could provide 10% of U.S. base-load energy needs [by 2050] if the nation would spend $1 billion on [jump-starting] its development over the next 15 years — less than the cost of one coal plant.
http://www.usnews.com/articles/business/economy/2007/10/26/power-revolution.htm?PageNr=3

Sherri K. Stuewer, XOM's Vice President, Safety, Health and Environment, stated 06.01.07: "We continue to look for opportunities where our expertise could help make a new energy technology viable on a large scale."

To ensure any "new energy technology" by ExxonMobil also helps move the U.S. toward energy independence in an environmentally sustainable way . . . .

RESOLVED: shareholders request ExxonMobil's Board of Directors to establish a Committee to study steps and report to shareholders, barring competitive information and disseminated at a reasonable expense, on how ExxonMobil can become the industry leader within a reasonable period in developing and making available the technology needed (such as sequestration and engineered geothermal) to enable the U.S.A. to become energy independent in an environmentally sustainable way.

Attachment 11
Gender Identity Non Discrimination

WHEREAS: Verizon does not explicitly prohibit discrimination based on gender identity in its written employment policy, yet Verizon's policy already does explicitly prohibit discrimination based on sexual orientation;

Over 30% of the Fortune 500 companies have adopted written nondiscrimination policies prohibiting harassment and discrimination on the basis of gender identity, as well as 400 leading private sector companies and eight-five U.S. colleges and universities, according to the Human Rights Campaign;

Ninety three City and County Governments and twelve States have passed clear gender identity and expression legislative protections including California, Colorado, the District of Columbia, Hawaii, Illinois, Maine, Minnesota, New Mexico, Pennsylvania, Rhode Island, Vermont and Washington;

Over 350 U.S. based human rights organizations including the Equality Project Investor Coalition (that advocates for gender identity protections as part of its Equality Principles benchmark), and every U.S. State civil rights advocacy group has endorsed national legislation explicitly prohibiting discrimination based on sexual orientation as well as gender identity.

Our company has operations in, and makes sales to institutions in States and Cities that currently prohibit discrimination on the basis of sexual orientation;

We believe that corporations that prohibit discrimination both on the basis of sexual orientation and gender identity have a competitive advantage in recruiting and retaining employees from the widest talent pool;

RESOLVED: The Shareholders request that Verizon Communications amend its written equal employment opportunity policy to explicitly prohibit discrimination based on both sexual orientation and gender identity, and to substantially implement this policy.

Supporting Statement: Employment discrimination on the basis of sexual orientation and gender identity diminishes employee morale and productivity. Because state and local laws are inconsistent with respect to such employment discrimination, our company would benefit from a consistent, corporate wide policy to enhance efforts to prevent discrimination, resolve complaints internally, and ensure a respectful and supportive atmosphere for all employees. Verizon will enhance its competitive edge by joining the growing ranks of companies guaranteeing equal opportunity for all employees.

Attachment 12
Equal Employment Opportunity

RESOLVED: The shareholders request our company to prepare a report addressing certain equal employment matters, at reasonable cost and omitting confidential information, within four months of the annual meeting. We suggest posting the report on FedEx's website and believe the report should include:

1.A chart identifying employees according to sex and race in each of the nine major EEOC defined job categories for 2003, 2004 and 2005 listing either numbers or percentages in each category.

2. A summary of any Affirmative Action policies and programs to improve performances, including job categories where women and minorities are underutilized.

3. A description of any policies and programs oriented specifically toward increasing the number of managers who are qualified females and/or belong to ethnic minorities.

4. A general description of how our company's Affirmative Action policies and programs are publicized to merchandise suppliers and services providers.

5. A description of any policies and programs supporting purchase of goods and services from minority- and/or female- business enterprises.

Statement of Support
Equal employment opportunity (EEO) is a fundamental matter for corporate shareholders, employees and management. The bipartisan 1995 Glass Ceiling Commission looked at advancement of women and minorities into upper management and the Board of Directors. It confirms that a positive diversity record has a positive impact on the financial bottom line. It recognizes that "public disclosure of diversity data" motivates companies "to develop and maintain innovative, effective programs to break the glass ceiling barriers."

Resolution proponents agree with the Together – We Stand As One statement that a "diverse workforce, supplier base and supporting culture" will enable better service and more effective competition. We also believe there is a difference between stating that the company "value[s] the contributions and perspectives of all employees" and living it.

Workplace discrimination creates a significant burden for shareholders due to the high cost of litigation. Litigation damages corporate image. Furthermore, discrimination may escalate into a hostile and violent workplace.

More than 200 major U.S. corporations disclose EEO-1 reports. Among these are Citigroup and General Motors and others, which have encountered large racial and gender discrimination lawsuits (e.g. Chevron-Texaco, Denny's, Smith Barney and Coca-Cola). We believe the requested report will affirm your desire to be "a place where differences are celebrated as strengths, and the concept of diversity is woven throughout our entire organization – from top to bottom."

The faith-based proponents of this resolution urge FedEx to report the requested information. We believe this is a reasonable request.

Attachment 13
Human Rights/Investment Portfolio-Sudan

The issue of human rights increasingly impacts investors and companies alike. Company reputations are affected by both direct and indirect involvement in human rights violations. Operating in countries with clear patterns of violations, such as Sudan and Burma, may heighten reputational and financial risk. Furthermore, companies can face risks when they or their suppliers are found to use forced labor or discriminate against employees, among other abuses. In our company's Statement on Human Rights, human rights responsibilities are acknowledged in relation to our operations, supply chain and clients, but not our investments.

Proponents believe that institutional investors, including asset management firms such as Citigroup, bear fiduciary and moral responsibilities as owners of stock in companies that may be connected to human rights violations. Thus we encourage our company to report on policies and guidelines that address these issues. This report can address how Citigroup as a shareholder can most effectively respond to these human rights issues, including strategies for shareowner engagement with the companies and/or divestment of stock as appropriate.

RESOLVED Shareowners request that the Board of Directors authorize and prepare a report to shareowners which discusses how policies address or could address human rights issues, at reasonable cost and excluding proprietary information, by October 2008.

Such a report should review the current investment policies of the company with a view toward adding appropriate policies and procedures to apply when a company in which we are invested, or its subsidiaries or affiliates, is identified as contributing to human rights violations through their businesses or operations in a country with a clear pattern of mass atrocities or genocide.

Supporting Statement
Proponents believe one example clearly demonstrating the need for this report concerns the ongoing atrocities in Darfur, Sudan, and how certain types of foreign investment contribute to the conflict.

Darfur continues to experience human rights abuses on an unimaginable scale, including systematic and widespread murder, torture, rape, abduction, looting and forced displacement. Since February 2003, hundreds of thousands of civilians have been killed by both deliberate and indiscriminate attacks, and 2.5 million civilians in the region have been displaced.

Much of the revenue fueling this conflict is generated by Sudan's oil industry, as the majority of these revenues are funneled into military expenditures.

With little capital or expertise to efficiently extract its own oil, Sudan relies almost entirely on foreign companies for both. The oil industry in Sudan is dominated by four companies: China National Petroleum Corporation of China, Petronas of Malaysia, Oil and Natural Gas Corporation of India, and Sinopec of China.

Over 20 US states and 50 colleges have adopted Sudan investment policies, including engagement, screening and divestment, regarding these and other foreign companies operating in certain sectors in Sudan. A 1997 presidential executive order generally bars American companies and citizens from conducting business in Sudan. In 2007, President Bush reinforced that order.

Proponents believe that our company, as an investor, has a responsibility to address this internationally condemned conflict in the Sudan.

Attachment 14
Pay for Superior Performance

RESOLVED: That the shareholders of Credence Systems Corporation (the "Company") request that the Board of Director's Executive Compensation Committee establish a pay-for-superior-performance standard in the Company's executive compensation plan for senior executives ("Plan"), by incorporating the following principles into the Plan:

1 The annual incentive or bonus component of the Plan should utilize defined financial performance criteria that can be benchmarked against a disclosed peer group of companies, and provide that an annual bonus is awarded only when the Company's performance exceeds its peers' median or mean performance on the selected financial criteria;

2. The long-term compensation component of the Plan should utilize defined financial and/or stock price performance criteria that can be benchmarked against a disclosed peer group of companies. Options, restricted shares, or other equity or non-equity compensation used in the Plan should be structured so that compensation is received only when the Company's performance exceeds its peers' median or mean performance on the selected financial and stock price performance criteria; and

3 Plan disclosure should be sufficient to allow shareholders to determine and monitor the pay and performance correlation established in the Plan.

Supporting Statement: We feel it is imperative that compensation plans for senior executives be designed and implemented to promote long-term corporate value. A critical design feature of a well-conceived executive compensation plan is a close .correlation between the level of pay and the level of corporate performance relative to industry peers. We believe the failure to tie executive compensation to superior corporate performance; that is, performance exceeding peer group performance. has fueled the escalation of executive compensation and detracted from the goal of enhancing long-term corporate value.

We believe that common compensation practices have contributed to excessive executive compensation. Compensation committees typically target senior executive total compensation at the median level of a selected peer group, then they design any annual and long-term incentive plan performance criteria and benchmarks to deliver a significant portion of the total compensation target regardless of the company's performance relative to its peers. High total compensation targets combined with less than rigorous performance benchmarks yield a pattern of superior-pay-for-average-performance. The problem is exacerbated when companies include annual bonus payments among earnings used to calculate supplemental executive retirement plan (SERP) benefit levels, guaranteeing excessive levels of lifetime income through inflated pension payments.

We believe the Company's Plan fails to promote the pay-for-superior-performance principle. Our Proposal offers a straightforward solution: The Compensation Committee should establish and disclose financial and stock price performance criteria and set peer group-related performance benchmarks that permit awards or payouts in its annual and long-term incentive compensation plans only when the Company’s performance exceeds the median of its peer group. A senior executive compensation plan based on sound pay-for-superior-performance principles will help moderate excessive executive compensation and create competitive compensation incentives that will focus senior executives on building sustainable long-term corporate value.

Attachment 15
Banks - Coal Financing

WHEREAS: Bank of America (BOA) is a diversified financial services company providing banking, investment, investment banking, credit card and consumer finance services.

BOA recognizes that its ability to attract and retain customers and employees could be adversely affected "to the extent our reputation is damaged" and that "failure to address, or to appear to fail to address various issues" could damage the Corporation and its business prospects. (2005 Annual Report)

BOA also recognizes that:

* The health of our company is dependent on the health of communities and our society;
* Climate change and atmospheric pollution represent a risk to the ultimate stability and sustainability of our way of life; and
* Every part of our business has a potential impact on our environment.
(http://www.bankofamerica.com/environment/index.cfm?template=env_clichangepos)

BOA's greatest impact on climate change and the environment arises from its financing of businesses and activities, such as electric power generated from coal-burning plants, that emit substantial greenhouse gases (e.g., carbon dioxide) and other pollutants.

As a leading financial institution, BOA has adopted a goal of reducing direct greenhouse gas (GHG) emissions from its facilities by 9% and indirect GHGs within its energy & utility portfolio by 7%.

However, BOA continues to provide financing for companies engaged in mountain top removal (MTR) coal mining and for coal-fired electric power, which, in addition to having serious adverse impacts on communities, the environment, and public health, may also increase the long-term indirect GHG emissions within BOA's portfolio.

MTR devastates the environment. Forests are clear-cut, the top of mountains blasted away to reveal coal seams and the rubble dumped in the valleys below, filling streams and destroying water resources. Between 1992 and 2012, the US Environmental Protection Agency estimates MTR will have destroyed approximately 7% of Appalachian forests in coal mining regions studied. (http://www.epa.gov/Region3/mtntop/pdf/mtm-vf_fpeis_full-document.pdf)

Deforestation is the second leading source of GHG emissions worldwide. (http://www.gsfc.nasa.gov/gsfc/service/gallery/fact_sheets/earthsci/green.htm) The carbon in forests destroyed by MTR each year roughly equals the annual emissions from two 800 megawatt coal-fired power plants.

Coal-burning plants, which supply nearly half of U.S. electric power, are responsible for 80% of the nation's GHG emissions from this sector. Technology for capturing and sequestering carbon from coal-burning plants is in the pilot stage and not widely available. Uncertainties remain regarding leakage and impact on underground water sources.

Coal plants also release most of the sulfur dioxide, nitrogen oxide, particulate matter and mercury, which harms reproductive health and mental development in children.
(http://www.ucsusa.org/clean_energy/coalvswind/c02c.html)

Dr. James Hansen, a leading climate scientist at NASA's Goddard Space Center, has urged an immediate moratorium on the construction of new coal fired power plants in the U.S. as a priority to avoid triggering dangerous destabilization of the Earth's climate systems. (http://www.columbia.edu/~jeh1/dots_feb2007.ppt)

RESOLVED: Shareholders request that BOA's board of directors amend its GHG emissions policies to observe a moratorium on all financing, investment and further involvement in activities that support MTR coal mining or the construction of new coal-burning power plants that emit carbon dioxide.

Attachment 16
Amend Human Rights Policies - GMO

WHEREAS:

DuPont has a Human Rights Policy posted on the company website;

DuPont is one of the largest seed companies in the world;

DuPont's patents on seeds, if enforced, could restrict traditional seed sharing.

The International Treaty on Plant Genetic Resources for Food and Agriculture ("the Law of the Seed") governs the exchange of crop seeds for research and plant breeding; The Treaty includes provisions for Farmers' Rights and is mandated to guarantee an equitable flow of financial benefits to developing countries. Without funding for core administrative services of the Treaty, farmers and developing countries can have no confidence that there is equity in the system; The 115 member governments have failed to commit funding to support in situ ("on-farm") seed conservation in the global South.

Farmers undertake the overwhelming majority of the world's seed conservation and plant breeding. The Union for the Protection of New Plant Varieties (the Geneva-based intergovernmental body that oversees intellectual property related to plant varieties) reported that breeders had only "protected" 70,000 varieties in recent decades. (11/1/07) According to ETC Group, farmers breed and adapt more than one million varieties every year.

DuPont, on its website, recognizes the biodiversity and agronomic benefits of seed sharing, yet its policy for enforcement of seed patents within agricultural communities is unclear.

DuPont has taken action against patent infringement of its products such as non-ozone depleting refrigerants.

RESOLVED:

Shareholders request the Board to review and amend the DuPont Human Rights Policy, to include respect for and adherence to seed saving rights of traditional agricultural communities.

We request the Board to prepare a report to shareholders, prepared at reasonable expense and omitting proprietary information, on the above policy and its implementation within six months of the 2008 annual meeting.

Policy support for Attachments 1 and 2

Resolution Number:	1991-A099	Printable Version
Title:	Call for a System of Universal Access to Health Care	
Legislative Action Taken:	Concurred As Submitted	
Final Text:		

Resolved, the House of Deputies concurring, **That the 70th General Convention decries the inequitable health care delivery system of the United States of America and calls upon the President, the Congress, Governors and other leaders to devise a system of universal access for the people of our country.**

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 610.

Policy support for Attachments 5 and 6

Resolution Number:	2006-C018	Printable Version
Title:	Recognize Global Warming and Reaffirm Church's Environmental Responsibility	
Legislative Action Taken:	Concurred as Amended	
Final Text:		

Resolved, **That the 75th General Convention of The Episcopal Church recognize that the use of fossil fuels harms air quality and public health and is contributing to changes in the global climate that threaten the lives and livelihoods of our neighbors around the world;** and be it further

Resolved, **That the Convention affirm that our Christian response to global warming is a deeply moral and spiritual issue;** and be it further

Resolved, **That the Convention reaffirm Resolution 1991–A195, adopted by the 70th General Convention, declaring that Christian Stewardship of God's created environment, in harmony with our respect for human dignity, requires response from the Church of the highest urgency;** and be it further

Resolved, **That the Convention reaffirm Resolution 2000–D022 (MDGs and the ONE Episcopalian Campaign), adopted by the 73rd General Convention, encouraging all members, congregations, dioceses, and other church institutions to use environmentally safe and sustainable energy sources;** and be it further

Resolved, **That the Convention acknowledge with praise and appreciation the work of Interfaith Power and Light, a non-profit initiative that helps congregations, religious institutions and others work for a more just, sustainable and healthier Creation (website of Interfaith Power and Light – www.theregenerationproject.org);** and be it further

Resolved, **That the Convention encourage all members, congregations, dioceses, and other church institutions to consider prayerfully whether to partner with Interfaith Power and Light by incorporating respect and care for Creation into programs of worship and education, by reducing energy use through conservation and increased efficiency, and by replacing consumption of fossil fuels with energy from renewable resources.**

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), pp. 484-485.

Policy support for Attachment 11

Resolution Number:	2000-C043	Printable Version
Title:	Affirm and Endorse The Cambridge Accord	
Legislative Action Taken:	Concurred as Amended	
Final Text:		

Resolved, **That the 73rd General Convention of the Episcopal Church affirm and endorse the Cambridge Accord of October 1, 1999 and urge all members of the House of Bishops to affix their names to the Accord, the text of which follows.**

THE CAMBRIDGE ACCORD

In the name of God, we, the bishops of the Anglican Communion who have affixed our names to this Accord, publish it as a statement of our shared opinion in regard to all persons who are homosexual. We affirm that while we may have contrasting views on the Biblical, theological, and moral issues surrounding homosexuality, on these three points we are in one Accord:

- **That no homosexual person should ever be deprived of liberty, personal property, or civil rights because of his or her sexual orientation.**
- **That all acts of violence, oppression, and degradation against homosexual persons are wrong and cannot be sanctioned by an appeal to the Christian faith.**
- **That every human being is created equal in the eyes of God and therefore deserves to be treated with dignity and respect.**

We appeal to people of good conscience from every nation and religious creed to join us in embracing this simple Accord as our global claim to human rights not only for homosexual men and women, but for all God's people.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 565f.

Policy support for Attachment 12

EXC101995.34 **Support for Affirmative Action**

Committee: Program (report 18)

Citation: *Executive Council Minutes*, Oct. 30-Nov. 3, 1995, Birmingham, AL, pp. 62-63.

Resolved, That the Executive Council reaffirm our denomination's support for all public and private efforts to end discrimination in employment, rededicate itself to affirmative action and fair employment practices at all levels of the church, and protest against political movements and leaders seeking to end affirmative action as expressed in 1994 General Convention Resolution D-136 (attached); and be it further

Resolved, That the Presiding Bishop send a letter with this resolution to President Clinton and to the leadership of the Senate and House of Representatives and to all Episcopal members of Congress and State Governors to urge their continued support for public policies that have done much to reduce discrimination in our society and that are still needed.

Policy support for Attachment 13

EXC062002.13 **Reaffirmation of Sudan Peace Policy**

Committee: International Concerns (report 26)

Citation: *Executive Council Minutes*, Jun. 10-13, 2002, Durham, NH, pp. 14-15.

Resolved, That the Executive Council, meeting in Durham, New Hampshire, June 10-13, 2002 reaffirms its existing Sudan policy of the 2000 General Convention (A130) and the resolution adopted by the Executive Council on October 17, 2001 in Jacksonville, FL; and be it further

Resolved, That the Executive Council is committed to monitoring the peace process in Sudan to ensure that the Episcopal Church supports policies consistent with a just and fair peace and the aspirations of our Church partners; and be it further

Resolved, That the Executive Council commends The Rev. John C. Danforth from Missouri and special envoy for the United States, for his efforts in helping to bring about a cease-fire in the Nuba Mountain region of Sudan, as well as the adoption by the warring parties of related “confidence building” measures intended to reduce civilian deaths and disease; and be it further

Resolved, That the Executive Council joins Senator Danforth in urging the United States Government to increase its involvement in bringing about meaningful peace negotiations between the Government of Sudan and the Sudanese Peoples’ Liberation Movement, with a particular emphasis on:

Bringing about an early cease fire in the Upper Nile region, particularly in the oil producing and oil exploration areas where heavy fighting and government-sponsored ethnic cleansing have taken place over the past several years;

Protecting the legitimate rights of the southern Sudanese to oil and water resources in their part of Sudan against unjust exploitation by the Government of Sudan, third countries, and foreign commercial interests

Stopping religious persecution by the Government of Sudan and its militias

Assuring that Sharia law is not imposed on southern Sudan or on Christians elsewhere in Sudan.

ATTACHMENT C

Transformation and hope:
A message from Executive Council, February 14, 2008

The Executive Council of The Episcopal Church, meeting in Quito, Ecuador, February 11-14, 2008, rejoices in the signs of transformation in the Diocese of Central Ecuador, Province IX of the Episcopal Church.

We are gratified to see the rebirth of hope for the people of this Diocese, which has emerged revitalized from the necessary inhibition and deposition of its bishop and a re-structuring of the diocese under the leadership of Bishop Wilfrido Ramos-Orench, appointed by the House of Bishops as Provisional Bishop.

The Rev. Israel Batista, a Methodist minister and general secretary of the Latin American Council of Churches, challenged us to claim our voice as Episcopalians in Latin America, a region characterized by ethnic and linguistic diversity and population mobility fueled by social unrest. He observed that The Episcopal Church provides a unique space for those who appreciate the stability of catholic tradition and structure, while sharing in the Gospel-centered social concerns of marginalized peoples.

On Tuesday, members of Executive Council were privileged to witness the transformative effects of a church organizing to serve the least among us.
We visited various diocesan ministries, including churches, a health clinic, a school, an organic farm, a center for Colombian refugees, the diocesan offices and seminary, and ministries with indigenous peoples.

The transformation we have witnessed in the Diocese of Central Ecuador gives us hope in light of the attempt of the Bishop and Convention of the Diocese of San Joaquin to remove their diocese from The Episcopal Church and transfer it to another province in the Anglican Communion.

We are deeply concerned for those who are members of The Episcopal Church but now find themselves in parishes or dioceses attempting to depart. To the members of The Episcopal Diocese of San Joaquin, know we stand with you. Your struggles and needs inform our prayers, deliberations, and plans. This is a new and unfamiliar landscape for all of us. We stand with you and commit ourselves to provide pastoral care, to aid in re-organization, and to support legal actions necessary to retain the assets of the diocese for ministry. We will hold clergy leaders accountable to their vows to uphold the doctrine, discipline and worship of this Church, and lay leadership accountable to the fiduciary responsibilities of the offices they hold. Up to $500,000 of income from trust funds will be made available in the calendar year 2008 to support the mission work of the Diocese of San Joaquin and similarly situated dioceses.

Regarding the financial health of The Episcopal Church, we learned that in a time of economic recession, Episcopalians have demonstrated a renewed commitment to stewardship with an anticipated 4 percent increase in diocesan commitments and an excess of resources over expenses for 2007.

The budget approved for 2008 reflects these increases in diocesan commitments and for that we are grateful. Appropriations for block grants, covenant relationships and most other mission programs will continue at GC approved levels or higher in 2008. Over $1 million in new bequests for the support of the mission of The Episcopal Church were reported .

Executive Council has made a commitment to meet in every province of The Episcopal Church. We give thanks for this opportunity to observe firsthand the faithfulness of the Diocese of Central Ecuador and Province IX, to receive their enthusiastic welcome and to share in their witness to transformation and hope.

The Archives of the Episcopal Church
Research Report: History of the Executive Council
February 5, 2008

The Executive Council is largely a twentieth century response to the growth in the number of congregations and jurisdictions of the Episcopal Church at home and abroad. It came into being during a period of national enthusiasm led by corporations and government to create efficient bureaucracies through central control and planning. The Church was ripe for experimentation and reform. By 1910, three independent boards of the General Convention were operating to advance the central mission concerns of the Church. The (DFMS) Board of Missions was the lead organization, enacted by canon in 1877 as the official mission (church planting and evangelism) arm of the General Convention. General Convention had also established and funded the General Board of Religious Education, and the Social Service Commission, which carried out the Church's domestic social ministries. These entities were all administered separately with each receiving its own budget from the General Convention.

In 1916 the General Convention's Joint Commission on Missionary Organization and Administration recommended several fundamental changes to the organization of the national church. Although these changes were not adopted in 1916, they reflected a growing consensus for a more unified approach to mission work, religious education, and social services, as well as for greater involvement of the Presiding Bishop in these matters. The 1916 Convention requested that the Board of Missions bring to the next General Convention a detailed, comprehensive budget of expenditures for the new triennium. This proved to be a transformative request that led the Board of Missions to develop a comprehensive plan for church missions. The Board invited the General Board of Religious Education and the Social Service Commission to collaborate and present one program to the General Convention; that program later became known as the "Nation Wide Campaign" of 1919. The success of this combined initiative encouraged support for the passage of the canon that created an executive council for the Episcopal Church.

The three independent boards went out of existence on December 31, 1919 and the new entity called, "the Presiding Bishop and Council" took effect on January 1, 1920. The Council included 24 members total, sixteen of whom were elected by the General Convention (four bishops, four presbyters, and eight lay persons). The Provincial Synods each elected one representative to Council. There were also provisions to elect a First and Second Vice-President of Council, as well as a Secretary, with the Treasurer of the Domestic and Foreign Missionary Society also serving as Treasurer of the Council.

The General Convention of 1919 was also the first to call for the election of a Presiding Bishop, rather than continuing the selection of this office by seniority. John Gardner Murray of Maryland was the first Presiding Bishop to be elected in 1926. The Council initially provided for the creation of five departments, each with its own advisory committee: Mission and Church Extension, Religious Education, Christian Social Service, Finance, and Publicity. The Presiding Bishop would serve as Chairperson, *ex officio,* of each department. In addition to several further reforms to the new Council model, the 1922 General Convention passed a provision to change the name to the National Council. The Presiding Bishop was also given the power to appoint a Vice-President to serve the National Council.

Tension and misgivings surrounded the move to a centralized authority outside of the General Convention. The General Convention continued to experiment with the make-up of the executive council. In 1934, the Presiding Bishop was removed as "executive and administrative head" of the National Council to be replaced by a president elected by the House of Deputies and confirmed by the House of Bishops. The Presiding Bishop would continue to serve as *ex officio* chairperson of the National Council and to preside at meetings when present. This Convention also provided for the representation of four members of the Women's Auxiliary on National Council. The election of a Council president, however, was short-lived. The 1937 General Convention returned the officers of the National Council back to the 1922 canonical structure of Presiding Bishop, two Vice-Presidents, a Secretary, and Treasurer, and made further changes in 1940 to allow for "one or more Vice-Presidents."

This period in the institutional history of the Episcopal Church saw important changes to the office of the Presiding Bishop. The General Convention of 1943 passed a canon that required the Presiding Bishop to resign his jurisdiction upon assuming office. Henry Knox Sherrill became Presiding Bishop in 1947 under this new rule. He crafted his episcopate to conform closely to the 1925 General Convention concept of a Presiding Bishop as a chief executive officer whose primary focus is on the prosecution of the Church's mission. Although Sherrill received wide praise for his efficient and effective work on behalf of the national church, concerns mounted about the administrative demands on the office the uncertain role of the Presiding Bishop in defining the direction of the Church. The existence of multiple departmental committees alongside an executive council preserved some of the old Board of Mission structure, but led to an unwieldy and non-responsive bureaucracy. These ongoing tensions – which emerged with centralization in 1919 – reached a boiling point in the highly strained social atmosphere of the 1960s.

The changes to the executive offices and the council that were proposed in the 1960s were brought on by a confluence of important external and internal forces, especially governance roles for women, liturgical reform, and African American Episcopalians. The 1961 General Convention began the decade emblematically by allowing the newly constituted (and independent) Episcopal Churchwomen to elect the four seats on the National Council previously reserved for the Women's Auxiliary. Recognizing the reality of the post-war end of the colonial system, the National Council in 1964 proposed renaming itself the "Executive Council," and General Convention adopted this change as more appropriate to a body that included several independent nations of South America and Asia. That same year General Convention expanded its elected representation on Council from 16 to 22.

The structural changes were brought poignantly into the open by a discussion that seemed to be centered in the House of Bishops about the nature of authority in the Church. At the 1964 General Convention, in response to a pastoral letter by Presiding Bishop Lichtenberger, the House of Bishops brought forward a resolution in the form of a statement entitled, "The Levels of Authority Within the Church." The House of Deputies concurred on the resolution without amendment, commenting only on its unnecessary length. The resolution identified four levels of authority within the Episcopal Church: (1) Scripture, the Creeds, and the resolutions of General Convention; (2) the House of Bishops; (3) the Presiding Bishop and Executive Council; and (4) the officers and staff of the

Executive Council. The Presiding Bishop and Executive Council were placed under the authority of the General Convention and House of Bishops, but recognizing the fast-moving pace of modern life, they were given a distinct role to "speak God's word to his Church and to his world."

Coinciding with this trend was the Pan-Anglican Conference of 1963, which launched a call to every province to enter into a new dialogue on mission, which came to be known as Mutual Responsibility and Interdependence in the Body of Christ. Presiding Bishop Lichtenberger returned from this meeting of the primates of the Anglican Communion and charged a Committee on Mutual Responsibility to make a report to the General Convention of 1964. The report called for a renewal of the life and work of the Church and was enthusiastically greeted by the members of the General Convention. General Convention authorized the creation of a Mutual Responsibility Commission under the direction of the Presiding Bishop, which passed to John Hines because of Arthur Lichtenberger's terminal illness.

Hines appointed a Commission that produced an extensive report for the 1967 General Convention. The report was not so much about mission for renewal, but rather directed the Church's attention towards significant structural reorganization as a basis for renewal. This review looked specifically at the relationships between the Office of the Presiding Bishop, the General Convention, and the Executive Council. The Commission presented recommendations to the General Convention of 1967 that included several canonical and constitutional changes. The 1967 General Convention adopted a revision of several provisions of Canon 4, "Of the Executive Council." The canon reaffirmed the relationship between the General Convention and Executive Council with the following statements:

> (a). There shall be an Executive Council, whose duty it shall be to carry out the program and policies adopted by the General Convention. The Executive Council shall have charge of the unification, development, and prosecution of the Missionary, Educational, and Social Work of the Church and of such other work as may be committed to it by the General Convention.
>
> (b). The Executive Council shall be accountable to the General Convention and shall render a full report concerning the work with which it is charged to each meeting of the said Convention.

The elected members of the Executive Council were also increased to 24, (6 bishops, 6 presbyters, and 12 laymen). The Provincial Synods each continued to elect one representative. The Triennial Meeting of the Women of the Church would now nominate women for six seats to be elected by the General Convention. The Presiding Bishop was designated as Chairman, and the President of the House of Deputies as Vice-Chairman. The *ex officio* members of the Executive Council now included any Vice-Presidents that might exist as well as the Secretary and Treasurer.

While the Mutual Responsibility Commission presented an expansive view that the Executive Council could "act for" the General Convention, this view did not prevail, in part due to fears that the Executive Council could displace the historic role of the General Convention. The Mutual Responsibility Commission was more successful in outlining expectations for the office of the Presiding Bishop and defining the way in which the Presiding Bishop could be more responsible and involved in the national activities of the

Church, including primatial and pastoral responsibilities and election by the whole General Convention. Some of the recommendations for the Presiding Bishop were to appear at the meetings of the House of Deputies, to initiate the policy and strategy of the national church, and to serve as an *ex officio* member of all joint committees and commissions. Interestingly, the report also for the first time mentioned that the President of the House of Deputies would serve as Vice-Chair of Executive Council and be, "structured into those essential elements of our national life where the relationship is now non-existent or haphazard."

With the election of Bishop Hines, the office of Presiding Bishop and the Executive Council took on an activist leadership role that in many ways addressed the issues of the times, but traveled far ahead of General Convention and the local church. This was epitomized in the 1967 General Convention Special Program (GCSP) and the 1969 Special General Convention. Hines, in consultation with elected members of the Executive Council, set up a special unit of the Council to administer the program of the GCSP, which was not rooted in local church connections and grew rapidly unpopular, resulting in diminished revenues for the Church and eventually the discontinuation of the GCSP. During this period, Executive Council was expanded to introduce diversity by including six additional representatives to Council who would serve until the 1970 General Convention: two youth between the ages of 18 and 30, and four minority representatives. Two of these four were to be nominated by the Union of Black Clergy and Laity.

In 1970 the General Convention repealed the additional seats that had been reserved for women, racial and ethnic minorities, and young people. The Convention set the number of elected positions on the Executive Council at 30, (6 bishops, 6 presbyters, and 18 lay persons). The Provincial Synods continued to be allowed a representative on the Executive Council, but *ex officio* members were reduced to two: the Presiding Bishop and President of the House of Deputies. In part a reaction to the controversies that existed during his tenure, Hines announced his early retirement from the office of Presiding Bishop in 1972.

The 1976 General Convention instituted several additional reforms to the structure of the Executive Council. The proportion of representatives of the Provincial synods was increased to include one presbyter and lay person, and the Secretary of the General Convention was made *ex officio* Secretary of the Executive Council. The tension between executive leadership and the Church's legislative synod that first appeared with the creation of an executive council in 1919 did not disappear after the Hines years. A balance seemed to be achieved, however, as few structural changes took place after 1976. One might speculate that the creative tensions between General Convention and the executive shifted to the Executive Council itself, which became a more representative body. Thus, for example, Bishop Allin was immediately challenged by his own Executive Council, when he called for a "Venture in Mission" to renew the church's focus on outward mission rather than towards a destructive inwardness.