

Minutes of Executive Council
21-24 October 2011
Hilton Salt Lake City

After Morning Prayer the Chair, the Most Rev'd Katharine Jefferts Schori, convened Executive Council [hereafter EC]. She called on the Secretary, the Rev'd Canon Dr Gregory Straub, to call the roll and to make announcements.

All present unless otherwise noted:

Katharine Jefferts Schori, Chair
Bonnie Anderson, Vice Chair

David Alvarez
Tim Anderson
Rosalie Ballentine
Hisako Beasley
Jon Bruno
Sarah Dylan Breuer
Stephanie Cheney
Brian Cole
Jane Cosby - excused
Lee Alison Crawford
Blanca Echeverry
Butch Gamarra - excused
Martha Gardner
Bruce Garner
Anita George
Wendell Gibbs
Del Glover
Joyce Hardy – arrived late
Betty Jo Harris – excused

Mark Harris
Angela Helt – arrived late
Mark Hollingsworth
Stephen Hutchinson
Gay Jennings
Bryan Krislock
Lelanda Lee
Cristobel Leon – excused
Vycke McEwen
Francisco Quiñones
Silvestre Romero - excused
Katie Sherrod – arrived late
Jim Simons
Terry Star
Deborah Stokes
Fredrica Harris Thompsett
Winnie Varghese
Anne Watkins
Sandye Wilson

Ex Officio:
Stacy Sauls, Vice President
Gregory Straub, Secretary
Kurt Barnes, Treasurer

Canadian Partner:
James Cowan
Lutheran Partner:
Kathryn Tiede

The Chair called on the Secretary for amendments to the agenda. The Rev'd Canon Brian Cole moved the Secretary's proposed amendments. The motion was duly seconded, and the amended agenda was approved.

The Chair called for corrections to the minutes of the June meeting. Ms Lelanda Lee corrected a reference on page 12, GAM014. The correct citation is I.4.2.(e). Mr Bruce Garner moved to approve the amended minutes. The motion was duly seconded and carried.

The Chair gave opening remarks. She said budgets are moral documents. She said the budget reflects Council's understanding of The Episcopal Church's [hereafter TEC] part of God's mission. Budgets, she said, should reflect TEC's best understanding of God's mission. She said Jesus demonstrated a preferential option for the poor and baptizing and teaching others about the reign of God. She asked Council to remember the Five Marks of Mission, which General

Convention by resolution asked the Joint Standing Committee on Program, Budget & Finance [hereafter PB&F] and EC to ground the church's budget in 2013-2015. She gave examples of TEC's work in each of the five areas. She said budgets should reflect commitment to mission. She warned that the number of dollars allocated does not equate with the value of an area of mission, and that one part of the budget should not be judged against another part. She asked if the budget could be a source of vision for the church and the world. She challenged EC to be a visionary, not a regulatory, body. She asked if the church could surrender its "sacred cows."

The Vice Chair, Canon Dr Bonnie Anderson, acknowledged and welcomed the Rt Rev'd Stacy Sauls as Chief Operating Officer. She gave thanks for the life and ministry of Dr Pamela Chinnis and named her as a personal role model. She paid tribute to Sr Margaret Hawk of the Church Army as another model for mission. She said the structures of governance work well. She opined that the church's mission takes place best on the diocesan and parish levels. She gave examples of the structure working well: the GAM009 Consultation; the PB&F orientation meeting; the mission-oriented resolutions from dioceses; and the Executive Committee [hereafter ExCom] development of a draft proposed budget. She noted that a 1.2% decline in diocesan support forecast for 2011 had turned into a 1.9% decline. She said over 50% of the church's budget goes into staff salaries and benefits at The Episcopal Church Center [hereafter ECC], while less than 8% supports the General Convention [hereafter GC], EC and the Committees, Commissions, Agencies and Boards [hereafter CCABs]. She worried about Bp Sauls' offering his proposal for restructuring the church to the House of Bishops and to the ECC staff before offering it to EC. She gave examples of GC making decisions on major issues at its regular meetings. She said the church needed time for conversation about mission before changing the church's structure.

Bp Sauls gave opening remarks. He thanked the Chair for his appointment and EC for advising and consenting to it. He said he had challenged bishops about a disturbing incivility in their conversation. He said he also challenged EC on this. He cited a need for critical structural reform. He juxtaposed risk with adventure. He said his proposal to the House of Bishops invited all the baptized to have a conversation about mission and how to structure TEC for it. He also proposed suggestions for accomplishing this. He apologized to the Vice Chair for not having informed her of the one new item in his presentation: a model resolution for discussion by local groups. He said his e-mail indicated that affirmations outnumbered criticisms. He thanked the Rev'd Gay Jennings for scheduling an informal discussion with EC. He said he did not use the term "Church Center Staff," because he said he believed it demeaned what its members do. He said the staff was the staff of the Domestic & Foreign Missionary Society [hereafter DFMS]. He said staff morale had been a problem. Were its members bureaucrats or missionaries? He opined that staff members were not passive victims of others answering this question for them. He said there would be a staff gathering in January for which three dream teams would reimagine how to do work in a new way. He advocated that staff take one half day each week to meet the poor. He said he was committed to revitalizing chapel life. He had set himself the goal of meeting each member of the staff individually. He updated EC on vacant positions. He said the Spirituality of Philanthropy conference had been well received and the Everyone Everywhere conference had been a phenomenal event.

After a break the Chair called on Ms Lee and the Rev'd Canon Mark Harris to present the first draft of EC's Blue Book report. Canon Harris introduced Ms Sarita Redd, President of the United Thank Offering board. Ms Lee announced that the Writing Committee for individual EC meetings constituted the writing team for the Blue Book report. The writing team was Dr Katie Sherrod, Canon Harris and herself. She announced she would post a draft of the report on EC's Extranet site by Saturday morning for consideration on Monday. She announced she had

received all committee reports save from the Joint Standing Committee on Governance & Administration for Mission [hereafter GAM] and the Executive Council Committee on Indigenous Ministries [hereafter ECCIM].

The Chair called on Mr Jim Morrison and Ms Patti Christensen of the Church Pension Group [hereafter CPG] for a report on the Lay Pension Plan (posted on EC's Extranet site). Dr Delbert Glover asked for the canonical citation for the plan. Ms Christensen said it was in Canon I.8. Mr Glover reported that some schools were having a challenge complying. Ms Christensen replied that the determination of whether or not an institution were under the authority of the church would be made by dioceses. The Rt Rev'd Jon Bruno asked if the canon applied to Province IX. She said there was a task force investigating lay pensions in Province IX and read an update from it. Bp Bruno asked if there were a vehicle for transferring assets in another retirement system to CPG. Ms Christensen replied that CPG could work with an employer to transfer assets. Bp Bruno asked if lay pensions and clergy pensions were separate and not combinable. Ms Christensen replied that they were completely separate. Ms Martha Gardner informed EC that a report with additional information in English and Spanish had been posted to EC's Extranet site.

The Chair called on the Anti-Racism Committee. Ms Lee spoke for the committee, whose other members are Dr Anita George and the Ven. Joyce Hardy. She announced that Process Observation forms for this meeting were available on a table in the plenary room and that there were enough forms for daily observation, if members wished. She said that a transcription of last meeting's forms had been sent to members and staff. She asked for greater participation. She asked members to make personal observations, because justice issues were hard to articulate. She said EC needed to hear minority views and to honor them.

The Chair called on Steven Hutchinson, Esq. and Ms Vycke McEwen for board development. Mr Hutchinson and Ms McEwen gave a report by PowerPoint, which is posted on the Executive Council Extranet site.

The Chair recessed EC for Holy Eucharist at 11:25.

The afternoon was spent in committee meetings. After dinner there was an informal presentation of the 2012 budget by the Treasurer, Mr Kurt Barnes, and a "meet and greet" with Bp Sauls and Canon Samuel McDonald, the Deputy Chief Operating Officer and Director of Mission.

On Saturday morning, 22 October, after Morning Prayer, Council resumed meeting in committee.

After lunch the Chair reconvened EC at 2:00 pm. She announced that the Rt Rev'd Bertram Herlong, resigned Bishop of Tennessee, had died. She read a note from the Rev'd Canon Dr Mary June Nestler, who had brought a bouquet of flowers. Canon Nestler wished EC a good meeting on behalf of the bishop and staff of the Diocese of Utah. The Chair announced that the Dioceses of Fond du Lac and Eau Claire had voted for juncture.

The Chair introduced Dr Glover to explain the process for discussion of the triennial budget. He spoke of the work of the ExCom. He called attention to the Churchwide Ministry Survey Overview and Core Budget Principles [posted to the EC Extranet site]. He asked for EC's input. Dr Fredrica Harris Thompsett asked if the ExCom would work on the budget numbers. Dr Glover replied that the ExCom would do so in the next phase of budget preparation for EC's consideration at its next meeting in January. Canon Harris asked if EC would look at the survey and principles in turn. Dr Glover asked for guidance in deciding the most effective way of reviewing these documents. Canon Harris suggested looking at the core principles first. Dr

Glover responded that the ExCom had moved from the survey data to developing the principles and proposed EC do the same. He asked members to discuss the documents at their tables. Canon Cole, who also serves on PB&F, reported good energy at the ExCom's meeting in September and at PB&F's orientation in October and asked that EC exhibit the same level of energy in engaging these documents. Dr Glover asked table groups to discuss the survey and the principles.

After table groups had had time to review the documents Dr Glover asked for comments. The Rev'd Dr Lee Allison Crawford noted there was no mention of provinces in the Churchwide Survey. The Chair suggested provinces were subsumed under the category of "other structures." Ms McEwen said she thought "regional networks" might be where provinces played a role. The Rt Rev'd Wendell Gibbs asked how widely the survey had been disseminated, as he found the number of responses disappointing. The Chair reported that Dr Kirk Hadaway, Director of Research, had said 17% was a normal response rate for a short term, one time mailing. She noted that the survey had been taken in August when many were on vacation.

Ms Dylan Breuer said she was surprised by the low numbers for discernment and formation for ordained and lay ministry. She mused it was no wonder seminaries were in trouble. Mr Hutchinson said collaboration at multiple levels was lacking in the survey, but it was reflected in the principles. Dr Thompsett agreed. She said it was hard to see "how it's done" in the categories of the survey. Canon Harris said the first core principle referenced church, but that it could not be a reference to TEC. He asked, "What is the specific vocation of TEC"? Dr Thompsett noted the tension between efficiency and particularity. Both needed valuing, she said, but "interpersonal relationships were at the heart of TEC." The Chair called Dr Thompsett's attention to principle number five. She said "poor and marginalized" balanced "self sufficiency." Ms Gardner asked for intentional collaboration with the Evangelical Lutheran Church in America to be built into the principles.

The Chair asked, "What's missing?" The Rt Rev'd James Cowan said there was no reference to the Marks of Mission. The Chair asked if there were anything that didn't belong? Canon Harris suggested that church structures outside TEC be separated out in the budget strategies. He asked if the point meant that the church not support the Anglican Communion Office, the World Council of Churches or the National Council of Churches. He said TEC should be about this connectivity at the churchwide level. The Chair noted there had been conversation in ExCom about Anglican covenants. Ms Anne Watkins said the comment could be read as commitment to and engaging with, rather than withdrawing from, larger church commitments. Canon Stephanie Cheney asked what "form follows function" meant. Ms Jennings said it meant that structure served mission. Ms Lee said telling the story outside the numbers was missing. She said the budget should be narrative and give examples. Dr George supported Ms Lee. She said the budget as a "theological and moral document" would support narrative. She wondered how anti-racism work would be transposed into the budget. Dr Thompsett asked how the ExCom had been helped by this survey. She wondered if asking for information were part of the benefit.

The Vice Chair said the term "subsidiarity" had arisen in the GAM009 Consultation. Bp Cowan asked if the purpose of this afternoon's conversation were to affirm these documents as bases for forming the budget. The Chair responded that the ExCom was looking for input. Mr Garner suggested substituting full-time equivalents for dollars as a basis for budgeting. Ms Gardner asked what "consider other options" meant. The Chair said the Executive Committee had talked about offering a couple of different budgets or alternatives within a budget. Ms Gardner asked on what level structures would be studied. The Chair said the ExCom should not forget a groundswell of requests for structural reform. Ms Gardner proposed that funding for provincial

or diocesan work might mean monies from the GC budget. The Rev'd Terry Star asked where the Native American voice would be heard in this process. "How strongly will this document be used, as Native American ministry is not a major priority in the Survey?" The Chair said the results were skewed, but they did provide indicators. She said EC has been passionately committed to Native work. The Rev'd Canon Timothy Anderson called attention to the Strategic Planning Committee's larger survey of three years past. Bp Gibbs reminded EC that if TEC didn't take up work, it didn't mean it would be taken up on the local level and cited TEC's withdrawal from college chaplaincies, which had not been compensated for by dioceses/parishes. Canon Rosalie Simmonds Ballentine, referring to principle 7, said the budget was a theological and moral document and should be chief. Sra Blanca Echeverry wondered whether and how the budget would force dioceses to reorganize. The Chair responded that dioceses might be encouraged to share resources. Canon Harris referred to a model of episcopacy in which the bishop serve also in a parish. The Chair suggested having regional bishops like Yukon as another possibility. Bp Cowan said regional bishops had been tried in the Diocese of Arctic with three suffragans in charge of a parish and a region. He said the model had not worked well, and the bishops had been moved to areas where they had transportation. He said Toronto had regional bishops, and the bishop diocesan is accessible to the whole diocese. In Toronto the college of bishops took council on work in the diocese. Bp Bruno said the Diocese of Los Angeles had modeled itself on Toronto. He said there was a weekly meeting of the bishops. The Rt Rev'd Mark Hollingsworth said the results of the survey were not surprising. He said principle 4 stands out. He said it had become increasingly difficult to discern at which level ministry is operative. He noted that 70% of congregations had fewer than 100 members and that TEC was a denomination of small congregations. He said the church's expectations were that small churches operated like large ones and small dioceses, like large ones. He asked EC to pay attention to expectations. He likened a diocese to a megachurch and parishes to cells.

The Rt Rev'd David Alvarez said principle 5 was too much inwardly directed. He said the church had lost its community presence, because of small congregations, declining membership and financial difficulties. He proposed amending principle 5 to read, "Churchwide and diocesan resources should be primarily directed toward socially transformative ministries in health, education and social services that are transformative within the church and society, especially attentive to the needy and marginalized." Bp Cowan, pointing to principle 7, said EC needed to develop a theological explanation for its budget. He cited the Canadian example of how not doing so was problematic. Ms Lee, citing core value 3, asked how do we let "all the Baptized" know their voices are being heard. She said we sometimes try to speak for "all the Baptized" and not listen to authentic voices. Ms Hisako Beasley said she was impressed by the work of the ExCom. She said the budget process was very different from last triennium.

Ms Watkins asked if there were a missing principle. She said the church should value the work of the baptized in the world, not just in the church. She said, "What we want is grounded, formed people." Ing. Francisco Quiñones asked, "What are the Baptized telling us are priorities for the budget? Where is the analysis of the survey?" Having served on PB&F, he said the joint standing committee had first listened to people for priorities, then prepared the budget. Ms McEwen said she liked the value of subsidiarity, but how would it play out in budget formation? She cited the example of Province VII creating a pool of money for funding work, instead of funding each of ten networks. The Chair called EC's attention to the Domestic Missionary Partnership, which shared out grants. Canon Cole said he had hoped the survey would say "do these things" and "don't do these things." He said EC needed to trust each other and to ask questions. The Chair said the Domestic Missionary Partnership worked, because the members trusted each other in sharing out resources.

Mr Hutchinson reported that when the Diocese of Utah gave grants, it wanted to see evidence of willingness and capacity. He said it was easy to become interested in a topic without knowing what could be done to make something happen.

The Chair asked the ExCom, “What do you need to hear?” Ms Jennings said members needed to hear about what might be eliminated to make room for other priorities. Dr Glover asked, “What can we do in different ways?” Ms Jennings said members seemed afraid to say that there were some things that could be reduced/eliminated. Ms Breuer suggested saving on consultants by producing resources using crowd sourcing. She said there were underutilized geniuses in TEC. Ms Lee said the church might not be able to afford the perfection of the past. “Good enough may be enough,” she said. Bp Hollingsworth said the budget was a practical document, and it needed to be really clear on what it conveyed to PB&F and GC. He asked that the ExCom look at how TEC did things as a whole church and encourage more local interdependence. He said provincial networks and collaboration were underutilized. Dr Crawford said the budget was not only theological and moral, but relational. She said pastoral considerations needed to be taken into account. Canon Cole said the budget was not just about money; it must be read in the light of its time and season. He said, “Episcopalians tend to fund dying things.” He asked the EC to remember young people. “What kind of church are we asking them to be part of?” Archdeacon Hardy said deacons were underutilized. Canon Ballentine asked what people were saying through the survey. “What do they want from the church? How can the church address what they want? And how boldly?” Canon Harris advocated for zero-based budgeting as a helpful exercise. He asked members to question where their passions and heart were. Sometimes, he said, ministries don’t depend on dollars devoted, but where people are passionate. “Will TEC recognize passionate persons?” The Rev’d Winnie Varghese said all areas funded in the budget were not reflected in the survey. She said, “Good stuff happens on the margins.” She asked what had happened to immigration, which rose to the top of concerns in EC’s exercise several years ago. “Why can’t the church glom onto good things already working that support core values?”

The Chair asked if EC had done what it needed to do. Dr Glover said it had been a stimulating exchange and thanked his colleagues. The Treasurer asked, “What comes next? Is the ExCom asking for adoption of revised strategies and principles?” Dr Glover said the ExCom would receive and react to notes taken by the Secretary and by Ms Nancy Caparulo. The Chair said the conversation had been helpful in building a budget. Ms Breuer said EC should thank God for all gifts it had been given and to ask for continued guidance. The Chair led EC in prayer.

The Secretary gave announcements. The Chair informed EC of arrangements for Bp Herlong’s funeral. The Chair recessed EC.

Monday, 24 October

After Morning Prayer the Chair reconvened Council. She called on Ms Jennings to give the report of the Joint Standing Committee on Governance & Administration for Mission [hereafter GAM].

Ms Jennings enumerated the reports GAM had heard: Executive Officer, Archivist, Liaison to the Standing Commission on Communication & Information Technology, Liaison to the Standing Commission on the Structure of the Church and Liaison to the Standing Commission on Constitution & Canons. She thanked Mr Hutchinson and Ms McEwen for their work on the Board Development Subcommittee. She informed EC that Ms McEwen, Bp Sauls and the Rev’d Canon Dr Sandye Wilson would continue to work on enhancing the relationship between EC and

DFMS Staff. She informed EC of work in progress: HR policies and procedures; conflicts of interest policy; policies and policy management; and legal services for DFMS.

Ms Jennings moved adoption of GAM016.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: FUNDING FOR EXECUTIVE COUNCIL AT GENERAL CONVENTION

Resolved, That the Executive Council adopt the following policy for funding attendance of members of Council at the 77th General Convention of the Episcopal Church:

- Preference be given to funding members of the Class of 2015, who are willing and able to undertake voluntary assignments; and
- Should this preference leave funding available, that additional members be funded who are alternate deputies to General Convention.

Explanation

The 76th General Convention approved only \$18,200 to fund the attendance of members of Executive Council who are not clerical or lay deputies to the 77th General Convention. There are twelve members of Council, who are not bishops, deputies or first alternate deputies. This amount of money will fund only seven members of Council to attend General Convention. The resolution would preference funding members of the continuing class, who will have to carry out the program adopted by General Convention and who are able to undertake volunteer tasks, like serving as a legislative aide. If funding remains, the policy would next preference members who are alternate deputies to the General Convention.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM017.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.3 Article III TO CLARIFY TITLES OF COO AND CFO

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, House of _____ concurring, That Canon I.3. Article III be amended to read:

ARTICLE III The officers of the Society shall be a President, Vice Presidents, a Secretary, a Treasurer, and such other officers as may be appointed in accordance with the Canons or By-Laws. The Presiding Bishop of the Church shall be the President of the Society; one Vice President shall be the person who is the President of the House of Deputies; and one Vice President shall be the person who is the ~~executive director~~ Chief Operating Officer; the Treasurer shall be the person who is the Chief Financial Officer of the Executive Council; and the Secretary shall be the person who is the Secretary of the Executive Council, and shall have such powers and perform such duties as may be assigned by the By-Laws. The other officers of the Society shall be such as are provided for by the By-Laws of the Society. The tenure of

office, compensation, powers, and duties of the officers of the Society shall be such as are prescribed by the Canons and by the By-laws of the Society not inconsistent therewith.

Explanation

Cleans up the language from the intended revisions in 1997.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM018.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.4.1(c) to clarify titles of COO and CFO

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Title I.4.1(c) be amended to read:

- (c) The Executive Council shall be composed (a) of twenty members elected by the General Convention, of whom four shall be Bishops, four shall be Presbyters or Deacons, and twelve shall be Lay Persons who are confirmed adult communicants in good standing (two Bishops, two Presbyters or Deacons, and six Lay Persons to be elected by each subsequent regular meeting of the General Convention); (b) of eighteen members elected by the Provincial Synods; (c) of the following ex officii members: the Presiding Bishop and the President of the House of Deputies; and (d) ~~the Vice President~~ the Chief Operating Officer, the Secretary, the Treasurer of the General Convention and the Chief Financial Officer ~~the Treasurer of the Executive Council~~, who shall have seat and voice but no vote. Each Province shall be entitled to be represented by one Bishop or Presbyter or Deacon canonically resident in a Diocese which is a constituent member of the Province and by one Lay Person who is a confirmed adult communicant in good standing of a Diocese which is a constituent member of the Province, and the terms of the representatives of each Province shall be so rotated that two persons shall not be simultaneously elected for equal terms.

Explanation

Cleans up language from the intended revisions of 1997.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM019.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.4.3(d) to clarify title of COO

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Canon I.4.3(d) be amended as follows:

The ~~Chair of Executive Council Presiding Bishop~~ shall appoint, with the advice and consent of a majority of the Executive Council, an ~~executive director~~ Chief Operating Officer, who shall be an adult confirmed communicant in good standing or a member of the clergy of this Church in good standing ~~who shall be the chief operating officer and~~ who shall serve at the pleasure of the ~~Chair of Executive Council Presiding Bishop~~ and be accountable to the Chair of Executive Council Presiding Bishop. If a vacancy should occur in the office of the ~~executive director~~ Chief Operating Officer, a successor shall be appointed in like manner.

Explanation

Cleans up the language from the intended revisions of 1997.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM020.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.1.13 – Accountability of Executive Officer

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Canon I.1.13 be amended as follows:

Sec. 13. (a) There shall be an Executive Office of the General Convention, to be headed by a General Convention Executive Officer to be appointed jointly by the Presiding Bishop and the President of the House of Deputies with the advice and consent of the Executive Council. The Executive Officer shall report to and serve at the pleasure of the Executive Council.

(b) The Executive Office of the General Convention shall include the functions of the Secretary and the Treasurer of the General Convention and those of the Manager of the General Convention and, if the several positions are filled by different persons, such officers shall serve under the general supervision of the General Convention Executive Officer, who shall also coordinate the work of the Committees, Commissions, Boards and Agencies funded by the General Convention Expense Budget.

Explanation

Currently there is no provision for the Executive Officer to be removed. There needs to be a mechanism to remove this officer.

The Treasurer asked who would do the annual review and evaluation of the Executive Officer. “Not 36 people?” The Secretary proposed that GAM determine how best EC might monitor accountability of the Executive Officer. Bp Bruno asked if the Executive Officer were jointly appointed, could not the Presiding Bishop and the President of the House of Deputies dismiss him/her? The Chair responded that they could not. Bp Gibbs asked if the Executive Officer were elected. Ms Jennings responded that the Executive Officer is appointed, while the Secretary of the GC is elected. The resolution was adopted unanimously.

Ms Jennings said GAM was continuing discussion of the accountability of the Chief Operating Officer and the Chief Financial Officer.

Ms Jennings moved adoption of GAM021.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.1.1(b) – Filling Vacancy in Office of Vice President of House of Deputies

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Canon I.1.1(b) be amended as follows:

(b) There shall be a President and a Vice-President of the House of Deputies, who shall perform the duties normally appropriate to their respective offices or specified in these Canons. They shall be elected not later than the seventh day of each regular meeting of the General Convention in the manner herein set forth. The House of Deputies shall elect from its membership, by a majority of separate ballots, a President and a Vice-President, who shall be of different orders. Such officers shall take office at the adjournment of the regular meeting at which they are elected, and shall continue in office until the adjournment of the following regular meeting of the General Convention. They shall be and remain *ex officio* members of the House during their term of office. No person elected President or Vice-President shall be eligible for more than three consecutive full terms in each respective office. In case of resignation, death, absence, or inability, of the President, the Vice-President shall perform the duties of the office until the adjournment of the next meeting of the General Convention. ~~a new President is elected.~~ In case of resignation, death, absence, or inability of the Vice-President, the President shall appoint a Deputy of the opposite order, upon the advice and consent of the lay and clerical members of the Executive Council, who shall serve until the adjournment of the next meeting of the General Convention. The President shall be authorized to appoint an Advisory Council for consultation and advice in the performance of the duties of the office. The President may also appoint a Chancellor to the President, a confirmed adult communicant of the Church in good standing who is learned in both ecclesiastical and secular law, to serve so long as the President may desire, as counselor in matters relating to the discharge of the responsibilities of that office.

Explanation

Currently there is no provision to fill the office of the Vice-President of the House of Deputies in the case of a vacancy. For the good order of the House of Deputies, it is important that both offices – President and Vice-President – be filled.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM022.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.4.3(g) - Executive Council member serving on Audit Committee

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Canon I.4.3(g) is amended as follow:

(g) Upon joint nomination of the Chair and Vice Chair, the Executive Council shall elect a Joint Audit Committee of the Council and the Domestic and Foreign Missionary Society. The Committee shall be composed of 6 members, one of whom shall be a member of the Executive Council Standing Committee with primary responsibility for financial matters ~~the Executive Council's Committee on Administration & Finance~~, one from the membership of the Joint Standing Committee on Program, Budget and Finance, and the remaining four shall be members of the Church-at-large, having experience in general business practices. The members shall serve for a term of three years beginning on January 1 following a regular meeting of the General Convention or immediately following their appointment, whichever comes later, and continue until a successor is appointed, and may serve two consecutive terms, after which a full triennium must elapse before being eligible for re-election. The Chair and Vice-Chair of Council shall designate the Chair of the Committee from among its members. The Audit Committee shall regularly review the financial statements relating to all funds under the management or control of the Council and the Society and shall report thereon at least annually to the Council and the Society. Upon recommendation of the Audit Committee, the Executive Council shall employ on behalf of the Council and the Society an independent Certified Public Accountant firm to audit annually all accounts under the management or control of the Council and Society. After receipt of the annual audit, the Audit Committee shall recommend to the Council and Society what action to take as to any matters identified in the annual audit and accompanying management letter. The operations of the Audit Committee shall be set out in an Audit Committee Charter. The Audit Committee shall review, at least annually, the Committee's Charter and recommend any changes to the Executive Council for approval.

Explanation

Executive Council no longer has a Joint Standing Committee on Administration and Finance and may choose to modify its committee names in the future. This provides that flexibility and maintains the spirit of the resolution that a finance committee member be appointed to the audit committee.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM023.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: FINANCIAL OVERSIGHT AND BUDGET PROCESS

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That the 77th General Convention direct the Standing Commission on the Structure of the Church to review, and recommend revisions to, Canons and the Joint Rules of Order regarding the financial oversight and budgeting processes of the Domestic and Foreign Missionary Society and The Episcopal Church.

The Treasurer asked if assigning the task to the Standing Commission on the Structure of the Church were not in conflict with the purview of the Audit Committee. Ms Jennings gave an example of a disconnect in the Joint Rules of Order and Canons: PB&F and EC are each given authority over the budget between meetings of the GC. Mr Garner asked if there should be a time set for a report back to GC. He moved to amend, adding “a report of this work to be made at the 78th GC.” The amendment was duly seconded, but failed to carry. The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM024.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Canon I.4.3(e) – Chief Financial Officer of Executive Council

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Canon I.4.3(e) be amended to read:

(e) Upon joint nomination of the Chair and Vice Chair, the Executive Council shall appoint a Chief Financial Officer of the Executive Council, who may, but need not, be the same person as the Treasurer of the General Convention and who shall report and be accountable to the Chair of Executive Council and shall serve at the pleasure of the Chair of the Executive Council. If a vacancy should occur in that office, a successor shall be appointed in like manner.

Explanation

“Chief Financial Officer” is the title currently used.

The Treasurer asked about accountability. Ms Jennings responded that the resolution did not change reporting to the Presiding Bishop. GAM, she said, was considering giving EC power to terminate the Chief Operating Officer and the Chief Financial Officer. Archdeacon Hardy asked if GAM would report back in April, not January. Ms Jennings said it would report back in April.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM025.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Joint Rule 10(a)

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, the House of _____ concurring, That Joint Rule 10(a) be amended as follows:

10. (a) There shall be a Joint Standing Committee on Program, Budget, and Finance, consisting of 27 persons being members of the General Convention (one Bishop, and two members of the

House of Deputies, either Lay or Clerical, from each Province), who shall be appointed not later than the fifteenth day of December following each regular Meeting of the General Convention, the Bishops to be appointed by the Presiding Bishop, the Deputies by the President of the House of Deputies.

The Secretary and the Treasurer of the General Convention and the Chief Financial Officer of Executive Council~~Treasurer of the Executive Council~~ shall be members ex officio, without vote.

The Joint Standing Committee may appoint advisers, from time to time, as its funds warrant, to assist the Joint Standing Committee with its work.

Explanation

“Chief Financial Officer” is the title currently used.

The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM026.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: Amend Rule of Order Section I - PUBLIC NOTICE

Resolved, That the Executive Council meeting in Salt Lake City amends its Rules of Order Section I by adding the following section:

13. Public Notice

The Secretary shall provide public notice of all meetings of the Executive Council by placing an announcement on the Church’s website.

Ms Gardner asked if GAM had had a discussion about the time of notice. Ms Jennings said it had not. Ms Gardner moved to amend, adding, “30 days before the meeting.” The motion to amend was duly seconded. Mr Bryan Krislock said a special meeting might not allow for 30 days’ notice. The amendment failed. The resolution was adopted unanimously.

Ms Jennings moved adoption of GAM027.

TO: Executive Council
FROM: JSC on Governance and Administration for Mission
DATE: October 23, 2011
RE: PROPOSED REVISION TO BY-LAWS – Article VIII Sec. 3

Resolved, That the Executive Council meeting in XXX amends Article VIII Section 3 of its Bylaws as follows:

Sec. 3 Joint Standing Committees Created by the Executive Council and the Domestic and Foreign Missionary Society

- (a) There are five Joint Standing Committees of the Executive Council and the Society.
- (b) There shall be a Joint Standing Committee on Governance and Administration ~~for~~ Mission of the Council and the Society, which shall be responsible for reporting to the Council and the Society and recommending action on all governance, administrative, or

- other such matters assigned to it from time to time by the Council, or the Society, or the Chair of the Council.
- (c) There shall be a Joint Standing Committee on Finances for Mission ~~of the Council and the Society~~, which shall be responsible for reporting to the Council and the Society and recommending action on all financial, budgetary, or other such matters assigned to it from time to time by the Council, or the Society, or the Chair of the Council.
 - (d) There shall be three Joint Standing Committees with a focus on the ministry and missional needs of the Church: Local Ministry and Mission, Advocacy and Networking for Mission, and World Mission. The work committed to the Council by General Convention and arising out of the mission and ministry needs of the Church shall ordinarily be assigned to one of these Standing Committees for review prior to consideration by the entire Council. These Joint Standing Committee shall also consider such matters assigned by the Council or the Chair of the Council
 - (e) A Joint Standing Committee shall have the power to create subcommittees to carry out specific work. Subcommittees shall consist of members of the Joint Standing Committee, and may include other members of the Council and other persons of particular ability and expertise. A subcommittee is responsible to and reports to the Joint Standing Committee that created it. The chair of a Joint Standing Committee has the authority to appoint the membership of a subcommittee.
 - (f) Appointment of Joint Standing Committee members is as prescribed by the Constitution and Canons of The Episcopal Church.
 - (g) Each Joint Standing Committee shall have a chair, jointly appointed from the members by the Chair and Vice Chair of the Council. The Joint Standing Committee may elect a vice chair and secretary. Each Joint Standing Committee shall have authority, with Council approval, to invite other persons of particular ability and expertise on an *ad hoc* basis to work with the Joint Standing Committee on selected projects.

And be it further

Resolved, that current Article VIII Section 4 of the Executive Council Bylaws be deleted and subsequent sections be renumbered as necessary.

Ms Jennings then withdrew the motion, as the resolution constituted an amendment of the By-Laws of Council, which requires 30 days' notice. She said submission of this resolution and also GAM028 and GAM029 served as EC's notice for January.

GAM 028

TO: Executive Council
 FROM: JSC on Governance and Administration for Mission
 DATE: October 23, 2011
 RE: PROPOSED REVISION TO BY-LAWS – Article VI, Section 5

Resolved, that the Executive Council meeting in XXX amends Article VI, Section 5 as follows:

Sec. 5 Actions

- (a) All proposed actions of the Council, except those of courtesy and privilege, shall be filed with the Secretary for referral to a ~~Standing Committee or~~ Joint Standing Committee of the Council for consideration.
- (b) The following may submit a resolution for consideration:
 - i. Members of the Council;

- ii. ~~Standing Committees~~, Joint Standing Committees, Committees, and Ad Hoc Committees of the Council;
- iii. Task Forces of the General Convention;
- iv. Standing Commissions, Committees, and Joint Standing Committees of the General Convention;
- v. Boards and Agencies created by and required to report to the General Convention;
- vi. Dioceses of The Episcopal Church;
- vii. Provinces of The Episcopal Church;
- viii. three General Convention deputies acting in concert;
- ix. three bishops of The Episcopal Church acting in concert.

The Secretary shall assign such resolutions to a Joint Standing Committee ~~or Standing Committee~~ of the Council for consideration.

All resolutions and proposed actions, except those originating from a ~~Standing Committee or~~ Joint Standing Committee of the Council, shall be submitted to the Secretary of the Council no later than 30 days prior to the meeting date.

GAM 029

TO: Executive Council
 FROM: JSC on Governance and Administration for Mission
 DATE: October 23, 2011
 RE: PROPOSED REVISION TO BY-LAWS – Article III, Section 6

Resolved, That Article III, Section 6 be amended as follows:

Sec. 6 Duties and Responsibilities

- (a) Every member of the Council shall serve on a Joint Standing Committee ~~or a Standing Committee~~ of the Council.
- (b) Members of the Council are expected to serve as:
 - i. members of Ad Hoc Committees;
 - ii. members of Subcommittees;
 - iii. liaisons to Committees, Commissions, Agencies, and Boards.
- (c) Members of the Council may stand for election to serve as Council representatives to Anglican or ecumenical bodies.

Ms Jennings asked for questions. There were none. Ms Jennings thanked GAM and the members of the DFMS staff who report to it.

The Chair called on Dr Glover for a report of the Audit Committee. Dr Glover informed EC that the 2010 audit is complete and Grant Thornton had issued an unqualified opinion, stating there were no material weaknesses or significant discrepancies. He said the Audit Committee had met in September and received a report from the external auditor on its review of DFMS' grants process with suggestions on how to improve the process. The report will be posted to EC's Extranet site, and the Joint Standing Committee on Finances for Mission [hereafter FFM] will review the recommendations and report back to EC. Dr Glover said the Audit Committee is concerned about the financial outlook for DFMS. It asked that EC have a minimum nine-year plan for income/expenses. The Vice Chair asked if it were time to send out an rfp for new auditors. Dr Glover reported that an rfp is being prepared, to be reviewed in December. He

informed EC that Grant Thornton would perform the 2012 audit. He said the Audit Committee would return with a recommendation of the next triennium's auditor next year. The Vice Chair reminded Dr Glover that the EC had advised Audit to hire a new auditor. The Chair thanked the Treasurer and the Finance Office for a clean audit. The Treasurer thanked his staff.

Dr Glover gave the FFM report. He reported that Canon Bettye Jo Harris and Ms Diane Pollard had participated in the meeting by conference call. He said the committee had reviewed the Finance Office's reported revenues year-to-date. He said TEC is on plan. He reported that the value of the DFMS' portfolio showed improvement and recovery since 2008. He said progress is being made on reducing total outstanding debt of \$46 million. He said FFM had reviewed the balance sheet, as well. He said there had been an open hearing on the 2012 budget earlier at this meeting. He said FFM had completed the first part of a case study on own vs lease on 815 Second Avenue. He said this was not a proposal for action, but informational. He said the case study had been posted to the Extranet. He said the next step would be determining the highest and best use of the building. He said DFMS was exploring additional partnerships with ELCA on sharing ministries and facilities. He reported that FFM had held a joint meeting with GAM on the Diocese of San Joaquin with the Rt Rev'd Chester Talton, Provisional Bishop; Michael Glass, Esq., Chancellor; and Ms Nancy Key, Chair of the Deputation. The diocese had developed a sustainability plan. FFM and GAM had heard a report by web conference from the Department of Communications with Ms Anne Rudig and Mr Jake Dell. He said Communications would report to all of EC in January. Dr Glover said FFM had met with the Joint Standing Committee on World Mission [hereafter WM] on Rebuild our Church in Haiti with the Rev'd Rosemari Sullivan and the Rev'd Joseph Constant participating by 'phone, and with Ms Terry Matthes and Mr Donald Romanik taking part in person. He said Haiti was benefitting from a newly hired consultant, who was both a priest and an architect. Dr Glover said Haiti, both country and diocese, faced immense challenges. He said the financial results had been posted on Extranet. He said 16 dioceses were launching or conducting fund-raising efforts on Haiti's behalf. He cited a need for continuing oversight going forward. He said it was a much longer-term project than had originally been projected. Dr Glover reported that FFM had heard from Ms Cheney and Ing. Quiñones on the Archives. He reported also having received a report on fundraising from consultants. He reported that representatives of the Archives Board, Episcopal Archives Strategy Committee and EC would meet with the Chief Operating Officer and the Archivist in December and report back in January. He noted that a report from the interim Mission Funding head had been posted on the Extranet.

Dr Glover moved adoption of FFM052.

TO: Executive Council
FROM: Standing Committee on Administration & Finance
DATE: October 24, 2011
RE: 2012 Budget

Resolved, That the Executive Council approves the 2012 Budget for The Episcopal Church.

Ms McEwen said she was concerned about cuts in line 281, Provincial Network Support. She moved to amend the budget, restoring the line item to the 2010 level with funds taken from Reserves. The amendment was duly seconded. The Treasurer said he thought the line item funded provincial coordinators, not program. Ms Debby Stokes agreed it was for coordinators; funds were only for their support, not for program. If those funds were not used for coordinators, they must be returned; they cannot be diverted. Ms McEwen said greater support from DFMS

meant less money was required from the provinces for coordinators, which frees money for networking. Ms Breuer reported that Province I had had to divert funds from program to coordination after last year's cut. Dr Thompsett asked if there were a way to indicate that this was a restricted line item. The Treasurer said he had not understood it to be restricted to coordinators, but to coordination. Bp Gibbs said cutting coordination had forced provinces to rob Peter to pay Paul. The amendment carried with dissent. The resolution, as amended, was adopted unanimously.

Dr Glover moved adoption of FFM054.

TO: Executive Council
FROM: Standing Committee on Finances for Mission
DATE: October 24, 2011
RE: Evaluation of Property at 815 Second Ave., NYC

Resolved, that the Treasurer identify persons who might provide advice regarding actions to improve the attractiveness of the Church Center building at 815 Second Avenue, thus making it more attractive to potential tenants. There are no anticipated out-of-pocket expenses for this assessment.

Title changed to Evaluation of Property at 815 Second Avenue.

The resolution was adopted unanimously.

Dr Glover moved adoption of FFM055.

TO: Executive Council
FROM: Standing Committee on Finances for Mission
DATE: October 24, 2011
RE: Highest and Best Use Study of Property at 815 Second Ave., NYC

Resolved, that the Treasurer will present at the Executive Council meeting in January, 2012, recommendations with the cost(s) involved for a highest and best use study for the Episcopal Church Center.

Explanation

This study will be a complement to the study on own vs lease (posted on the Extranet) that explores alternative valuations for the asset.

Title changed to Highest and Best Use Study of Property at 815 Second Avenue, NYC

Bp Bruno explained the background for this resolution. The resolution was adopted unanimously.

Dr Glover moved adoption of FFM056.

TO: Executive Council
FROM: Standing Committee on Finances for Mission
DATE: October 24, 2011
RE: Additional opportunities with the ELCA

Resolved, that the Officers of the Domestic and Foreign Missionary Society initiate an exploratory conversation with their counterparts at the ELCA regarding expanded collaboration, including the possible opportunities for partnerships in joint ministries and shared facilities.

Canon Timothy Anderson explained the background for this resolution. The Chair informed EC that senior managers of TEC and ELCA have been speaking for over a year, which led to hiring a joint staff member at the Office of Governmental Relations [hereafter OGR]. She said they had discussed sharing ecumenical and interfaith work and also facilities. Dr Thompsett encouraged continuing talks on mission and space. Bp Sauls said he was not involved yet, but would like to be. Canon Ballentine asked if these talks conflicted with our internal mission conversation. The resolution was adopted unanimously.

Dr Glover moved adoption of FFM-GAM001.

TO: Executive Council
FROM: FFM and GAM
DATE: October 23, 2011
RE: Support for the Diocese of San Joaquin

Resolved, That The Executive Council award a grant in the amount of \$40,000 to the Episcopal Diocese of San Joaquin for Latino/Hispanic Ministry in the diocese; and be it further

Resolved, That the Chief Operating Officer direct support relating to Latino/Hispanic Ministry and Church Planting and Development work with the Episcopal Diocese of San Joaquin in planning and consultation as they develop a Latino/Hispanic Ministry in the diocese; and be it further

Resolved, That the Executive Council provide a loan to the Episcopal Diocese of San Joaquin in the amount of \$285,000 for the year 2012, terms and conditions of this loan to be developed by the Chief Financial Officer in collaboration with the Chair of Executive Council's Joint Standing Committee on Finances for Mission [FFM]; and be it further

Resolved, That the Chair and Vice Chair of Executive Council, using membership guidelines from "covenant committees," appoint a covenant committee to work with the Episcopal Diocese of San Joaquin to provide redevelopment advice, support and collaboration; and be it further

Resolved, That the covenant committee document their work and make it electronically available to the Executive Council and report two times annually to Council's Standing Committee on Local Ministry and Mission; and be it further

Resolved, the Executive Council request that the Secretary of Council convey to the Episcopal Diocese of San Joaquin by written letter, the deep appreciation of this Council to the people of the Episcopal Diocese of San Joaquin, Bishop Chester Talton, Mr. Michael Glass, Ms. Nancy Key, the staff and the Standing Committee, for their courageous leadership, steadfast faith in Jesus Christ and unfailing commitment to God's reconciling work in the world as expressed through the ministries of The Episcopal Church.

Canon Ballentine asked how the covenant committee would work? Dr Glover responded that both sides would provide members, following the pattern of other covenant relationships. The Vice Chair informed Council that the idea of a covenant committee was EC's, not the diocese's. Dr Crawford said WM had spent time talking about the nature of covenant committees. She said she wanted a larger conversation with EC about covenants. She proposed that a member of WM be a part of the discussion, leading to the formation of the covenant committee with San Joaquin. The Chair said Canon Ballentine's suggestion was helpful. Ms Watkins asked where the size of the grant for Latino ministry came from. Bp Bruno said the number had been taken from a budget proposed by the Diocese of San Joaquin. Ms Watkins asked if the covenant committee might help advise the diocese going forward after the grant money was exhausted. The Secretary advised keeping the telephone appointment with San Joaquin to inform them of EC's action. The Rt Rev'd David Alvarez asked if the Hispanic missioner would be consulted. The Chair responded he would be. The resolution was adopted unanimously.

Dr Glover moved adoption of EC019.

TO: Executive Council
FROM: Del Glover
DATE: October 24, 2011
RE: Contacting the Diocese of Washington

RESOLVED, that the Executive Council expresses to the Diocese of Washington and the Protestant Episcopal Cathedral Foundation its profound sorrow at the damage to the Washington National Cathedral sustained as a request of the recent earthquake.

We further acknowledge and celebrate the importance of the Cathedral in the life of the Church, the nation, and the Diocese of Washington as the seat of the Presiding Bishop, as the spiritual gathering place of the nation in times of great celebration and great sorrow, and the Cathedral of the Diocese of Washington.

We applaud and commend the efforts underway and to be taken to raise funds for the restoration of the Cathedral.

The resolution was adopted unanimously.

After a break the Chair called on Ms Varghese, Chair of the Joint Standing Committee on Advocacy & Networking for Mission [hereafter A&N]. She reported that A&N had met with FFM on the Archives and with the Joint Standing Committee on Local Ministry & Mission [hereafter LMM] on Anti-Racism. She said they had met with Mr Alex Baumgarten from OGR and had discussed Israel and Palestine.

Ms Varghese moved adoption of A&N036.

TO: Executive Council
FROM: Standing Committee on Advocacy & Networking for Mission
DATE: October 23, 2011
RE: Support for Charitable Organizations

Resolved, That the Executive Council of The Episcopal Church, meeting in Salt Lake City, October 21-24, 2011:

- Affirms that all things on heaven or on earth belong to God alone, and that all material wealth is held in human hands in trust for God, with a moral obligation to use it for the care of the poor and the needy;
- Affirms that government has a fundamental obligation to create a just society for all and to meet the human needs of those living in poverty, an obligation it does not currently meet;
- Notes the importance of charitable contributions to philanthropic organizations that seek to address the human needs currently unmet by society at large, including through government action, and affirms the critical role these contributions play in allowing the beneficiary organizations to combat poverty at home and abroad;
- Urges federal lawmakers to pursue policies that encourage all Americans to financially support the work of charitable and philanthropic organizations, and to reject policies that may encourage Americans to give at a lesser rate.

Explanation

Current federal law seeks to provide incentives for Americans in all income-tax brackets to contribute to private charitable and philanthropic organizations, including churches and other communities of worship, organizations that provide social services to meet basic human needs, educational organizations, and those that promote the arts. Such contributions provide critical support to U.S.-based churches and to the social-service agencies of those churches like Episcopal Relief and Development. Under current law, an individual may deduct charitable contributions – dollar-for-dollar – up to 50% of his or her adjusted gross income. The dollar-for-dollar reduction in tax burden means that for every dollar an individual and families contribute to charity, their tax burdens are reduced by a percentage of that dollar equivalent to their total tax rate. For example, individuals in the 10% tax bracket see their total tax burden reduced by \$0.10 for every dollar contributed to charity. Individuals in the 25% tax bracket see their total-tax burden reduced by \$0.25 for every dollar contributed to charity. Individuals in the 35% tax bracket see their total-tax burden reduced by \$0.35 for every dollar contributed to charity.

The Obama Administration, as part of its plan to increase federal revenue, proposes maintaining this dollar-for-dollar scheme in place for those in the bottom four tax brackets: 10, 15, 25, and 28%. For those in the upper two brackets – the 33% and 35% tax brackets, which presently include those whose incomes are more than \$179,000 per individual – the Administration proposes capping the value of tax deductions to charitable organizations at 28%, a rate substantially lower than their tax rates. (As part of the same proposal, the Administration proposes raising the rate of tax in the top bracket to 39.5%).

Independent and non-partisan experts estimate the effect of these changes would be a reduction of between \$2.8 and \$5.6 billion per year in giving to charitable organization, an amount equivalent to between one and two percent of total current giving by Americans. The monetary value of a two-percent reduction would exceed the total moneys given to the Red Cross, Goodwill, YMCA, Habitat for Humanity, Boys and Girls Clubs, Catholic Charities, and the American Cancer Society *combined*. The United Way has estimated that a two-percent reduction in its revenues would result in 1.3 million fewer times that it can provide job training services for an unemployed worker, home care for an elderly citizen, service supportive

housing for a single mother, or a mentor or tutor for an at-risk young person. In an economy in which 46 million people are living in poverty, this impact – on the services of just one charity alone – would be immensely significant. When applied to the 1.1 million 501(c)3 organizations in the United States, its effects could prove towering in the ability of the non-profit sector to meet human need at home and around the world.

In addition to the Administration’s proposal, at least a dozen other proposals have been offered by federal lawmakers for changes to this aspect to the tax code. Because the General Convention of The Episcopal Church has never adopted policy on how the federal-tax code should be structured, this Resolve of Council does not seek to recommend the adoption of any particular scheme for the tax code as it applies to charitable giving. Numerous General Convention policies, however, affirm the Gospel mandate of caring for the most vulnerable in our midst, and thus, this resolution urges lawmakers to provide maximum incentives for Americans in all income brackets to contribute to the work of charitable and philanthropic organizations, and to reject any approach likely to result in a reduced rate of American giving to such organizations.

The resolution was adopted unanimously.

Ms Varghese moved adoption of A&N037.

TO: Executive Council
FROM: Standing Committee on Advocacy & Networking for Mission
DATE: October 23, 2011
RE: In Solidarity for a Just World

Resolved, That the Executive Council of The Episcopal Church, meeting in Salt Lake City from October 21-24, 2011, affirms that the growing movement of peaceful protests in public spaces in the United States and throughout the world in resistance to the exploitation of people for profit or power bears faithful witness in the tradition of Jesus to the sinful inequities in society; and be it further

Resolved, That the Executive Council calls upon Episcopalians to witness in the tradition of Jesus to inequities in society.

The resolution was adopted unanimously.

At 11:00 AM telephone communication was established with Bp Talton and Mr Glass to inform the Diocese of San Joaquin of Council’s action in FFM-GAM001.

The Chair called on Deacon Star and Ms Watkins to present the LMM report. Deacon Star reported on LMM’s conversation with the Rev’d Daniel Heischmann of the National Association of Episcopal Schools. He reported that LMM had held Adobe Connect meetings with Ms Bronwyn Skov and Ms Ruth Anne Collins. He said the Rev’d Silvestre Romero had participated by ‘phone. He said the committee needed more time with both Ms Skov and Ms Collins in January, due to the limitations of the web meeting. He reported that LMM had attended the joint meeting of GAM and FFM about San Joaquin. At this meeting LMM had acknowledged six new Jubilee Centers. He reported that LMM had met with A&N, Bp Sauls and Canon McDonald about domestic mission and poverty and anti-racism.

Ms Watkins moved adoption of LMM022.

TO: Executive Council
FROM: Standing Committee on Local Mission & Ministry
DATE: October 24, 2011
RE: Pastoral Letter on Anti-Racism

Resolved, That the Executive Council, meeting in Salt Lake City, Utah from October 21 – 24, 2011, request the House of Bishops consider issuing a new Pastoral Letter on the Sin of Racism at their March 2012 meeting.

The Rev'd Dr James Simons moved to amend, adding "regarding" to "the sin of racism." Bp Alvarez said racism did not refer only to skin color. He said there were also classist and migration prejudices. Ms Watkins said the resolution addressed all "isms." Canon Ballentine said "against" would be a better word than "regarding." Dr Crawford reminded EC that they were word-smithing an explanation. The Chair said explanations provided context. Bp Gibbs riposted that no one would read the explanation after the House of Bishops issued a new pastoral letter. He proposed editing out the explanation, which was done. The resolution was adopted unanimously minus the explanation.

Ms Watkins moved adoption of LMM023.

She said this resolution was prompted by a letter from Province III about restoring the Anti-Racism Office. She said LMM chose not to bring to Council Province III's resolution, as there was a similar resolution coming out of the Executive Council Committee on Anti-Racism. The Vice Chair asked if the "staff teams" referred to in the resolution referred to DFMS staff. Ms Watkins said it did. The Vice Chair thought it might also refer to members of committees and commissions. She noted there was no explicit statement about volunteers who serve on CCABs. Ms Watkins agreed it was missing and needed to be added. The Vice Chair asked if LMM could come back with an additional resolved clause. Ms Watkins agreed to do so. Bp Alvarez moved to amend the fifth resolved, adding "as it is expressed in its." The Chair asked the committee to take the resolution back and resubmit it in the afternoon. Ms Watkins said she didn't want to lose anti-racism by including other anti-oppression categories. Dr George said the focus of the work is racism, which permeates all contexts. Bp Gibbs said he was glad there was no number of hours stated. He had a reservation, though, in that the resolution recommended a primary resource, when there were many resources available and appropriate locally. If each province received \$20K, he said, he feared a return to mandating a necessary number of hours to ensure the money was well spent. Ms Watkins said the committee had deliberately specified "a primary resource," not "the primary resource," to address Bp Gibbs' concern. She said the committee would review the language. Mr Hutchinson said giving a flat amount to each province might not take into account the impact of the size and makeup of the province. Ms Gardner said provinces might be able to agree among themselves how to divide funds. The Chair said consideration of LMM023 would be postponed until the afternoon.

The Chair asked Canon Ballentine to present the WM report. She reported that WM had met with Ms Lynnaia Main about ECC and world mission. Canon Ballentine said EC had received little notice of the Everyone Everywhere conference before it happened, unlike the last time. She reported an experience at the Salt Lake City Airport where Mormon missionaries were being welcomed; she wondered if TEC was as appreciative of its missionaries. She reported on a meeting of the bishops from IARCA (Central America) with the Presiding Bishop. She said the committee had spoken of CETALC (Center for Theological Education in Latin American and the Caribbean). She reported that the American Friends of the Episcopal Church of Sudan wanted to

mark the first anniversary of Southern Sudan's independence at GC. She reported that WM had met jointly with A&N on the Anglican Covenant and to hear about Ms Varghese's visit to South Africa. She reported that WM had met jointly with FMM on the Haiti campaign. She said the committee had heard a final report from the INC055 Task Force (UTO). She said her committee had discussed the budget and affirmed commitments for covenant relationships. She said it was time to move from dollars-only to relationship. She said the committee recommended consulting with covenant partners in the next triennium. She reported that WM had met with Mr Robert Radtke, President of Episcopal Relief & Development. She urged members of EC to make a gift to ER-D, as gifts would be matched dollar-for-dollar until 30 November. She reported that Canon McDonald had visited with the committee.

Canon Ballentine moved adoption of WM024.

To: The Executive Council
From: Standing Committee on World Mission
Date: September 6, 2011
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:

The Rev. Emilio Martin Fumero – Diocese of Cuba – assigned as Clergy Support in the Diocese of the Dominican Republic. This appointment is for three years and started on August 1, 2011.
E-mail: cardenas@enet.cu

Ms. Lynn Griebing – Diocese of Fond du Lac - assigned as Music Teacher in the Diocese of Durgapur, Church of North India. Her one-year appointment will begin on September 23, 2011.
E-mail: lynn.griebing@gmail.com
Blog: <http://lynnmusicinindia.blogspot.com/>

The Rev. Dorothee Hahn – Diocese of Europe – assigned as Mission Partner in Romania. This appointment is for three years and is scheduled to begin in the Fall, 2011.
E-mail: revdorotheehahn@ascension-munich.com

Ms. Deborah Neal – Diocese of Los Angeles – assigned as Personal Assistant to the Bishop in the Diocese of Jerusalem, Episcopal Church of Jerusalem and the Middle East. This three-year appointment begins on September 16, 2011.
E-mail: dneal@ladiocese.org

The Rev. Pamela Strobel - Diocese of Connecticut – assigned as Provincial Financial Administrator & Parish Priest in the Anglican Church of Congo. This is a one-year appointment which began on June 20, 2011.
E-mail: prossowen@yahoo.com
Blog: <http://PaminCongo.blogspot.com>

The Chair spoke about Emilio Martin Fumero from Cuba, who is serving as a missionary in the Dominican Republic, as an example of south-to-south partnership. She noted that the Rev'd Dorothee Hahn from Episcopal Churches in Europe had been appointed missionary to Romania. Dr Crawford called attention to the missionaries' blogs; she asked EC to bookmark them. The resolution was adopted unanimously.

Canon Ballentine moved adoption of WM025.

To: The Executive Council
From: Standing Committee on World Mission
Date: September 6, 2011
Subject: New Mission Partners

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

Ms. Erika Almquist – Diocese of Massachusetts – assigned as YASC Volunteer in the Diocese of El Salvador. This appointment begins on September 21, 2011.

E-mail: rika28132@gmail.com

Blog: <http://erikasyascmission.blogspot.com>

Ms. Brittany Kathleen Clark – Diocese of Tennessee – assigned as YASC Volunteer-Filipino Migrant Worker Program in the Diocese of Hong Kong. This appointment began on July 20, 2011.

E-mail: KathleenTN@gmail.com

Blog: <http://servinghongkong.blogspot.com>

Ms. Nicole Groome – Diocese of Virginia – assigned as YASC Volunteer with the Asian Rural Institute in the Nippon Sei Ko Kai. This appointment began on September 7, 2011.

E-mail: nicole.groome@gmail.com

Blog: <http://here-in-japan.blogspot.com>

Ms. Karen Langley – Diocese of Oklahoma – assigned as Assistant Project Coordinator with the Itipini Project in the Diocese of Mthatha, Anglican Church of Southern Africa. This appointment began on August 14, 2011.

E-mail: karlang@ostatemail.okstate.edu

Blog: <http://www.kareninsouthafrica.blogspot.com>

Mr. An Ngo – Diocese of Utah – assigned as YASC Volunteer in the Diocese of Mexico. This appointment began on September 8, 2010.

E-mail: anhoangngo@gmail.com

Blog: <http://tusanglicano.blogspot.com>

Mr. Stephen Smith – Diocese of California – Assistant Teacher at Holy Cross School in the Diocese of Grahamstown, Anglican Church of Southern Africa. This appointment began on July 20, 2011.

E-mail: strsmitt@gmail.com

Blog: <http://steveyasc.blogspot.com/>

Ms. Katherine Young – Diocese of Northwest Texas – assigned as YASC Experience Program Trainee with the Nagoya Youth Center in the Diocese of Chubu, Nippon Sei Ko Kai. This appointment begins on September 12, 2011.

E-mail: katie0706@gmail.com

Blog: <http://peaceloverice.blogspot.com>

Bp Gibbs said that members of the Young Adult Service Corps [hereafter YASC] needed to hear from EC members with thanks and support. The resolution carried unanimously.

Canon Ballentine moved adoption of WM026.

To: The Executive Council
From: Standing Committee on World Mission
Date: September 6, 2011
Subject: Returned Mission Partners

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

The Rev. Robert Edmunds and Mrs. Deborah Edmunds – Diocese of Massachusetts – assigned as Canon Pastor to Expat Congregation & Bp's Chaplain and Bp's Personal Executive Assistant respectively in the Diocese of Jerusalem. Their appointments began on July 1, 2008, and ended on August 20, 2011.

E-mail: dse111@hotmail.com

The Rev. Ranjit Mathews – Diocese of Massachusetts – assigned as Theology Teacher in the Diocese of Central Tanganyika, Church of Tanzania. His assignment began on February 3, 2010, and ended on May 25, 2011.

E-mail: ranjit.mathews@gmail.com

Blog: <http://www.joranjtanzania.blogspot.com>

The Rev. Joseph Tucker and Mrs. Maria Tucker – Diocese of Delaware – assigned as Mission Consultants in the Diocese of Bo, in the Church of the Province of West Africa. Their assignment began on February 2, 2011, and ended on August 10, 2011.

E-mail: revmrstucker@aol.com

The Chair said that the Rev'd Robert Edmunds was working with DFMS on Middle Eastern issues. Canon Harris said the Rev'd Joseph Tucker and Ms Maria Tucker, refugees from Sierra Leone, had spent time in Delaware. He said the Tuckers had returned to their hometown to help rebuild after the civil war, spending three months of each of five years. Bp Bruno reported that the Edmundses had done a great job in Jerusalem. The resolution was adopted unanimously.

Canon Ballentine moved adoption of WM027.

To: The Executive Council
From: Standing Committee on World Mission
Date: September 6, 2011
Subject: Returned Mission Partners

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

The Rev. Amanda Akes – Diocese of New York – assigned as YASC Volunteer with Hope Africa in the Diocese of Cape Town, Anglican Church of Southern Africa. This appointment began on August 25, 2010, and ended on August 22, 2011.

E-mail: amanda.akes@gmail.com

Blog: <http://amandaakesinsouthafrica.blogspot.com/>

Ms. Andrew Burns – Diocese of New York – assigned as YASC Volunteer in the Church in the Philippines. This appointment started on August 1, 2010, and ended on August 2, 2011.

E-mail: andyb1916@yahoo.com

Blog: www.theandyburnsblog.blogspot.com

Ms. Spencer Cantrell – Diocese of Upper South Carolina – assigned as YASC Mission Intern in the Diocese of Hong Kong. This appointment started on July 26, 2010, and ended on July 23, 2011.

E-mail: spencerm.cantrell@gmail.com

Blog: <http://spencerinhongkong.tumblr.com/>

Ms. Sarah Cardwell – Diocese of East Tennessee – assigned as Assistant Project Coordinator with the Itipini Project in the Diocese of Mthatha, Anglican Church of Southern Africa. This appointment began on September 11, 2010, and ended on September 1, 2011.

E-mail: sarah.l.cardwell@gmail.com

Blog: <http://sarahcinsouthafrica.blogspot.com/>

Mr. Steven Hart – Diocese of Kentucky – assigned as YASC Volunteer with the Asian Rural Institute in the Nippon Sei Ko Kai. This appointment began on September 11, 2010, and ended prematurely on 3/21/11 as a result of the earthquake and tsunami in Japan.

E-mail: sghart7@gmail.com

Blog: <http://sghart7.blogspot.com/>

Ms. Johanna Kuruvilla – Diocese of Massachusetts – assigned as English Teacher in the Diocese of Central Tanganyika, Church of Tanzania. Her assignment began on February 3, 2010, and ended on May 25, 2011.

E-mail: johanna.jacob@gmail.com

Blog: <http://www.joranjtanzania.blogspot.com>

Ms. Christen Mills – Diocese of Massachusetts – assigned as YASC Experience Program Trainee with the Nagoya Youth Center in the Diocese of Chubu, Nippon Sei Ko Kai. This appointment started on August 1, 2010 and ended on July 19, 2011.

E-mail: hasler28@yahoo.com

Blog: <http://christeninjapan.blogspot.com>

Ms. Joanna Philley – Diocese of Central New York – assigned as YASC Volunteer in the Diocese of Mexico. This appointment began on September 8, 2010, and ended on September 7, 2011.

E-mail: jophilley@gmail.com

Blog: <http://joannainmexicocity.blogspot.com>

Ms. Jessica Pitcher – Diocese of Minnesota – assigned as YASC Volunteer in the Diocese of Maseno North, Anglican Church of Kenya and Project Facilitator in the Diocese of Central Tanganyika, Anglican Church of Tanzania. This dual appointment began on September 11, 2010, and ended on August 3, 2011

E-mail: pitcherjl@gmail.com

Blog: <http://apearlwithoutashell.blogspot.com>

Mr. Jonathan Pregill – Diocese of Northern California – assigned as English Teacher in the Diocese of Central Ecuador. This appointment began on August 2, 2010, and ended on July 12, 2011.

E-mail: jonathanpregill@hotmail.com

Blog: <http://mission-ecuador.blogspot.com/>

Mr. Travis Shields – Diocese of Texas – assigned as Assistant Teacher at Holy Cross School in the Diocese of Grahamstown, Anglican Church of Southern Africa. This appointment began on July 10, 2010 and ended on June 17, 2011.

E-mail: shieldst88@gmail.com

Blog: <http://illfollowtheson.tumblr.com/>

Ms. Ann Urinoski – Diocese of New Jersey – assigned as YASC Volunteer with Hope Africa in the Diocese of Cape Town, Anglican Church of Southern Africa. This appointment started on August 25, 2010, and ended on August 22, 2011.

E-mail: annkathryne@gmail.com

Blog: <http://beyondthesunsetandbathsofwesternstars.blogspot.com/>

Bp Gibbs reported, as a parent, that the experience of serving in the YASC, changes lives. He said he approved the resolution's not being on the consent calendar. Ms McEwen noted that Ms Angela Helt is a former YASC volunteer. Ms Gardner informed EC that Amanda Akes is ordained now, and her title should be the Rev'd. The resolution was adopted unanimously.

Canon Ballentine moved adoption of WM028.

TO: Executive Council
FROM: Standing Committee on World Mission
DATE: October 23, 2011
RE: ANGLICAN COVENANT

Resolved, That the Executive Council, meeting in Salt Lake City, Utah from October 21-24, 2011, receive the report of the Executive Council D020 Task Force for inclusion in the 77th General Convention Blue Book; and be it further

Resolved, That the Executive Council submits the following resolution on Adoption of the Anglican Covenant to the 77th General Convention for its action:

Resolution A – xxx

On Adoption of the Anglican Covenant

Resolved, the House of _____ concurring, That this 77th General Convention express its profound gratitude to those who so faithfully worked at producing the Anglican Covenant; and be it further

Resolved, That The Episcopal Church commit itself to continued participation in the wider councils of the Anglican Communion and to continued dialogue with our brothers and sisters in other provinces to deepen understanding and to insure the continued integrity of the Anglican Communion; and be it further

Resolved, That The Episcopal Church recommit itself to dialogue with the several provinces when adopting innovations which may be seen as threatening to the unity of the Communion; and be it further

Resolved, That The Episcopal Church is unable to adopt the Anglican Covenant in its present form.”

Canon Ballentine asked that the members of the D020 Task Force join her at the microphone. She said the task force’s membership ran to both extremes of the church’s spectrum and the middle. She reported that the task force does not feel TEC can adopt the Anglican Covenant at this time. She said the task force had chosen carefully the language of WM028 and had not recommended “rejecting” or “refraining” from the covenant, as the group hoped for continuing relationship. Dr Crawford talked about her six years of work on this issue, which she described as a long journey of listening, praying and discerning. She asked EC members who are deputies to remind their deputations that this was not a precipitous decision. The resolution was adopted unanimously.

Archdeacon Hardy thanked the members of the D020 Task Force; Council stood to applaud.

The Chair called on Dr Sherrod for the Writing Team to present their Letter from Salt Lake City. Dr Sherrod thanked her fellow members, Ms Lee and Canon Harris. The letter had been posted to the EC Extranet site, and Dr Sherrod read it to EC and asked for amendments by e-mail.

The Chair recessed EC for lunch.

After lunch the Chair reconvened Council. She called the Consent Calendar, which was adopted unanimously.

A&N 035

TO: Executive Council
FROM: Standing Committee on Advocacy & Networking for Mission
DATE: October 21, 2011
RE: Full Disclosure of Political Contributions by Corporations and Other Entities

Resolved, that the Treasurer be directed to file the following resolutions with Allergan and Cisco Systems:

**Political Contributions
2012 –Allergan**

Resolved, that the shareholders of Allergan (“Company”) hereby request that the Company provide a report, updated semiannually, disclosing the Company’s:

1. Policies and procedures for political contributions and expenditures (both direct and indirect) made with corporate funds.
2. Monetary and non-monetary contributions and expenditures (direct and indirect) used to participate or intervene in any political campaign on behalf of (or in opposition to) any candidate for public office, and used in any attempt to influence the general public, or segments thereof, with respect to elections or referenda. The report shall include:
 - a. An accounting through an itemized report that includes the identity of the recipient as well as the amount paid to each recipient of the Company’s funds that are used for political contributions or expenditures as described above; and

- b. The title(s) of the person(s) in the Company responsible for the decision(s) to make the political contributions or expenditures.

The report shall be presented to the board of directors or relevant board oversight committee and posted on the Company's website.

Stockholder Supporting Statement

As long-term shareholders of Allergan, we support transparency and accountability in corporate spending on political activities. These include any activities considered intervention in any political campaign under the Internal Revenue Code, such as direct and indirect political contributions to candidates, political parties, or political organizations; independent expenditures; or electioneering communications on behalf of federal, state or local candidates.

Disclosure is consistent with public policy, in the best interest of the company and its shareholders, and critical for compliance with federal ethics laws. Moreover, the Supreme Court's Citizens United decision recognized the importance of political spending disclosure for shareholders when it said "[D]isclosure permits citizens and shareholders to react to the speech of corporate entities in a proper way. This transparency enables the electorate to make informed decisions and give proper weight to different speakers and messages." Gaps in transparency and accountability may expose the company to reputational and business risks that could threaten long-term shareholder value.

Allergan contributed at least \$3.3 million in corporate funds since the 2002 election cycle. (CQ: <http://moneyline.cq.com/pml/home.do> and National Institute on Money in State Politics: <http://www.followthemoney.org/index.phtml>.)

However, relying on publicly available data does not provide a complete picture of the Company's political spending. For example, the Company's payments to trade associations used for political activities are undisclosed and unknown. In some cases, even management does not know how trade associations use their company's money politically. The proposal asks the Company to disclose all of its political spending, including payments to trade associations and other tax exempt organizations used for political purposes. This would bring our Company in line with a growing number of leading companies, including Exelon, Merck and Microsoft that support political disclosure and accountability and present this information on their websites.

The Company's Board and its shareholders need comprehensive disclosure to be able to fully evaluate the political use of corporate assets. We urge your support for this critical governance reform.

Political Contributions 2012 – Cisco Systems

Resolved, that the shareholders of Cisco Systems ("Company") hereby request that the Company provide a report, updated semiannually, disclosing the Company's:

1. Policies and procedures for political contributions and expenditures (both direct and indirect) made with corporate funds.
2. Monetary and non-monetary contributions and expenditures (direct and indirect) used

to participate or intervene in any political campaign on behalf of (or in opposition to) any candidate for public office, and used in any attempt to influence the general public, or segments thereof, with respect to elections or referenda. The report shall include:

- a. An accounting through an itemized report that includes the identity of the recipient as well as the amount paid to each recipient of the Company's funds that are used for political contributions or expenditures as described above; and
- b. The title(s) of the person(s) in the Company responsible for the decision(s) to make the political contributions or expenditures.

The report shall be presented to the board of directors or relevant board oversight committee and posted on the Company's website.

Stockholder Supporting Statement

As long-term shareholders of Cisco Systems, we support transparency and accountability in corporate spending on political activities. These include any activities considered intervention in any political campaign under the Internal Revenue Code, such as direct and indirect political contributions to candidates, political parties, or political organizations; independent expenditures; or electioneering communications on behalf of federal, state or local candidates.

Disclosure is consistent with public policy, in the best interest of the company and its shareholders, and critical for compliance with federal ethics laws. Moreover, the Supreme Court's Citizens United decision recognized the importance of political spending disclosure for shareholders when it said "[D]isclosure permits citizens and shareholders to react to the speech of corporate entities in a proper way. This transparency enables the electorate to make informed decisions and give proper weight to different speakers and messages." Gaps in transparency and accountability may expose the company to reputational and business risks that could threaten long-term shareholder value.

Cisco Systems contributed at least \$2.1 million in corporate funds since the 2002 election cycle. (CQ: <http://moneyline.cq.com/pml/home.do> and National Institute on Money in State Politics: <http://www.followthemoney.org/index.phtml>.)

However, relying on publicly available data does not provide a complete picture of the Company's political spending. For example, the Company's payments to trade associations used for political activities are undisclosed and unknown. In some cases, even management does not know how trade associations use their company's money politically. The proposal asks the Company to disclose all of its political spending, including payments to trade associations and other tax exempt organizations used for political purposes. This would bring our Company in line with a growing number of leading companies, including Exelon, Merck and Microsoft that support political disclosure and accountability and present this information on their websites.

The Company's Board and its shareholders need comprehensive disclosure to be able to fully evaluate the political use of corporate assets. We urge your support for this critical governance reform.

Explanation

Executive Council passed Resolution AN 024 (Strengthen Disclosure Requirements for Donors to Electoral Communications) at its February 17, 2011, meeting in order to give the Episcopal Church's Office of Government Relations the policy support to support legislation that strengthens federal requirements for the disclosure of donors to federal campaigns, and to give the Committee on Corporate Social Responsibility the support to file shareholder resolutions on the matter.

FFM 046

TO: The Executive Council
FROM: The Joint Standing Committee on Finances for Mission
DATE: October 21, 2011
RE: Trust Fund #1041, Trinity Episcopal Church, Staunton, VA

Resolved, That Trust Fund # 1041, Trinity Episcopal Church – Property Fund, be established as an investment account for the Trinity Episcopal Church in Staunton, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1041 Trinity Episcopal Church – Property Fund (2011)

This fund was established with \$125,000.00 as an investment account by Trinity Episcopal Church of Staunton, KY. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Trinity Episcopal Church of Staunton, VA) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FFM 047

TO: Executive Council
FROM: Joint Standing Committee on Finances for Mission
DATE: October 21, 2011
RE: Trust Fund #1042, St. Raphael's Episcopal Church, Crossville, TN

Resolved, That Trust Fund # 1042, St. Raphael's Episcopal Church – Endowment Fund, be established as an investment account for the St. Raphael's Episcopal Church in Crossville, Tennessee, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1042 St. Raphael's Episcopal Church – Endowment Fund (2011)

This fund was established with \$18,000.00 as an investment account by St. Raphael's Episcopal Church of Crossville, TN. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (St. Raphael's Episcopal Church of Crossville, TN) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FFM 048

TO: Executive Council
FROM: Joint Standing Committee on Finances for Mission
DATE: October 21, 2011

RE: Trust Fund #1043, St. Raphael's Episcopal Church, Crossville, TN

Resolved, That Trust Fund # 1043, St. Raphael's Episcopal Church – Building Fund, be established as an investment account for the St. Raphael's Episcopal Church in Crossville, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

Explanation

Trust Fund # 1043 St. Raphael's Episcopal Church – Building Fund (2011)

This fund was established with \$40,000.00 as an investment account by St. Raphael's Episcopal Church of Crossville, TN. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (St. Raphael's Episcopal Church of Crossville, TN) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FFM 049

TO: The Executive Council
 FROM: The Standing Committee on Finances for Mission
 DATE: October 3, 2011
 RE: Episcopal Church of Liberia Draw from Trust Funds 1, 67, 104, 259, 351, 419, 458, 515, 577 (Class 9)

Resolved, That a total of \$131,000.00 be withdrawn from the following trust funds after receipt of properly executed request from the Bishop and Standing Committee of the Episcopal Church of Liberia (ECL) and be remitted to the ECL for the training of evangelists, Catechist, lay readers and Sunday School teachers; for the operations of schools in the Cape Palmas area; to award scholarships at Bromley School and other institutions and to pay for property improvements and the construction of a new church at St. St. Andrews, Balomah.

| # | Name | Description | Withdrawal |
|-----|---|--|------------|
| 1 | Bohlen, Jane, Fund (1857) No. 1, | Gift of her children. Income to be used to promote the cause of the Bible and the Gospel in foreign lands, preferably Liberia. | \$ 50,000 |
| 67 | Beck, Paul, Scholarship (1888) | This was a gift from Mary Elizabeth Hewson, in memory of Paul Beck, to fund a scholarship at Cape Palmas Orphans' Asylum in Liberia. When Cape Palmas disbanded, the Society sought, and received, permission from the donor's family to re-designate the income "For educational work in Africa." | \$ 8,000 |
| 104 | Neilson, Caroline Kane, Scholarship (1896) | For the endowment of a scholarship to "some school connected with the African mission." Income to the Diocese of Liberia, restricted accordingly. | \$ 4,000 |
| 259 | Clarkson, Bishop, Memorial Scholarship (1915) No. 1, | Through Woman's Auxiliary, Church of Good Shepherd, Topeka, Kansas. For Girls' Training Institute, Liberia. Income to the Diocese of Liberia, restricted to education. | \$ 4,000 |
| 351 | King, George Gordon, New York, NY (1922) Bequest of, | Income to be paid to the Bishop of Liberia as a "special" to be applied at his discretion to the work in Liberia. | \$ 5,000 |
| 419 | Jones, Miss Margaret J., San Francisco, CA (1928) Bequest of, | Income for scholarships in Liberia. | \$ 10,000 |

| | | | |
|---------------|--|--|-------------------|
| 458 | Cope, Thomas P., Philadelphia, PA (1932) Gift of | Thomas P. Cope in 1855 established "The Thomas P. Cope Fund." Received from the Bishop of Pennsylvania under decree of the Court of Common Pleas in 1932. Income to be applied for the purposes of education in Liberia. The Bishop of Pennsylvania was the original designated trustee, when the trust was established in Philadelphia by Mr. Cope. The Society was appointed successor trustee, under the same terms, by a Philadelphia Court in 1932. | \$ 20,000 |
| 515 | White, Mrs. Grace Hoffman, New York, NY (1939) Bequest of, | To be known as the "Cadwalder Colden Hoffman and Caroline Hogan Hoffman Trust." The income to be used for the maintenance of St. John's Industrial School at Cape Mount so long as aforesaid school is conducted as part of the missionary work of the Protestant Episcopal Church in the United States of America, in its Liberia mission. Income to the Diocese of Liberia, restricted to education. | \$ 15,000 |
| 577 | Seaman, Emily deWindt, Beacon, NY (1931-1946) Bequest of, | For Fanny Schuyler Mission, Bahlomah, Cape Mount, Liberia, \$2,000.00. Income for Church purposes of the Mission. For St. Andrew's Church, Bahlomah, Cape Mount, Liberia, \$500.00. Income for Church purposes until such time as a new church is built; principal, if necessary, may be used in building the new church. | \$ 15,000 |
| TOTAL: | | | \$ 131,000 |

Explanation

This request for a draw comes from the Right Reverend Jonathan B. B. Hart, Bishop of ECL, and the President of the ECL Standing Committee. The ECL intends to use those funds for the training of evangelists, Catechist, lay readers and Sunday School teachers; for the operations of schools in the Cape Palmas area; to award scholarships at Bromley School and other institutions and to pay for property improvements and the construction of a new church at St. St. Andrews, Baloma.

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

FFM 050

To: The Executive Council
 From: The Standing Committee on Finances for Mission
 Date: October 24, 2011
 Subject: **Revised Language:** Trust Fund # 815 **Vincent Astor, New York, NY (1978)**

Resolved, That the current language of Trust Fund # 815, **Vincent Astor, New York, NY (1978)** be stricken:

“Income only to be used for projects in the five boroughs of New York City. To be disbursed by authority of an advisory committee (requires final approval by Executive Council).”

Resolved, That the language of Trust Fund # 815, **Vincent Astor, New York, NY (1978)** be replaced as follows:

Resolved, That “Income only to be used for projects in the five boroughs of New York City. To be disbursed by authority of the Bishops of the Diocese of New York and the Diocese of Long Island appointed by the President Bishop as the Astor Fund Committee; and, be it further

Resolved, That this two-person committee shall assume responsibility for an annual report; appoint an advisory panel of at least three people; and commit to a competitive grant awards process, open to projects within the five boroughs of New York City.

Explanation

Grants from the Astor Fund have been overseen for many years by an advisory committee of six persons recommended by the two diocesan bishops and then appointed by the Presiding Bishop. We wish to streamline this process.

Until the Vincent Astor Foundation closed business in 1997, VAF agreement would have been required for any modification of the trust procedures. Now, any modification resides with the Executive Council.

This request comes from Bishop Mark S. Sisk of the Diocese of New York and Bishop Lawrence Provenzano of the Diocese of Long Island.

FFM 053

TO: Executive Council
FROM: Standing Committee on Finances for Mission
DATE: October 24, 2011
RE: Updated Travel Guidelines

Resolved, That the revised official Travel Guidelines for the Domestic and Foreign Missionary Society are adopted, effective 12/01/11.

Explanation

The Travel Guidelines have been amended:

- Clarifying titles of authorizers

The Guidelines are generally clear and workable for staff, volunteers and the official travel agency, so require little modification at this time.

LMM 021

TO: Executive Council
FROM: Angeline Cabanban
DATE: September 2, 2011
SUBJECT: **Jubilee Programs**

Jubilee Programs listed below were reviewed by Executive Council on October 21-24, 2011.

NEW

1. St. Alban's Ministries
3510 W Central Park Avenue
Davenport, IA 52804
Diocese of Iowa
2. St. James' Episcopal Church

1101 Broadway, N.E.
Knoxville, TN 37917
Diocese of East Tennessee

3. The Wood Bank of St. James
203 E. Glendale
Dillon, MT 59725
Diocese of Maryland
4. Bradley Initiative for Church and Community
2810 Westside Drive NW, Suite E
Cleveland, TN 37320-5404
Diocese of East Tennessee
5. Trinity Episcopal Parish
1108 N. Adams Street
Wilmington, DE 19801
Diocese of Delaware
6. St. Paul's Episcopal Church
407 N Cedar St.
Truth or Consequences, NM 87901
Diocese of Rio Grande

End of Consent Calendar

The Chair called on Pastor Kathryn Tiede to give the report of the liaison from the ELCA. Pastor Tiede's remarks were posted the EC Extranet site.

The Chair called on Canon Ballentine to continue the WM report. She moved adoption of WM029.

TO: Executive Council
FROM: Standing Committee on World Mission
DATE: October 23, 2011
RE: UTO

Resolved, That the Executive Council, meeting in Salt Lake City, Utah from October 21-24, 2011, receive the report of the INC-055 Ad Hoc Task Force on The United Thank Offering and commend it to the United Thank Offering Board for appropriate consideration in the Board's continuing effort to make The United Thank Offering an instrument of hope to a broken world, and commend it to the 77th General Convention and the Triennial Meeting of Episcopal Church Women for study; and be it further

Resolved, That the Executive Council receives and approves the newly developed Bylaws for The United Thank Offering Board, approved by the United Thank Offering Board at its September 2011 Meeting, those Bylaws being included as Appendix 2 of the Blue Book *Report of the INC-055 Ad Hoc Committee to General Convention*.

Canon Ballentine introduced Canon Harris and Ms Redd. Canon Harris complimented Ms Redd on having built up the Board of UTO. He described the UTO Blue Box and his own experience of its use, likening the Blue Box to the widow and her mite. He reminded EC that INC055 was a

means to define the relationship between the DFMS and UTO. He said the experience of members working with members of the UTO board in writing by-laws, which addressed the relationship, enhanced the relationship and members got to know one another. Canon Harris reported that DFMS' in-house counsel had reviewed the proposed by-laws and approved them. Ms Redd spoke about how the challenge of INC055 had caused UTO to look at its work anew to good effect. She said the study had been productive of two great tools: the study and the relationship. She told EC, "Our change changes lives." Canon Harris' said UTO's theology of thankfulness was a gem, which UTO hopes to publish separately. Canon Harris thanked his predecessor as chair, the Rt Rev'd Ian Douglas, for organizing the Task Force into five areas for its work, with a member of the Board of UTO included in each group. The writing committee of the task force had volunteered to help highlight the presence of UTO at GC. The resolution was adopted unanimously.

The Chair called on Dr Glover, who moved adoption of FFM051.

To: The Executive Council
From: The Standing Committee on Finances for Mission
Date: October 23, 2011
Subject: Trust Fund No. 815 (The Vincent Astor Fund)

Resolved, That 50 percent (50%) of the income from Trust Fund No. 815, The Vincent Astor fund, be allocated to the Diocese of New York and 50 percent (50%) be allocated to the Diocese of Long Island for the period 2012 through 2014 pending receipt of appropriate accounting and narrative reports for previously disbursed funds.

Explanation

Trust Fund # 815, The Vincent Astor Fund (1978)

The income from Trust Fund No. 815, The Vincent Astor Fund, is restricted to projects within the five boroughs of New York City. Under the authority of Astor Fund Committee composed of the Bishop of New York and the Bishop of Long Island, various projects in the five boroughs will be approved after a thorough review. The Committee will also approve disbursements and assume responsibility for oversight and annual reports.

In 2008, the Executive Council passed a resolution covering 2009 through 2011. This resolution extends that authorization from 2012 through 2014.

The resolution was adopted unanimously.

The Chair called on Ms Watkins, who moved adoption of LMM023 (revised) and explained the revisions.

TO: Executive Council
FROM: Standing Committee for Local Mission & Ministry
DATE: October 24, 2011
RE: Recommit to the Work of Anti-Racism

Resolved, That the Executive Council meeting in Salt Lake City submits the following resolution to the 77th General Convention:

Resolved, The House of _____ concurring, That the 77th General Convention recommit and declare itself to be dedicated to continuing the work against the sin of racism in all of its forms; and be it further

Resolved, That a culture, expectation and practice of anti-racism permeate the life of the Episcopal Church; and be it further

Resolved, That anti-racism principles and practices permeate the work of all teams of the DFMS, monitored and networked by a staff officer; and be it further

Resolved, That anti-racism principles and practices permeate the work of all volunteers participating in the governance structures of the Episcopal Church; and be it further

Resolved, That anti-racism training oversight and implementation be carried out on provincial and diocesan levels; and be it further

Resolved, That all dioceses and provinces initiate anti-racism training if they have not already done so and continue to engage in anti-racism training on an ongoing basis; and be it further

Resolved, That dioceses and provinces use *Seeing the Face of God in Each Other* as a primary resource for developing a common language and core principles along with other existing or newly developed resources to dismantle and eradicate structures of racism and the oppressions they foster, both internally and externally, and integrate the practices of anti-racism into their ongoing life; and be it further

Resolved, That the Provinces report annually to the Executive Council on the progress being made in fulfillment of this resolution; and be it further

Resolved, That the 77th General Convention request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$180,000 to be distributed and used by the Provinces for the implementation of this Resolution during the 2013-2015 triennium.

Explanation

Since 1976, General Convention has repeatedly called for the Church to work to end racism. Further, anti-racism awareness is an ongoing process in the life of individuals and the Church and is grounded in our Baptismal Covenant. Pastoral Letters from the House of Bishops (1994, 2006) also have clearly addressed the need for Church-wide focus on the elimination of racism.

The 76th General Convention identified Alleviating Injustice as one of its Mission Priorities. The 2009 report of the Anti-Racism Committee of the Executive Council revealed the following:

- 77 of 100 Dioceses offered Anti-Racism Training
- Only 38 Dioceses had Anti-Racism Committees
- There were just 60 certified trainers which means those persons were available to serve their dioceses as well as others. The initial goal was to have trainers in every Diocese.
- 23 dioceses had not offered any training

The 2011 report of the Anti-Racism Committee of the Executive Council identifies *Seeing the Face of God in Each Other* as the primary anti-racism training manual of the Episcopal Church to be supplemented with other appropriate existing or newly developed resources.

The underpinning of racism affects all dynamics of the ministry of The Episcopal Church and Anti-racism work should be a top priority as stated in Resolutions A 010 (2003); C011 (2006) and A142 (2009). Local mission cannot thrive in the absence of greater understanding,

training and practice of anti-racist, multi-cultural, and anti-oppression principles by both our laity and our clergy. Racial justice seeks to eliminate oppressive systems and to honor the value and quality of all races, ethnicities and cultures. An understanding and appreciation of the wide diversity of perspective and experience present in God's creation is increasingly felt as a critical component of transformation – as individuals and as community. The Church in all the above cited resolutions has noted the systemic inequities and injustice that exists in our societies and in the Church.

A report received by Executive Council in October 2011 - Church-wide Ministries Survey Overview - designed to inform priorities for the 2013-2015 budget process and directed to a select group of church leaders (Bishops, Executive Council, and CCAB members) revealed a continued emphasis on the importance of anti-racism work on both church-wide and local (diocesan, congregational, and provincial) levels.

Currently there is no provision for the training of Anti-Racism Trainers to do the work mandated by General Convention or to monitor anti-racism efforts or adherence to General Convention approved guidelines and curriculum.

Ms McEwen explained to EC that the Provincial Leadership Council [hereafter PLC] is not a canonically recognized body. She moved to amend, deleting PLC, and substituting "provinces." Ms Gardner asked if ExCom would consider putting this funding into the budget. Ms Watkins said it would be her assumption that it would. The amended, revised resolution was adopted unanimously.

The Chair called on Bp Cowan to give the report of the liaison of the Anglican Church of Canada [hereafter ACC]. Bp Cowan's remarks were posted to the EC Extranet site.

Ms Gardner gave the report of the liaison to the Council of General Synod of the ACC, saying she would attend its next meeting in three and a half weeks.

The Chair reported that the national bishops of the ACC, TEC, ELCA and Evangelical Lutheran Church in Canada had met twice and were to meet a third time in December.

The Chair called on the liaison to the Church Council of the ELCA, Ms Lee. Ms Lee reported she had met with the anti-racism officer of the ELCA and would be leading anti-racism training at the next meeting of the Church Council. She said she would report to EC on how the process observation exercise, borrowed from the ELCA and adapted, would be received back by them.

The Chair called on the Writing Committee. Ms Lee presented the draft Blue Book report for EC's approval. Ms Lee moved acceptance of the Blue Book report. Canon Harris said all credit should go to Ms Lee. EC accepted the Blue Book report unanimously.

Dr Sherrod moved acceptance of the Letter from Salt Lake City, which was accepted unanimously.

The Secretary gave thanks for the translators, Cecy Almoría and Dinorah Padro; the chaplain, the Rev'd Diana Johnson; the Hilton Hotel staff; the members of the Writing Committee; Ms Caparulo; and the General Convention Office staff, Ms Lori Ionniú and Ms Marian Conboy.

The Vice Chair gave closing remarks. She spoke of the Five Marks of Mission, which are what we are called to do. She said the ACC had proposed a sixth mark of mission: integrity of peace

and justice. She reviewed the history of the five marks. She said the Interanglican Standing Committee had developed a covenant for communion and mission based on the Five Marks, which had been commended to the provinces by the Anglican Consultative Council. She commended this covenant to EC. She cited the Diocese of San Joaquin as a faithful example of mission.

The Chair gave closing remarks. She thanked Council for hard work, open conversation and struggle with different visions and different understandings of the work of this body. She reviewed the accomplishments of the meeting. She thanked each member for having given up “normal life” to take part in EC.

Bp Alvarez thanked the Chair for her leadership.

Following closing worship, the Chair adjourned the meeting.

Respectfully submitted,

(The Rev'd Canon Dr) Gregory Straub, Secretary