

Executive Council Minutes
February 21-24, 2019
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**Executive Council Narrative Minutes
Reed Conference Center,
Oklahoma City, Oklahoma
February 21-24, 2019**

Thursday Morning, February 21, 2019

The meeting began at 9:00 a.m. with Morning Prayer. The Most Rev. Michael Curry, Chair, called the meeting to order. He called on the Rev. Canon Michael Barlowe, Secretary, to call the roll and make announcements.

Michael Curry, Chair
Gay Jennings, Vice Chair

Thomas Alexander
Lloyd Allen
Devon Anderson (delayed)
Liza Anderson
Jabriel Ballentine
Diane Butler
Jane Cislucyis (delayed)
Matthew Cowden
Lillian Davis-Wilson
Patty Downing
Noreen Duncan
Cornelia Eaton
Blanca Echeverry
Alice Freeman
Polly Getz
Louis Glosson
Angela Goodhouse-Mauai
Mark Goodman
Julia Ayala Harris
Scott Hayashi
Anne Hodges-Copple - excused
Anne Kitch
Edward Konieczny
Alexizendria Link
Mally Ewing Lloyd
Frank Logue

Andrea McKellar
Steven Nishibayashi
Aaron Perkins
Mayra Gonzalez Polanco
Diane Pollard
Holli Powell
Russell Randle
Rose Sconiers
Dabney Smith
Sarah Stonesifer
George Wing
Warren Wong

Ex-officio members and those with seat
and voice:

Michael Barlowe, Secretary
Kurt Barnes, Treasurer
Byron Rushing, Vice President of the House of Deputies
Geof Smith, COO
Doug Anning, Acting CLO

Companion Church Partners:
Vacant, Anglican Church of Canada
William Voss, ELCA

After announcements, Bishop Curry asked the Council to review the draft agenda. The agenda was moved, seconded and approved.

The Chair asked for approval of the Executive Council's October 15-18, 2018 minutes. The minutes were moved, seconded and approved.

The Chair called for ratification of the actions taken by the Executive Committee as posted on the Extranet. The actions of the Executive Committee were moved, seconded and approved.

TO: The Executive Committee of Executive Council (ECEC)
FROM: The Treasurer
DATE: December 7, 2018
RE: Clergy Housing Allowance

Resolved, That a portion of the total compensation paid to each clergy employee for calendar year 2019 shall be designated to be a housing allowance; and be it further

Resolved, That the ECEC designates as a tax-deductible housing allowance for 2019 those allowances requested and presented by clergy employees of the DFMS to the Treasurer as indicated in the attached list; and be it further

Resolved, That these allowances will be made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 up to 100% of the annual cash salary of such clergy; and be it further

Resolved, That the ECEC designates as a tax-deductible housing allowance for 2018 a revised allowances requested and presented by a clergy employee of the DFMS to the Treasurer as indicated in the attached list.

EXPLANATION

This resolution is required because clergy employees are compensated by the Domestic and Foreign Missionary Society (DFMS) for the services as ministers of the gospel; and

Clergy Housing Allowances must be approved by the governing body. Requests received will be considered as soon as practicable, either by the Executive Council or by the Executive Committee, on behalf of the Executive Council. This request comes from an employee who was previously on sabbatical leave. The requested amounts are within the salary limitations. Individual salaries are available for review in the Treasurer's Office. Employee 2019 Housing Allowance Requested Schonberg, Mary Frances \$39,700

The Chair called on the Secretary to explain the nomination process for Executive Council representatives to the ELCA and the Anglican Church of Canada. Secretary Barlowe stated that it was the sense of the Executive Committee that only one nomination was needed for each position. Nominees are Noreen Duncan as representative to the Anglican Church of Canada and Steven Nishibayashi to the ELCA. A motion was made to suspend Rule of Order III.4, which would allow the Executive Committee, in its capacity as Nominating Committee, to submit one name only for each of these positions. The motion was seconded and adopted. Ms. Pollard moved that the nominations for both positions be closed. The motion was seconded and adopted. Ms. Duncan and Mr. Nishibayashi were elected by acclamation.

Bishop Curry then gave his opening remarks. Highlights included:

- He has just returned from South Africa. While there, he had the opportunity to meet with young people. They wanted to talk about the Jesus Movement – the way of love that is the truth and the light.
- Bishop Curry cited two passages: Jesus said, “You will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth.” — Acts 1:8

“Jesus began the most revolutionary movement in human history. A movement built on the unconditional love of God for the world. And the mandate to live that love.”
— Charles Marsh, “The Beloved Community”

- These young people knew the legacy of apartheid. Their province that has been willing to face issues of human trafficking, homosexuality, and a variety of issues. Their province has taught them the faith. One youth addressed the digital age and asked if there is a future for faith in this age.
- This may be one of the most critical questions of our time. Bishop Curry noted that Russ Randle will lead this discussion for us going forward. Is there a future for the Episcopal Church, the Anglican Communion, the Catholic Church, ELCA, Baptists, Jews, Islam – does faith have a future.
- Bishop Curry's answer was that if faith is only seen as an institutional arrangement which we must prop up to keep it going, it will not have a future.
- But if we center on Jesus, his teachings and his message of love, we will have a future. It is the way. And when that way is lived, the Church will have life.
- We may not have easy days ahead of us, but that is okay if we follow His way.

President Gay Jennings gave her remarks. Highlights included:

- 2019 has already been quite the year. She noted that she spent 2 weeks as a visiting professor at CDSP. If that time was any indication, then the future of the Church is bright.
- She then went on vacation and unplugged. In the flood of reconnecting through emails and social media when she returned, there was one message that stuck out: the Archbishop of Canterbury's announcement that same sex spouses would not be invited to Lambeth Conference.
- She talked about the structure of the church and what governs this type of policy. The Anglican Consultative Council is what sets policy. The announcement made by the Archbishop was not in his purview.
- The universe of people affected by this announcement is very small, but the announcement made has a huge impact. So why was it important for the Anglican Communion office to make this announcement? She talked about the 2 daughters of one of the couples who are affected and what this statement says to them about how this segment of the Church views their parents. This is not the way of love.
- If we are not willing to hold meetings that include all, then we should not be holding meetings. But this doesn't mean we shouldn't be in communion with the rest of the Anglican Communion. There is serious work being done across the communion to be inclusive of all people.
- She cited General Convention Resolution 2015-A051, which she will post to extranet.
- Walking the road from Jericho to Jerusalem is at the heart of what deserves our energy and commitment.
- She hopes there is still time to resolve what was said in this announcement, but if that is not possible, we need to take a hard look at how we invest ourselves in global mission.

The Chair called on the Treasurer.

Kurt Barnes presented his report. Highlights included:

Budgets

- His office has not quite closed the year 2018.
- For the triennium, income was slightly above the budget, mainly because diocesan contributions exceeded expectations.
- Expenses were substantially lower than budgeted. This is partly attributable to new programs that have not been fully implemented.
- The bottom line is that there is \$5-6 million of income over expenses.

Balance Sheet

- It remains strong.
- The debt to equity ratio is on the order of 12%.

Investments

- 2018 was not a good year.
- The portfolio was down 6%.
- But the strategy is to look at long term. It has been 9.7% over the last 10 years.

- Investments have recovered 6.5% in January.

Socially Responsible Investing

- Policies were approved last September.

Short-term Liquid Assets

- We have a responsibility to maintain some reserves. At end of 2018, the reserves were down around \$3 million.
- However due to the sale of Block 87 in Austin, those reserves are up by an additional \$19 million. Mr. Barnes noted he will recommend moving some of this to long term investments.
- Q: The Rev. Mr. Ballentine: What is the policy for establishing these reserves? A: Mr. Barnes responded stating the operative policy.
- Q: Ms. Pollard: Given market fluctuations this past year, is moving these reserves into long-term investments for a year realistic? A: Over time, the Investment Committee seeks to be long-term investors and not run scared about short-term fluctuations. A: Ms. Lloyd: The Finance Committee will discuss this recommendation and come back to Council with a resolution on moving forward.

Development

- The work of the Development staff has been directed by Council funding priorities.
- There is a goal of raising \$1 million for this triennium. Mr. Barnes noted that not every dollar goes directly to Development, but instead goes to recipients.

Church of Cuba

- There is a goal to raise \$800K by Pentecost 2019 (June 9th). This is result of actions of General Convention in Austin with re-entry of Cuba into the Church. A public announcement will be made next week.
- Mr. Barnes challenged the Council to be proactive to this goal by committing to contributions totaling \$7,000 by the end of this meeting. There were questions about how and from whom.
- Q: Ms. Stonecifer: There are other groups working to raise funds for Cuba. Is there coordination of these efforts? A: Mr. Barnes stated he was not sure about all sources of funding or where those funds were going.
- Mr. Barnes stated that the \$800K raised will go to the Church Pension Fund for ongoing pensions in Cuba.

Bishop Curry thanked Mr. Barnes and noted to Secretary Barlowe that the Treasurer turned into a preacher and did an altar call! He also noted this is an opportunity for us to do something together. It's part of wider reconciliation efforts.

The Council then took a short break.

Following the break, Russ Randle then led the Council in a “big picture” discussion.

- He began by asking how many Council members have been engaged in some sort of a long-range plan and how many have found those plans were ignored? After a

show of hands to both questions, Mr. Randle stated that's why a long-range plan is not what is being developed.

- We're trying to change the culture.
- A planning exercise, as distributed on the Extranet was then undertaken at tables. Mr. Randle noted that the key factors in planning are that 1 in 5 children in the United States do not speak English at home; 32 million adults in the United States are illiterate; and half of the adults in the United States cannot read a book at the 8th grade level.
- This means we have to do things differently.

After the "big picture" discussion, Bishop Curry thanked Mr. Randle. He called on the Secretary for announcements.

Vice-chair Jennings said a blessing before lunch. The Council then adjourned for lunch.

Wednesday Afternoon

The afternoon was spent in committee meetings which began at 2:00 p.m.

Wednesday Evening

After dinner, the Council had a free evening.

Friday Morning, February 22, 2019

The morning began with Morning Prayer in committee. The morning was spent in committee meetings.

Friday Afternoon

Following lunch, the Council reconvened at 2:00 p.m. in plenary to hear from Bishop Ed Konieczny, Bishop Diocesan of the Diocese of Oklahoma. He provided background on the Diocese and what Council would be seeing during the afternoon. He stated that on April 19, 1995, Timothy McVeigh bombed the Murrah Federal Building killing 161 people and destroying 325 buildings. He noted that it remains the deadliest terrorist bombing attack in United States history. Two members of St. Paul's Cathedral who are survivors of the attack described the event and their experiences. Dianne Dooley noted that the attack was planned by human beings, therefore healing takes on an entirely different dimension. Susan Urbach noted that the healing process is a forward movement toward a new normal. Following questions and answers and logistical announcements from Canon Barlowe, the Council boarded buses to visit the Oklahoma City Memorial.

Friday Evening

Following the tour, the Council returned to the Conference Center for a seated dinner with the Mayor David Holtz of Oklahoma City and the newly elected Congresswoman Kendra Horn representing the district.

Saturday Morning, February 23, 2019

The morning began with Morning Prayer in plenary. Canon Barlowe thanked Bishop Konieczny for arrangements for the Friday tour. He asked staff members present to introduce themselves. He reminded Council of the deadlines for the Consent Calendar and resolutions to come before the Council. He also talked about the work being done on many levels to bring Cuba back into The Episcopal Church and the timetable for completion. The morning was then spent in committee meetings.

Saturday Afternoon

Following lunch, Council members reconvened in committee meetings until 4:00 p.m.

At 4:30 p.m., the Council reconvened in plenary session. The Chair called the meeting to order.

The Chair then invited the Council into a few moments of reflection about the experience of visiting the Memorial yesterday. The Rev. Tom Brackett offered his thanks for a new spirit of community as a result of this experience. Bishop Curry offered a prayer in memory of those who died at the Murrah Federal Building, and in thanksgiving for those who survived, for those who care for the museum and for all of us who go forth for the living of these days.

The Chair called on the Companion Church liaison from the ELCA, Pastor William Voss, for his comments. Highlights included a statement from ELCA Presiding Bishop Elizabeth Eaton about two questions in dealing with the stresses of our time: the wrong question of “what is to be done”; and the right question of “what is God up to”. He talked about the ELCA upcoming equivalent of General Convention and the issues on the table for them.

The Chair called on the chairs of the Joint Standing Committees for their reports and any required actions.

The Rev. Mally Lloyd presented the report from the Joint Standing Committee on Finance. She noted those who were visitors to their committee. The committee sent several items to the Consent Calendar. These included resolutions of thanks and resolutions regarding bequests. The Rev. Ms. Lloyd stated the committee conducted some housekeeping issues, they elected officers, and they began conversations about the budget process for the next triennium. They also received an update on Socially Responsible Investing. The Rev. Ms. Lloyd moved adoption of FIN 023 and spoke to the resolution. A question was raised regarding other items that might be on the table for development.

FIN 023

TO: Executive Council

FROM: Joint Standing Committee on Finance

DATE: February 24, 2019

RE: 2019 Budget for The Episcopal Church

Resolved, That the Executive Council approves the proposed revisions and their funding sources for the 2019 Budget for The Episcopal Church as follows:

1. Non-government refugee ministry budget is increased from \$113,000 to \$319,816, which can be funded through the \$339,000 budget approved for the triennium. Future year adjustments will be funded through funds raised, of which \$260,000 are in hand at 1/31/2019.

2. Addition of \$125,000 for Spanish translation of the Title IV training website and \$449,000 for ongoing software development; licensing, hosting and maintenance fees; and technical requirements of General Convention. This \$574,000 total addition to budget will be funded through sources to be identified by the Treasurer.

FIN 023 was adopted. The Rev. Ms. Lloyd then moved FIN 027 and spoke to it. She explained the progress made on improvements to the waiver process. She told good news stories, naming Central Gulf Coast and West Texas. She talked about issues involving Province IX. This resolution recommends waivers for Central Gulf Coast and Columbia, but it does not recommend a waiver for Dallas. She noted there are applications pending from several other dioceses. She called attention to the list of dioceses who have not yet submitted their commitments. Q: Bishop Smith: In the past in Dallas, there were splits in commitments – some were diocesan and some were congregational. Is that still true? A: Mr. Barnes and the Rev. Ms. Lloyd were not sure. A clarification was requested regarding how compliance is determined. The Rev. Mr. Ballentine stated he was in complete agreement that dioceses need to be in compliance before asking for a grant of some kind.

FIN-027

TO: Executive Council

FROM: Joint Standing Committee on Finance

DATE: February 24, 2019

RE: Assessment Review Committee Waiver Recommendations

Resolved, That the Executive Council grants a waiver of payment of their assessments for the 2019-2021 triennium to the Diocese of the Central Gulf Coast, according to the following schedule: 12% - 2019; 14% in 2020; 15% in 2021; and be it further

Resolved, That the Executive Council grants a one-year waiver of payment of their assessments for 2019 to:

the Diocese of Colombia – will pay \$1,500 for 2019

the Diocese of the Dominican Republic –will pay \$15,000 for 2019

the Episcopal Church in Taiwan - will pay \$3,000 for 2019; and be it further

Resolved, That the Executive Council denies the waiver request from the Episcopal Diocese of Dallas as submitted to the Assessment Review Committee.

FIN 027 was adopted. Before the next resolution was presented the Rev. Ms. Lloyd gave an explanation of the budget surplus and the sources of that surplus. They are from the budget, a short-term reserve and from the sale Block 87 in Austin. To fully fund the short-

term reserves, she moved FIN 029. In discussion, Mr. Barnes provided further explanation of how this resolution came to be.

FIN-029

For: Executive Council

From: The Joint Standing Committee on Finance

Date: February 24, 2019

Subject: Short-term Reserves

Resolved, That the Executive Council, pursuant to Resolution FFM-078 (June 2017), allocate 20 percent, or \$920,000, of the estimated budgetary surplus for the 2016-2018 triennium to the short-term reserves; and be it further

Resolved, That the balance of the estimated surplus, \$3,680,000, remain in the cash operating account, which has been used to fund various non-budgetary actions approved by Executive Council; and be it further

Resolved, That \$2,880,000 of the proceeds from the sale of Block 87 (Austin) be allocated to the short-term reserves.

EXPLANATION

FFM-078 recognized the importance of maintaining short-term reserve assets equal to at least three months of average operating expenses (approximately \$9.5 million). These allocations achieve that goal.

According to FFM-078 the \$3.7 million should be placed in the trust funds. The cash account was used to fund loans and loan forgiveness, thereby depleting the cash account, the JSC on Finance recommends that the appropriate fiduciary action is to retain the \$3.7 million in the cash account rather than investing it in the trust funds and then withdrawing funds to provide necessary operating liquidity.

FIN 029 was adopted. The Rev. Ms. Lloyd then moved FIN 021 and spoke to it. She explained that Executive Council would be the owner of the trust funds established by this resolution. Q: What happens to the Archives? A: Bishop Curry: Money in this trust fund is partly generated from the proceeds of Block 87. It's being put aside for the time being while discussions are ongoing with the Archives. At some point Council will receive reports on the needs of Archives. Q: Was there a mortgage on the purchase of the Block? A: No. Mr. Randle requested that a final decision be made on the Archives before the 2021 General Convention. Bishop Curry: We want to be responsible stewards of the Church's archival records and information management. Those decisions on how best to do this have not been made yet. There was a realization that it made sense to pause and do the homework. Bishop Konieczny expressed concerns that this reserve would get away from being dedicated to the Archives. Mr. Barnes: The discipline not to spend this reserve starts with this body and carries into General Convention. Bishop Curry noted that there was a general consensus of the Council that this work be completed by the 2021 General Convention.

FIN 021

For: Executive Council

From: The Joint Standing Committee on Finance

Date: February 24, 2019

Subject: Trust Fund 1195, the DFMS Long-term Reserve Fund

Resolved, That Trust Fund 1195, the Domestic and Foreign Missionary Society Long-term Reserve Fund, be established as investment account for the general purposes of the Society, with an initial investment of \$16,120,000; and be it further

Resolved, That income be available to support the budget of the Society; and be it further

Resolved, That principal may be withdrawn and additional funds may be added, in consultation with the Treasurer.

EXPLANATION This trust is established as the result of a windfall gain from the sale of property. The immediate use of the proceeds is not anticipated. The risk/reward of this investment outweighs the risk/reward of a short-term money market investment and will generate higher income for budgetary use.

Additions and withdrawals will be at the direction of the Executive Council.

FIN 021 was adopted. This completed the report of the Joint Standing Committee on Finance.

The Rev. Canon Frank Logue presented the report of the Joint Standing Committee on Ministry Inside the Episcopal Church. He asked the members of the committee to stand and be recognized. He noted that the committee is working in the areas of oversight of programs and policies within its scope. The committee has met with the Rev. Canon Stephanie Spellers and the Rev. Tom Brackett about sea changes occurring in the Church. Ms. Bronwyn Skov informed the committee of work with youth and their leaders and mentors. The Rev. Melody Mullin talked about racial reconciliation. The Rev. Canon Mark Stevenson talked about transitions within the Church, and the Rev. Canon Anthony Guillen informed their discussions on multi-cultural ministries. Canon Logue talked about the volunteers and staff that make these ministries happen. He noted there is also money available for safe church work and suicide prevention. These programs don't fall into any given group, but they do show the ways that groups can work together. Concerns noted by the committee were about who is not at the table. He stated that the committee is united in how they view their work, noting that racial reconciliation is one area that still needs to be addressed. He summed the report up by stating that the committee is aware of what it doesn't know. The committee did recommend two grants that were put on Consent Calendar. One involves a grant for young adult leadership, and the other is about a "Messy Church" grant ("Messy Church" is what the Church of England uses to refer to child-friendly liturgical services).

The Rt. Rev. Dabney Smith presented the report for the Joint Standing Committee on Ministry Beyond the Episcopal Church. Bishop Smith began by stating that the committee quickly discovered an issue that needed clarity. There were several standing committees that were ended at the 2015 General Convention. One has been reinstituted which, in some ways conflicts with this joint standing committee. Work will be done to clarify the lines of authority. He named the bilateral and covenant agreements that are ongoing, noting that they all need additional attention regarding the terms of the agreements. The Rev. Canon Chuck Robertson and the Rev. David Copley will work with Bishop Smith to clarify what needs to be done. Bishop Smith noted the myriad of things going on within the Church over many departments. The committee feels that the departments within the Church are permeable, and work needs to be done to determine how programs and policies are connected. He cautioned that the Church needs to be diligent about the work of Episcopal Migration Ministries, and its historical identity needs to be maintained. He stated there were three resolutions coming out of the committee. One is on the Consent Calendar regarding the National Council of Churches. The other two are before the Council. He then moved adoption of MB 003.

MB 003

TO: Executive Council

FROM: JSC on Mission Beyond The Episcopal Church

DATE: February 23, 2019

RE: RESOLUTION OF ENCOURAGEMENT TO THE UNITED METHODIST CHURCH, MEETING AT A SPECIAL SESSION OF GENERAL CONFERENCE

Whereas, The Episcopal Church is grateful for the continuing dialogue with The United Methodist Church, drawing together in friendship and warm collaboration kindred spiritual traditions; and

Whereas, The Episcopal Church, meeting in Austin, Texas, at its 79th General Convention, received “with gratitude the proposal ‘A Gift to the World, Co-Laborers for the Healing of Brokenness,’ which was prepared and distributed by The Episcopal Church-United Methodist Dialogue...” (A041); and

Whereas we recognize the faithfulness of members of The United Methodist Church as you meet in a Special Session of the General Conference, from February 23-26, 2019, in St. Louis, Missouri, wrestling with important questions that affect deeply the interdependent life of Methodists around the world; and be it further

Resolved, That the Executive Council of The Episcopal Church, meeting at the Reed Conference Center in Midwest City, Oklahoma, from February 21-24, 2019, sends our warmest greetings and most fervent prayers to you, our brothers and sisters, our siblings, in The United Methodist Church, and that we look forward eagerly to our continued dialogue with you, seeking God’s will for our two traditions to be knit more closely in ministry.

MB003 was adopted. Bishop Smith then informed the Council that Bishop Jacob of Ghana died on Valentine's Day. He called for a moment of silence. Bishop Curry offered a prayer in remembrance of Bishop Jacob. Bishop Smith then stated that the situation in Venezuela was discussed with Episcopal Relief and Development. The result was a pastoral resolution from the committee. Bishop Smith moved adoption of MB 004.

MB 004

TO: Executive Council

FROM: JSC on Mission Beyond The Episcopal Church

DATE: February 23, 2019

RE: PASTORAL RESOLUTION ON VENEZUELA

Whereas, the Executive Council of The Episcopal Church, meeting at the Reed Conference Center in Midwest City, Oklahoma, heard, on the afternoon of Friday, February 22, the moving personal stories of two survivors of the Oklahoma City bombing, which took place on April 19, 1995, in which both Susan Urbach and Dianne Dooley gave witness to the fundamental importance of messages of solidarity received from around the world in the aftermath of that fateful day, messages of life-giving hope and light even in the midst of the dark days of sorrow, grief and struggle, which gave knowledge that "we were not alone"; and

Whereas, the people of Venezuela find themselves walking through the shadows of struggle, living through distressingly difficult times, facing challenges in their daily lives to the availability of basic necessities such as food, clean water, medical care, and personal safety; and

Whereas, these physical trials are compounded by spiritual challenges that arise as men, women, and children seek meaning and purpose while surrounded by physical and emotional burdens of each day; and

Whereas, while the Psalmist reminds us that, "...even though I walk through the valley of death, I will fear no evil, for you are with me...", it is the solidarity of Christian community that holds out hope and life to all who feel separated, bereft, and forgotten; and

Whereas, "We remain steadfast in our prayerful advocacy for a peaceful resolution of the crisis facing our siblings in Christ in the Diocese of Venezuela and urge continued support for those seeking protection in neighboring countries," therefore; be it further

Resolved, That the Executive Council of The Episcopal Church, meeting at the Reed Conference Center in Midwest City, Oklahoma, on Sunday, February 24, 2019, expresses its deepest concern regarding the humanitarian and political crisis affecting Venezuela and sends greetings to our brothers and sisters, our siblings, in the Diocese of Venezuela, assuring them that they are not alone, that we remember them and are praying daily for

their safety and well-being, and that we reach out to them in love and affection, even as we seek ways to bring peace and security to them, their families, and their churches.

The Rev. Anne Kitch moved an amendment to add the words “our siblings” to the last resolve as shown above. The amendment was seconded and adopted. The amended main motion MB 004 was adopted.

Announcements were then made by Canon Barlowe. Logistical information about Sunday worship and rides to the airport were announced by staff member Iris DiLeonardo. The Secretary also provided information on Sunday afternoon’s meeting.

Deacon Lillian Davis-Wilson offered the blessing. Following dinner, the Council enjoyed a free evening.

Sunday Morning, February 24, 2019

The Council boarded buses at 8:15 and went to St. Paul’s Cathedral for the Eucharist. Presiding Bishop Curry was the homilist, and Bishop Ed Konieczny celebrated. Following the Eucharist, the Council returned to Reed Conference Center for lunch.

Sunday Afternoon

The Council reconvened in plenary at 12:30 p.m. There were no announcements from the Secretary. The Consent Calendar was then moved and adopted. See Attachment A.

Governance and Operations

Ms. Jane Cisluycis presented the report for the Joint Standing Committee on Governance and Operations. She recognized the members of the committee and thanked them for their work. She noted that Byron Rushing, Vice President of the House of Deputies; Geof Smith, COO; Doug Anning, Acting CLO; Sally Johnson, Chancellor for the President of the House of Deputies; and Mary Kostel, Chancellor to the Presiding Bishop also joined in their meetings. Reports were given by Human Resources, IT and Communications. She noted the resolutions put on the consent calendar. The balance of the committee’s work was ongoing planning on various issues. She then moved GO 004.

TO: Executive Council

FROM: Joint Standing Committee of Governance & Operation

DATE: February 23, 2019

RE: COURTESY RESOLUTION HONORING DAVID BOOTH BEERS, ESQ.

Resolved, That the Committee on Governance and Operations recommends adoption of the following resolution honoring the long and faithful service of David Booth Beers, Esq., and retired Chancellor to the Presiding Bishop:

Resolution

Resolved, Whereas, David Booth Beers, Esq., served as Chancellor to the Presiding Bishop, beginning in 1991 and up until his retirement from that post on December 31, 2018; and be it further

Resolved, Whereas, David served through deeply challenging legal times for the Church, including management of unprecedented, extraordinarily complex, difficult and lengthy litigation attacking the legitimacy and polity of our Church during struggles for gender equality and full inclusion of LGBT persons at all levels of the Church; and be it further

Resolved, Whereas, David ably advised our Presiding Bishops and others in the Church in resolving highly sensitive issues in assuring the upright conduct of ministry at all levels in the Church; and be it further

Resolved, Whereas, David ably advised the Church and our Presiding Bishops on the wide variety of legal issues that arise in the life of a large, multi-national religious organization with millions of members and over 100 dioceses; and be it further

Resolved, by the Executive Council, meeting in Oklahoma City, Oklahoma, from February 21-24, 2019, that:

We recognize with great appreciation the long and steadfast service of David Booth Beers, Esq., as Chancellor to the Presiding Bishop;

We extend our hearty thanks to David for his deeply faithful service to our Presiding Bishops, to our Church and to our Lord Jesus;

We extend our very best wishes to David and his wife, Peggy, for a very long, happy, and enjoyable retirement from the Chancellor position.

The resolution was read aloud by Ms. Cislucyis. Comments were made in support of the resolution. The Council stood and applauded as GO 004 was adopted with a loud “Glory, Halleluiah!”

Ms. Cislucyis moved GO 005. Canon Barlowe spoke to the resolution noting that the resolution adopted at General Convention this past summer was a canonical change in the provisions of the appeals process. What was a regional process is now consolidated into one Court of Review and provides for a more economical process. However, General Convention did not provide a procedure for populating that Court on the House of Deputies side. A Working Group was formed to determine the best way forward. It decided that in the best interest of the Church, Executive Council should be the body to act. The resolution outlines this decision, and what is before the Council will allow lay and clergy members of the Executive Council to affirm nominations by the President of the House of Deputies for this new Court of Review. A special meeting will be called to ratify the President’s decisions in the near future.

FOR: Executive Council

FROM: The Joint Standing Committee on Governance & Operations

DATE: February 23, 2019
SUBJECT: COURT OF REVIEW

Whereas Resolution A110 adopted by the 2018 General Convention established a new Court of Review but did not expressly include a method by which that court is to be initially populated; therefore, be it

Resolved, That the Executive Council accepts and supports the conclusions and the recommendations of the Working Group contained in the attached memorandum that the President of the House of Deputies appoint lay and Clergy members to the court with the consent of the lay and clergy members of Executive Council; and be it further

Resolved, That the Standing Commission on Structure, Governance Constitution & Canons be tasked with proposing to the 2021 General Convention an appropriate resolution ratifying the composition of the Court of Review and any actions of that court taken during this current triennium.

EXPLANATION

General Convention amended the Canons in 2018 (eff. Jan.1, 2019) to eliminate Provincial Courts of Review for appeals from Title IV hearings for Priests and Deacons and replace them with one churchwide Court of Review. This new Court of Review is to be composed of three Bishops elected by the House of Bishops; and six members of the clergy and six laypersons to be elected by the House of Deputies. While the House of Bishops may elect its members at the March 2019 meeting of that House, no mechanism for selecting the clergy and lay members of the new Court before the 2021 General Convention was provided in the amended canon creating the single Court of Review.

It is the conclusion of the Working Group that General Convention intended that a church wide Court of Review become functional before General Convention 2021. It is the further conclusion of the Working Group that the clearest indication of how the lay and clergy positions on that Court should be filled in the absence of General Convention having provided a mechanism for doing so in the amended canon is found in General Convention's most recent instruction for the filling of positions on the Disciplinary Board for Bishops prior to the filling of them by election by the House of Deputies. That instruction provided that, in the absence of an election by General Convention, the President of the House of Deputies appoint lay and clergy members with the consent of the lay and Clergy members of Executive Council. The Working Group recommends that the same process be followed here, and seeks Executive Council's support for its recommendation. The Working Group further suggests that a resolution be offered to the 2021 General Convention for that body to ratify the process set out here.

To: Executive Council Joint Standing Committee on Governance and Operations
From: Working Group on Provincial Court of Review
Date: January 29, 2019
RE: Populating the New Court of Review

Summary: General Convention amended the Canons in 2018 (eff. Jan. 1, 2019) to eliminate Provincial Courts of Review for appeals from Title IV hearings for Priests and Deacons and replace them with one church wide Court of Review. This new Court of Review is to be composed of three Bishops elected by the House of Bishops; and six members of the Clergy and six laypersons to be elected by the House of Deputies. While the House of Bishops may elect its members at the March 2019 meeting of that House, no mechanism for selecting the Clergy and lay members of the new Court before the 2021 General Convention was provided in the amended canon creating the single Court of Review.

It is the conclusion of the Working Group that General Convention intended that a church wide Court of Review become functional before General Convention 2021. It is the further conclusion of the Working Group that the clearest indication of how the lay and Clergy positions on that Court should be filled in the absence of General Convention having provided a mechanism for doing so in the amended canon is found in General Convention's most recent instruction for the filling of positions on the Disciplinary Board for Bishops prior to the filling of them by election by the House of Deputies. That instruction provided that, in the absence of an election by General Convention, the President of the House of Deputies appoint lay and Clergy members with the consent of the lay and Clergy members of Executive Council. The Working Group recommends that the same process be followed here, and seeks Executive Council's support for its recommendation. The Working Group further suggests that a resolution be offered to the 2021 General Convention for that body to ratify the process set out here.

History: The Standing Commission on Structure, Governance and Constitution and Canons proposed Resolution A110 to amend the Canons to create one church wide Court of Review to replace the provincial Courts of Review to hear appeals in Title IV matters regarding Priests and Deacons. The proposal was adopted and became effective January 1, 2019. The amendment provides that the three Bishop members of the Court of Review be elected by the House of Bishops. That may be done either at a meeting of General Convention or any other meeting of the House of Bishops. It further provides that the six members of the Clergy and six lay members (and alternates) be elected by the House of Deputies. That House meets only at a meeting of General Convention. No provision was included for filling the lay and Clergy positions between the effective date of the amendments and General Convention 2021.

Process: The Presiding Officers became aware of this issue and appointed a Working Group to consider the matter. The members of the Working Group are the Rev. Michael Barlowe, Executive Officer of the General Convention; Douglas Anning, Acting Chief Legal Officer; David Booth Beers, Chancellor to the Presiding Bishop; Sally Johnson, Chancellor to the President of the House of Deputies; Christopher Hayes, Chancellor of the Diocese of California and member of the Standing Commission on Structure, Governance and Constitution and Canons; the Rt. Rev. Todd Ousley, Bishop for Pastoral Development of the Office of the Presiding Bishop; and Mary Kostel, Special Counsel to the Presiding Bishop for Property Litigation and Discipline.

The Working Group met in October and developed a plan of work. The lawyers in the Group have conducted research and considered a number of alternatives with the aim of discerning which most closely reflects the intention of General Convention.

The attorneys reviewed the following relevant canons:

1. Canon IV.5.4, the new Canon, provides, in relevant parts:

(a) The Court of Review shall consist of: (i) Three (3) Bishops; six (6) Members of the Clergy, which and will include not fewer than two (2) Priests and not fewer than two (2) Deacons; and six (6) lay persons; and (ii) one (1) Bishop, one (1) Priest or Deacon, and one (1) lay person to serve as alternates as hereinafter provided. ...

(b) ... The clergy and lay members and alternates of the Court of Review shall be elected by the House of Deputies for a three-year term, such that one-third of clergy members and one-third of lay members shall come from Province I, II, or III; one-third shall come from Province IV, V, or VI; and one-third shall come from Province VII, VIII, IX. The Court of Review shall select a president from among its members. The President shall be a Priest, Deacon or lay person. ...

1 David completed his service as Chancellor to the Presiding Bishop on December 31, 2018.

2 As of January 1, 2019 Mary became Chancellor to the Presiding Bishop.

(g) Vacancies on the Court of Review shall be filled by appointment by the President of the Court of Review of persons qualified as provided in Canon IV.5.4(a).

2. Canon IV.17.3 (2015), which was in effect until its revision as of January 1st this year. This set out how the lay and Clergy members of the new Disciplinary Board for Bishops created by General Convention in 2006 were chosen. In relevant part it stated:

... The Disciplinary Board for Board for Bishops shall consist of ten Bishops elected at any regularly scheduled meeting of the House of Bishops, and four Priests or Deacons and four lay persons initially appointed by the President of the House of Deputies with the advice and consent of the lay and clergy members of Executive Council and thereafter elected by the House of Deputies.

(Since this transitional provision is no longer needed, it was eliminated from Canon IV.17.3.)

Prior Canon IV.17.3 demonstrates how General Convention chose to fill the initial lay and Clergy positions on disciplinary bodies in the absence of an election by the House of Deputies. That is, it provided that the initial lay, Deacon and Priest members were

appointed by the President of the House of Deputies with consent by the members of Executive Council of the same orders.

Taking into account this text and history, the attorneys considered the following alternatives and variations on these:

- Take no action to fill the lay and Clergy positions on the Court of Review;
- Call a Special Meeting of the General Convention so that the House of Deputies could elect members of the Court;
- House of Bishops elect Bishop members at its March meeting and those Bishop members fill the lay and Clergy vacancies;
- House of Bishops elect Bishop members at its March meeting and those Bishop members choose the lay or Clergy President of the Court who then could fill the vacancies under the new provision that authorizes the Court's President to fill vacancies;
- House of Bishops elect Bishop members at its March meeting and the full Executive Council elect the lay and Clergy members;
- House of Bishops elect Bishop members at its March meeting and President of the House of Deputies appoint lay or Clergy President of the Court who then could fill the vacancies under the same provision described above; and
- House of Bishops elect Bishop members at its March meeting and President of the House of Deputies appoint lay and Clergy members, with the consent of the lay and Clergy members of Executive Council.

In the light of the prior history and canon, the attorneys concluded that the method for filling the initial lay and Clergy positions on the new Court of Review that best reflects past actions of General Convention would be for the President of the House of Deputies to appoint the lay and Clergy members with the consent of the lay and Clergy members of Executive Council. The attorneys communicated their conclusion to the remainder of the Working Group, including the Presiding Bishop and the President of the House of Deputies, all of whom agreed to this method of filling the lay and Clergy positions.

GO 005 was adopted.

Ms. Cislucis moved GO 006.

TO: The Executive Council
FROM: The Joint Standing Committee on Governance and Operations
DATE: February 23, 2019
SUBJECT: EXCLUSION OF SPOUSES AT LAMBETH CONFERENCE:
WHEN DOES ALL MEAN ALL?

Whereas, the Executive Council of The Episcopal Church gives thanks for the Bishops of this Church and for all Bishops of the Anglican Communion; and

Whereas, the Executive Council recognizes the value of the Bishops of the Anglican Communion gathering at the Lambeth Conference for prayer, study, reflection and fellowship at the invitation of the Archbishop of Canterbury; and

Whereas, the announced theme of the Lambeth Conference scheduled for July in 2020 is “God’s Church for God’s World: walking, listening and witnessing together;” and

Whereas, it has been reported that several Bishops whose spouses are the same sex as the Bishops have been informed by the Archbishop of Canterbury that their spouse is not invited to the 2020 Lambeth Conference; and

Whereas, The Episcopal Church, acting through its governing body the General Convention, has taken a variety of actions over a period of more than forty years in support of homosexual, lesbian, gay, bisexual, and transgender persons, their partners, spouses and families, both in secular society and in the Church (*Please see key resolutions below.*); and

Whereas, several statements and resolutions have been issued by Anglican Communion entities relating to human sexuality:

Lambeth Conference 1998, Resolution 1.10 (c), in part:

We commit ourselves to listen to the experience of homosexual persons and we wish to assure them that they are loved by God and that all baptized, believing and faithful persons, regardless of sexual orientation, are full members of the Body of Christ;

Lambeth Conference 2008, Lambeth Indaba Reflection

Section A Introduction

7. We give thanks for the Conference in which our spouses have participated over the last three weeks, as they have lived and prayed alongside our own conference, studies and deliberations.

Anglican Consultative Council 15 in 2012 Resolution 15.33: Rites Relating to Marriage

ACC-15 welcomed the Canterbury Statement of the International Anglican Liturgical Consultation 'Rites Relating to Marriage' and commended it to the Provinces for study. Section 15.5 of the Statement reads:

15.5 Some in the Anglican Communion are discerning that much of what is held to be true of Christian marriage between a man and a woman is also found and given expression in faithful, committed, monogamous, lifelong relationships between two men or two women, whether it is called a marriage or something else. This provides an opportunity for continuing

conversation within the Communion and listening to the experiences of gay and lesbian disciples of Christ.

and,

Whereas, the descriptions of the program and purposes of the upcoming Lambeth Conference from its official website (lambethconference.org/about) include the following:

“We will listen to God through one another. We will seek God’s wisdom to find ways to walk together build one another up as leaders and proclaim the God News of Jesus Christ to a world that needs it more than ever.”

“For the first time there will be a joint programme. Spouses of bishops will attend combined sessions at key points in the overall programme.”

“There will also be separate sessions on the specific responsibilities of the ministry for bishops and spouses.”

and,

Whereas, the Secretary General of the Anglican Communion has stated:

“I need to clarify a misunderstanding that has arisen. Invitations have been sent to every active bishop. That is how it should be – we are recognizing that all those consecrated into the office of bishop should be able to attend. But the invitation process has also needed to take account of the Anglican Communion’s position on marriage which is that it is the lifelong union of a man and a woman. That is the position as set out in Resolution I.10 of the 1998 Lambeth Conference. Given this, it would be inappropriate for same sex spouses to be invited to the conference.”

Now, Therefore, the Executive Council expresses its concern, regret and disappointment in the language posted by the Secretary General, that to invite certain spouses of Bishops in the Communion to the Lambeth Conference would be “inappropriate”; and

Resolved further that the Executive Council finds the choice not to invite certain spouses to be inconsistent with the positions of The Episcopal Church as expressed by General Convention and especially in Canon I.17.5 (see below); compared to the opposite sex spouses of Bishops who will be invited to participate in the Lambeth Conference; and

Resolved further that the Executive Council finds the decision not to invite certain spouses to be inconsistent with multiple statements of the Anglican Communion: Listening to LGBTQ persons is essential and would add invaluable perspectives to the discussions, listening and work of the Bishops and spouses at the Lambeth Conference; and

Resolved further, that while the Lambeth Conference 2020 planning group has made significant new efforts to include all Bishops and their spouses, Executive Council finds the exclusion of “same sex” spouses to be particularly misguided and inconsistent with the stated purposes of the Conference; and

Resolved further, that the Executive Council expresses its love, support, concern and prayers for the spouses who have not been invited or may not be invited to the Lambeth Conference; and

Resolved further, that the Executive Council affirms and laments the hurt and pain this action causes to gay, lesbian, bisexual, and transgender persons across the Anglican Communion; and

Resolved further, that Executive Council asks each Bishop, each spouse of a Bishop, and the House of Bishops collectively to prayerfully and carefully consider her/his/their response, choices and actions in the light of these troubling circumstances.

Key resolutions and Canons of The General Convention of The Episcopal Church

1976 - A071 “. . .homosexual persons are entitled to equal protection of the laws with all other citizens and calls upon our society to see that such protection is provided in actuality.”

1994 - D006 “. . . call[s] upon municipal council, state legislatures and the United States Congress to approve measures giving gay and lesbian couples protection[s] such as: bereavement and family leave policies; health benefits, pension benefits; real-estate transfer tax benefits, and commitments to mutual support enjoyed by non-gay married couples.”

1994 - Amended Canon I.17.5 to provide protections to persons based on, among other things, their sexual orientation.

Sec. 5. No one shall be denied rights, status, or access to an equal place in the life, worship, and governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, disabilities or age, except as otherwise specified by Canon.

1994 - Amended Canon III.4.1 to provide protections to persons based on, among other things, their sexual orientation.

Sec. 1. All Bishops of Dioceses and other Clergy shall make provisions to identify fit persons for Holy Orders and encourage them to present themselves for Postulancy. No one shall be denied access to the selection process for ordination in this Church because of race, color, ethnic origin, sex, national origin, marital status, sexual orientation, disabilities or age, except as otherwise specified by these Canons. No right to ordination is hereby established

2000 - C043 “. . . affirm and endorse the Cambridge Accord of October 1, 1999 and urge all members of the House of Bishops to affix their names to the Accord, the text of which follows.

THE CAMBRIDGE ACCORD

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

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

2009 - D052- “. . . That the 76th General Convention affirm the value of “listening to the experience of homosexual persons,” as called for by the Lambeth Conferences of 1978, 1988 and 1998, and acknowledge that through our own listening the General Convention has come to recognize that the baptized membership of The Episcopal Church includes same sex couples living in lifelong committed relationships “characterized by fidelity, monogamy, mutual affection and respect, careful, honest communication and the holy love which enables those in such relationships to see in each other the image of God” (2000-D039); and be it further

Resolved, That the 76th General Convention recognize that gay and lesbian persons who are part of such relationships have responded to God’s call and have exercised various ministries in and on behalf of God’s One, Holy, Catholic and Apostolic Church and are currently doing so in our midst; and be it further

Resolved, That the 76th General Convention affirm that God has called and may call such individuals to any ordained ministry in The Episcopal Church, and that God’s call to the ordained ministry in The Episcopal Church is a mystery which the Church attempts to discern for all people through our discernment processes acting in accordance with the Constitution and Canons of The Episcopal Church;

2012 - A049 “That the 77th General Convention commend “Liturgical Resources I: I Will Bless You and You Will Be a Blessing” for study and use in congregations and dioceses of The Episcopal Church” for the blessing of same sex relationships.

2012 - D011 “. . . That the 77th General Convention urge enactment of legislation to permit same-gender legal domestic partners and spouses of United States citizens and

lawful permanent residents to seek lawful permanent resident status in the same manner as different-gender spouses of citizens and lawful permanent residents;”

2012 - D018 “. . . That the 77th General Convention urge members of the U.S. Congress to repeal federal laws that have a discriminatory effect on same-gender civilly married couples, and to pass legislation to allow the U.S. federal government to provide benefits to those couples;”

2015 - A036 amended Canon I.18 on the solemnization of Holy Matrimony to permit same sex marriage if permitted by civil law;

2015 - D047 “. . . That the 78th General Convention direct the Trustees of the Church Pension Fund to continue to review and revise the pension plan rules so that participants in the plan with same-gender spouses and their spouses are treated the same as participants with opposite-gender spouses in all respects;

“. . . That, so as not to discriminate against same-gender couples who in the past were not able to marry under civil law, there be a transition period to provide equal benefits to married couples, including special provisions for surviving partners of deceased participants in the plan.”

In discussion:

- Bishop Smith stated his support for the resolution, with the exception of the last resolve. He stated that his wife, who has never been in this situation, could be asked to respond. The resolution could instigate hateful mail even to bishop’s spouses. He asked why the resolution was not being directed to the Archbishop of Canterbury specifically.
- Bishop Konieczny responded to the question by stating there was a lot of conversation around this, but the committee felt it best to try to strike a middle ground to express concerns rather than to attack the Archbishop. The resolution is designed to leave the door open for further conversation. It gives the Archbishop a chance to reflect and respond on his own. Hopefully it gives The Episcopal Church the ability to have conversations before Lambeth that may lead to a different way of addressing this.
- Ms. Cislucyis stated that the committee also saw this as an educational tool to remind the Church how far we’ve come and that there has been an openness in past discussions that needs to be kept open.
- Ms. Pollard rose in support of the resolution and urged adoption without changes.
- Bishop Konieczny stated sensitivity to Bishop Smith’s concerns noting also the committee’s sensitivity to how spouses might be affected by the resolution since it relates directly to them. The committee felt that spouses deserve the right to respond.
- Mr. Rushing rose in support of the resolution in that The Episcopal Church has to say something. On the issue of spouses, they will have a different role at Lambeth in

2020. There will be independent programming for them, which is reason for them to have the opportunity to speak.

- Bishop Konieczny stated that arrangements will be made for spouses who are being excluded to be present anyway. This is coming from a group in the Church of England that doesn't support the Archbishop's position.
- Gratitude was expressed to those who worked so hard on this resolution, particularly Chancellor Sally Johnson who carried a heavy load in researching previous resolutions that speak to this issue.
- The Rev. Lloyd stated that this is not the last time Executive Council will have the opportunity to speak. If the Council needs to narrow down and be more directive, it can do so.
- Bishop Hayashi shared Bishop Smith's concerns, stating his wife has been subject at times to ill will. He also stated his support for the resolution and noted he has been considering for a long time the very issues that this resolution addresses. He stated he understood giving the Archbishop room to reflect on his decision but noted that he is the one who has made this call. He noted that he does think the Council needs to register displeasure.
- Ms. Anderson offered no specific wording but suggested that maybe wording should be included to offer love and support to spouses who have been invited.
- Ms. Pollard responded that she feels the pain of this issue, but as leaders in the Church, we all expect criticism for those issues for which we stand up. That is part of the freight we carry. We have to be true to ourselves.
- Bishop Hayashi agreed about taking the heat as bishop, but his wife is not the bishop. He noted that he liked Ms. Anderson's suggestion.
- Canon Kitch offered an amendment in the last resolve, by adding the following wording after Executive Council: "offers its love to each bishop and spouse and . . ." Bishop Konieczny suggested that it would fit more appropriately in the third from the last resolve so that it reads "Resolved further, that the Executive Council expresses its love, support, concern and prayers for the spouses who have not been invited or may not be invited, and for those spouses who have been invited to the Lambeth Conference;" Canon Kitch withdrew her amendment in favor of Bishop Konieczny's amendment. The amendment was seconded, and the question was called. The amendment was defeated.
- Bishop Hayashi then moved an amendment to the last resolve so that it reads "Resolved further, that Executive Council sends its love and support to all bishops and spouses as they asks each Bishop, each spouse of a Bishop, and the House of Bishops collectively to prayerfully and carefully consider her/his/their response, choices and actions in the light of these troubling circumstances." The amendment was seconded. In discussion, Ms. Harris moved an amendment to the amendment to add "and the House of Bishops collectively" after the word "spouses". The amendment to the amendment was defeated. Ms. Getz stated she did not support any of the amendments because the resolution was meant to support those who

were excluded. Bishop Hayashi's amendment was then voted on and was defeated. The question was called and GO 006 was adopted as originally presented.

Canon Barlowe asked the Council to join in thanking Bishop Konieczny and the Diocese of Oklahoma for their efforts in hosting Executive Council.

Mr. Barnes reported that approximately \$6,500 has been pledged for the Cuba initiative during this meeting.

The Presiding Bishop offered a closing blessing. There being no further business, the meeting was adjourned.

FIN 015

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Trust Fund #1194, St. Brendan's Episcopal Church, Juneau, Alaska

Resolved, That Trust Fund # 1194, St. Brendan's be established as an investment account for St. Brendan's Episcopal Church of Juneau in Alaska, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION**Trust Fund # 1194 St. Brendan's (2018)**

This fund was established with \$9,000.00 as an investment account by St. Brendan's Episcopal Church of Juneau, AK. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (St. Brendan's Episcopal Church of Juneau, AK) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FIN 016**RESOLUTION**

For: Executive Council
 From: The Joint Standing Committee on Finance
 Date: February 24, 2019
 Subject: Trust Fund #927 (bequests)

Resolved, That the Executive Council extends its thanks to those who have included The Episcopal Church in their wills; and be it further

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

EXPLANATION

Unrestricted gifts or bequests designated for the work of the Society are added to Trust Fund #927 (Domestic and Foreign Missionary Society Endowment Fund). Because no separate trust is created in the name of the donor, the generosity of the donor is not explicitly acknowledged. This resolution seeks to recognize publicly the bequests from the following individuals who have contributed to the endowment of the Society from during 2018.

Ellen T. Brown	\$ 100.00
Jennie E. Temple	100.00
Harry H. Cowan Trust	3,635.00
Edward W. Conklin Trust	597.09
Margaret Horn Memorial Fund	136,570.00
	\$ 141,002.09

FIN 017

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Appreciation for the service of members of the Investment Committee during the Triennium 2016-2018

Resolved, That the Executive Council recognizes the diligent and effective work of its Investment Committee and extends its profound thanks for the time and expertise the members of that committee devoted to the investment portfolio.

Mr. Michael Kerr (Chair)
Mr. David Lorenzo Alvarez-Roldan
The Rt. Rev. Clifton Daniel
The Rt. Rev. Rodney Michel

Ms. Dena Frith Moore
Mr. B. Waring Partridge IV
Ms. Maibeth J. Porter
Mr. Ronald W. Radcliff, Jr.

EXPLANATION

Messieurs Michael Kerr, David Lorenzo Alvarez-Roldan, Waring Partridge IV, and Ronald W. Radcliff, Jr; Bishop Clifton Daniel and Bishop Rodney Michel; Ms. Dena Frith Moore, and Ms. Maibeth J. Porter have served with distinction on the Investment Committee during two triennia, retiring in December 2018.

FIN 018

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Appreciation for the service of members of the Economic Justice Loan Committee during the Triennium 2016-2018

Resolved, That the Executive Council expresses its gratitude for the service of the following retiring members of the Economic Justice Loan Committee:

Ms. Diane Aid, Ms. Kim Jackson, and The Rt. Rev. Rodney Michel.

EXPLANATION

Ms. Diane Aid, Ms. Kim Jackson, and The Rt. Rev. Rodney Michel have served with distinction on the Economic Justice Loan Committee during 2016-2018, retiring in December 2018.

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FIN 019

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Appreciation for the service of members of the Committee on Corporate Social Responsibility during the Triennium 2016-2018

Resolved, That the Executive Council expresses its gratitude for the service of the following retiring members of the Executive Council Committee on Corporate Social Responsibility:

The Rev. Canon Kathleen Cullinane
The Rev. John Floberg
Mr. William Smith

The Rev. N. Chase Danford
Mr. William McKeown

EXPLANATION

The Rev. Kathleen Cullinane, The Rev. Chase Danford, The Rev. John Floberg, Mr. William McKeown, and Mr. William Smith have served with distinction on the Committee on Corporate Social Responsibility during 2016-2018, retiring in December 2018.

FIN 020

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Trust Funds 888.01 and 888.02 – The Alden Besse Trusts

Resolved, That the Executive Council extend appreciation for the life of the late Rev. Alden Besse, who included The Episcopal Church in his will; and be it further

Resolved, That the Executive Council recognize the generosity of the Rev. Alden Besse, who endows The Episcopal Church and thus support its ministries.

EXPLANATION

In 1984, two separate trust funds were created from a gift from the Rev. Alden Besse and, as per his wishes, one to provide income for domestic mission and the other for foreign mission.

On December 13, 2018, the Domestic and Foreign Missionary Society received an additional \$203,352.02 from The Alden Besse Trust with the stipulation to split it equally for domestic and foreign missions.

This resolution seeks to recognize publicly the gift, acknowledge the generosity of the late Rev. Alden Besse, and extend appreciation to his widow, Mrs. Barbara Besse of Vineyard Haven, Massachusetts.

FIN 022

RESOLUTION

TO: Executive Council
FROM: Joint Standing Committee on Finance
DATE: February 24, 2019
RE: Outstanding Loans to Episcopal Church in Navajoland

Resolved, That Executive Council, hereby agree to the following terms in order to conclude all outstanding principal (\$200,000) and accrued interest (\$33,614.38) on all loans extended by The Domestic and Foreign Missionary Society to the Episcopal Church in Navajoland through December 31, 2018:

1. The Episcopal Church in Navajoland shall pay the sum of \$100.00 (One Hundred Dollars) as payment in full to The Domestic and Foreign Missionary Society through deduction from its next monthly block grant payment.
2. The Church in Navajoland shall pay its full assessment to the Episcopal Church beginning in calendar year 2019.

FIN 024

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Native American Dioceses Sustainability Grants

Resolved, That \$270,000 of the total \$667,000 Long-term Development Grants (budget line 402) for the four principal dioceses engaged in Native American ministry (Alaska, Navajoland, North Dakota, and South Dakota), be distributed and released as follows:

1. Navajoland: Hozho Center, Fort Defiance AZ, work to complete the hospital, \$100,000, 2019
2. Navajoland: St. Christopher's, Bluff, Utah, renovation work on the church buildings, \$100,000, 2019
3. South Dakota: Renovation of a house on Standing Rock Indian Reservation, McLaughlin, SD, to make it usable for youth ministry programming and rental, \$40,000, 2019
4. Navajoland, South Dakota, North Dakota, and Alaska: Indigenous Theological Education programming throughout the four principal areas \$30,000 (to Iona at \$10,000 per annum if continuing; otherwise \$20,000 to other programs).

EXPLANATION

In consultation with the Missioner for Indigenous Ministries, the bishops of the four dioceses noted above, are in agreement and are submitting this allocation request.

FIN 025

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Trust Fund #809 – Theological Education for Latin America and the Caribbean (1977)

Resolved, That the Canons to the Presiding Bishop for Ministry Within the Episcopal Church and for Ministry Beyond The Episcopal Church be authorized to use income distributed during 2018 from Trust Fund No.809, up to \$61,700, for additional expenses around educational and theological programs (including continuing education and individual scholarships), as recommended by the Commission on Theological Education for Latin America and the Caribbean (CETALC) at its meeting in the Dominican Republic, July 31 – August 4, 2018; and be it further

Resolved, That disbursement of funds will be conditioned upon the receipt of appropriate documentation to secure financial and operational accountability acceptable to the Canons and the Treasurer; and be it further

Resolved, That any balance not awarded by the Canons during 2019 be reinvested.

EXPLANATION

The Commission on Theological Education for Latin America and the Caribbean is charged with the responsibility of reviewing all requests for funding from the income of Trust Fund #809 (fund established with the proceeds from the sale of the Seminary property in Puerto Rico). The Commission carefully reviews and respectfully submits their recommendations to the Executive Council for affirmation once each year. The revision, which increases the draw by \$61,700.

I. DIOCESAN PROGRAMS	Awards
Brazil, Amazonia	10,000
Brazil, Sur Occidental	10,000
Costa Rica	10,000
Cuba	10,000
Dominican Republic	10,000
Ecuador Litoral	10,000
El Salvador	10,000
Guatemala	10,000
Haiti	10,000
Honduras	10,000
Mexico, San Andres	10,000
Mexico, Norte	10,000
Mexico, Occidente	9,000
Mexico, Sureste	10,000
Panama	9,000
Puerto Rico	10,000
Virgin Islands	<u>10,000</u>
<i>Sub-total</i>	168,000
II. PROVINCIAL PROGRAMS	
Province IX	35,000
IARCA CAETS	<u>31,500</u>
<i>Sub-total</i>	66,500
III. BECA LEONARDO POMERO	
Ashton Jacinto Brooks, Dominican Republic	5,000
IV. RESEARCH AND PRODUCTION	
Luis Carlos Teixeira Coelho, Brazil	5,000
V. POST-GRADUATE	
Romy Leonel Arroyave, Guatemala	2,511
Angel R. Rivera, Puerto-Rico	7,539
Edwin G. Martinez, El Salvador	<u>3,133</u>
<i>Sub-total</i>	13,183
VI. CONTINUING EDUCATION	
Alida A. Diaz Perez, Dominican Republic	3,500
TOTAL	261,183.34

CETALC ADMINISTRATIVE BUDGET FOR 2019 **\$**

Annual Meeting **28,000**

Participants 11 members from the Caribbean (English and Spanish), Mexico, Central America , South América and United States	
Officers Meeting	8,000
Traslations during meeting 2019	2,000
Administrative	5,600
Travel Insurance	2,100
Il Gathering Memory Publication	5,000
Homologized Pensum Follow up	9,000
Contingency	<u>2,000</u>
TOTAL	61,700

FIN 026

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Appreciation for the service of members of the Audit Committee 2016-2018

Resolved, That The Executive Council recognizes the diligent and effective work of its Audit Committee and extends its profound thanks to Nancy Koonce, Michele Racusin, and Jeff Fisher the members of that committee for the time and expertise devoted to this work for the Council and the DFMS.

EXPLANATION

Ms. Nancy Koonce, Ms. Michele Racusin, and The Rev. Jeff Fisher have served with distinction on the Audit Committee during the triennium, retiring in December 2018.

FIN 028

RESOLUTION

For: Executive Council
From: The Joint Standing Committee on Finance
Date: February 24, 2019
Subject: Trust Fund #1196, St. Mary's Cadillac, Michigan

Resolved, That Trust Fund # 1196, St. Mary's Cadillac Investments be established as an investment account for St. Mary's Episcopal Church of Cadillac in Michigan, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION**Trust Fund # 1196 St. Mary's Cadillac Investments (2019)**

This fund was established with \$91,194.82 as an investment account by St. Mary's Episcopal Church of Cadillac, MI. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (St. Mary's Episcopal Church of Cadillac, MI) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

GO 001

RESOLUTION

TO: Executive Council

FROM: The Joint Standing Committee on Governance and Operations

DATE: February 22, 2019

RE: AMENDING THE DFMS POLICY ON EEO ANTI-DISCRIMINATION AND ANTI-EXPLOITATION

Resolved, That the Executive Council meeting in Midwest City, Oklahoma hereby approves the amended Domestic and Foreign Missionary Society Employee Handbook Policy on Equal Employment Opportunity.

From the Employee Handbook

Section 1: What You Can Expect From Us

EQUAL EMPLOYMENT OPPORTUNITY (SECTION 103, PAGES 3-4)

A. Illegal Classifications

In accordance with the law, The Society provides equal employment without regard to race, color, national origin, age, sex, religion, genetic information, disability, military or veteran status, uniform service member status or any other class protected under federal, state or local law.

B. Church Prohibited Classifications

Additionally, in accordance with General Convention Resolution D032: 76th General Convention, 2009, and Resolution D019: 77th General Convention, 2012, The Society will not discriminate in employment on the basis of an individual's race, color, national origin, age, sex, familial status, disability, sexual orientation, gender identity, or gender expression.

C. Equal Employment

The Society is committed to and fully supports the principle of Equal Employment Opportunity in all of its employment practices. Classifications protected by either law or by General Convention Resolution D032 (or any other internal Church canons, resolutions, policy or practice whether issued by General Convention or the Society) are not and will not be, considered with regard to any terms and conditions of employment, including, but not limited to hiring, classification, training, placement, promotion, termination, layoff, recall, transfer, overtime, compensation, associate benefits, application of policies or any other employment action.

Nothing contained in this Policy is intended to create a legal right where none otherwise exists in the absence of this Policy or General Convention Resolution D032:76th General Convention, 2009 (or any other internal Church canons, resolutions, policy or practice (whether issued by General Convention or Diocesan Convention)).

D. All Employees to Support Equal Employment Opportunity and Diversity

All employees are responsible for supporting the concept of equal employment opportunity and diversity, and assisting The Society in meeting its objectives. In addition, every employee is expected to comply with The Society's Equal Employment Opportunity guidelines. If you believe you have not been treated in accordance with these guidelines, or have observed behavior that may violate these guidelines, you must report it to the Society in accordance with The Society's Reporting Procedure (Policy No. 102).

E. Policy Regarding Employees' Religion

In some instances, The Society may require employees in certain positions to be Episcopalians, Christian and/or Baptized Christians, or individuals actively pursuing Baptism in an Episcopal or other Christian Church.

ANTI-DISCRIMINATION/ANTI-HARASSMENT (SECTION 107, PAGES 5-6)

The Society does not tolerate harassment of or discrimination against any of our applicants, employees, parishioners, vendors, volunteers or other individuals in the workplace. Any form of harassment or discrimination which violates federal, state or local law including, but not limited to, harassment or discrimination related to an individual's race, color, national origin, age, sex (including same sex), religion, genetic information, handicap or disability or citizenship status, or any other category protected by applicable federal, state or local law is a violation of this policy and will be treated as a disciplinary matter. In accordance with General Convention Resolution D032:76th General Convention, 2009, The Society also prohibits harassment or discrimination based on familial status, sexual orientation, gender identity, or gender expression.

Employees of The Society are required to provide an acknowledgment of The Sexual Harassment and Sexual Abuse Policy for Participants in Activities Under the Auspices of the General Convention and Executive Council of the General Convention found [here](#).

The term "harassment" as used in this policy includes, but is not limited to, the following examples of unacceptable behavior:

- unwanted sexual advances;
- offering an employment benefit (such as a raise or promotion or assistance with one's career) in exchange for sexual favors, or threatening an employment detriment (such as termination, demotion, or disciplinary action) for an employee's failure to engage in sexual activity;
- Offensive remarks, comments, jokes, slurs, or verbal conduct;
- Offensive pictures, drawings, photographs, or other graphic conduct or communications, including e-mail, faxes, and copies;
- Offensive sexual remarks, sexual advances, or requests for sexual favors
- Offensive physical conduct, including touching;

- Threatening reprisal for an employee's refusal to respond to requests for sexual favors or for an employee reporting a violation of this policy.

If you have any questions about what constitutes harassing behavior or what conduct is prohibited by this policy, please discuss your questions with your supervisor, another Manager or the Human Resources Department.

The Society's Supervisors and Managers are also covered by this policy and are also prohibited from engaging in any form of harassing or discriminating conduct. No Supervisor or other member of management has the authority to suggest to any employee or applicant that employment, continued employment, or future advancement will be affected in any way by the individual entering into (or refusing to enter into) any form of personal relationship with the Supervisor or Manager. Such conduct is a direct violation of this policy. Harassment of employees in connection with their work by non-employees may also be a violation of this policy.

If you feel that you are being harassed, discriminated or retaliated against or have witnessed any form of discrimination, harassment or retaliation or are otherwise aware of such conduct, it is your responsibility to immediately report your concern to one or more of the following: your supervisor, anyone in your supervisory chain, anyone in the Human Resources Department, or any individual or entity to which a Whistleblower claim can be reported pursuant to The Whistleblowing Policy No. 110 (The Secretary and Executive Officer of the General Convention or the EthicsPoint hotline).

In addition to reporting the offending behavior to one of the people listed above, you are encouraged to speak directly to the individual whose conduct you find objectionable. You are not required to do this and it is suggested you consider doing so only if you are comfortable doing so. You may find that direct communication resolves the issue.

You are not required to complain to your department head, supervisor, manager or team leader or within your chain of command. If you are uncomfortable reporting the incident to any particular member of management or you make a report and the manager either does not respond or does not respond in a manner you deem satisfactory or consistent with this policy, you are required to report the situation to another member of management.

All complaints of harassment which are reported to management will be investigated as promptly as possible and corrective action will be taken where warranted. The Society prohibits employees from hindering our own internal investigations and our internal complaint procedure. All complaints of harassment which are reported to management will be treated with as much confidentiality as possible, consistent with the need to conduct an adequate investigation. You will not be penalized in any way for reporting improper conduct, harassment, or discrimination.

The Society prohibits retaliation against employees for reporting a complaint of harassment or for cooperating in a harassment investigation.

Your notification of the problem is essential to us. We cannot help resolve a harassment problem unless we know about it. Therefore, it is your responsibility to bring those kinds of problems to our attention so that we can take whatever steps are necessary to correct the problem.

If The Society finds that an employee has violated this policy, appropriate disciplinary action will be taken, up to and including termination.

ANTI-SEXUAL HARASSMENT

It is the Society's policy to prohibit harassment of or against our job applicants, contractors, interns, volunteers, or any employee by another supervisor, vendor, employee or visitor on the basis of sex or gender. Sexual harassment is a form of sex discrimination that violates Society policy and is unlawful under federal, New York State and local law. The purpose of this policy is not to regulate personal morality within the Society. It is to ensure that at the Society all employees are free from harassment on the basis of sex or gender. This policy is one component of the Society's commitment to a discrimination-free work environment. See the Society's Anti-Discrimination/Anti-Harassment Policy above for additional information concerning discrimination and harassment on other protected groups.

While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars, or posters, sending sexually explicit e-mail, text messages, social media posts or voice-mail, and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually-related comments. Depending upon the circumstances, the conduct can also include sexual joking, vulgar conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, teasing or other conduct directed toward a person because of the person's gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

Sexual harassment includes harassment on the basis of sex or gender (including pregnancy, childbirth and related medical conditions), gender identity or gender expression (including transgender status), and/or sexual orientation. Sexual harassment encompasses, but may not be limited to the following:

- Any demand or subtle pressure for sexual favors that is accompanied by a promise or suggestion of favorable job treatment or threat against an employee's employment status; and/or
- Any behavior that is offensive to a reasonable person, including, without limitation, repeated sexual flirtations or propositions, comments or jokes of a sexual nature, suggestive gestures, leering, sexually degrading words, verbal or written comments about a person's body or other suggestive comments, the display of sexually suggestive objects or pictures, and uninvited physical contact or touching; and/or
- Retaliation based on rejection, in whole or in part, of sexual advances or for complaining about sexual harassment in the workplace.

Retaliation Defined

The Society does not tolerate and prohibits retaliation. Retaliation means adverse conduct taken because an individual reported an actual or perceived violation of this policy, opposed practices

prohibited by this policy, or participated in the reporting and investigation process described below. "Adverse conduct" includes but is not limited to: any action that would discourage an employee from reporting sexual harassment or retaliation; shunning and avoiding an individual who reports sexual harassment or retaliation; express or implied threats or intimidation intended to prevent an individual from reporting sexual harassment or retaliation; and denying employment benefits because an applicant or employee reported or encouraged another employee to report sexual harassment or retaliation or participated in the reporting and investigation process described below.

Reporting a Violation

Any employee who believes they have been subjected to conduct which violates this policy should report the matter to any manager, Director, Chief/Canon or the Human Resources Director, as soon as possible after an incident occurs. The employee is not required to report through any particular chain of command, and certainly is not required to report or discuss the matter with any supervisor engaging in improper conduct. Written complaints can be submitted internally using the form provided with this policy.

In the event that the allegations are being made against management, or you have not received a response within five (5) business days, the employee should contact the Human Resources Director who can be reached at (212) 716-6331 located at 815 Second Avenue New York, NY, 10017.

Every supervisor who learns of any individual's concern about conduct in violation of this policy, whether in a formal complaint or informally, or who otherwise is aware of conduct in violation of this policy, must immediately report the issues raised or conduct to a the Human Resources Director.

The Society shall promptly and thoroughly investigate all claims of unlawful harassment, discrimination, or retaliation to ensure due process for all parties. Employees are required to cooperate in all investigations conducted pursuant to this policy. The confidentiality and privacy of employees will be respected during the investigation to the extent possible under the circumstances, with efforts made to avoid any unwarranted publicity or invasions of privacy, but confidentiality cannot be guaranteed.

During the investigation, the Society generally will interview the complainant and the accused, conduct further interviews as necessary and review any relevant documents or other information. The Society will inform the complainant and the accused of the results of the investigation.

Depending on the results of the investigation of a claim of unlawful harassment, discrimination, or retaliation, disciplinary action, up to and including termination, will be taken against any

employee the Society believes, in its sole discretion, to have violated this policy against unlawful harassment, discrimination, or retaliation. This includes individuals engaging in sexual harassment, as well as supervisors who fail to report violations of this policy, or knowingly allow prohibited conduct to continue. Individuals who engage in conduct that rises to the level of a violation of law can be held personally liable for such conduct. The Society will inform the complainant and the accused of the results of the investigation. In the event of harassment or discrimination by an individual who is not employed by the Society, the Society will take whatever action is reasonable and appropriate under the circumstances.

Aside from the internal complaint process at the Society, employees may choose to pursue external legal remedies with the following governmental entities.

State Human Rights Law (HRL)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within three years of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the Society does not extend your time to file with DHR or in court. The one year or three years is counted from date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded,

filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

Civil Rights Act of 1964

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have at least 15 employees to come within the jurisdiction of the EEOC.

An employee alleging discrimination at work can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml.

Contact the Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

Remember, we cannot remedy claimed sexual harassment and other forms of harassment and retaliation unless you bring these claims to the attention of management. Please report any conduct which you believe violated the policy.

ANTI-SEXUAL EXPLOITATION (SECTION 108, PAGE 7)

The Episcopal Church does not tolerate sexual exploitation in any form. Sexual exploitation is the development or attempted development of a sexual relationship between a person in any ministerial position, lay or ordained, and an individual with whom he/she has a Pastoral Relationship. A Pastoral Relationship is a relationship between any clergy person and any person to whom such clergy person is authorized to provide and does provide: counseling; pastoral care; spiritual direction or spiritual guidance; ministration of any Sacrament (other than the distribution of the Bread and Wine by a lay person at a public service of Holy Communion); performance, life, leadership or peer coaching; and/or hearing of such person's confession, in the course of the duly authorized ministry.

Unless specifically stated in a job description, Society employees are not expected to assume nor may they of their own accord establish a Pastoral Relationship in the course of the discharge of their job duties and responsibilities. Nevertheless, Society employees whose work environment may include a variety of Church venues (diocesan offices, parishes, schools, camps and conference centers, hotels and resorts, etc.) should be aware of the Church's expectations pertaining to sexual exploitation. Society employees should report to the Human Resources Department any instances where they believe sexual exploitation may occur, is occurring, or has occurred.

Attachment: Anti-Harassment Complaint Form

HARASSMENT COMPLAINT FORM

If you believe that you have been subjected to conduct in violation of The Society's Policy, you are encouraged to complete this form and submit it to the Human Resources Director. If you are more comfortable reporting verbally or in another manner, you may do so and can follow the guidelines set forth in our policy. You will not be retaliated against for filing a complaint. Once a complaint is received, The Society will follow the investigation process described in our policy.

General Information

Your Name / Job Title:

Your Department / Supervisor:

Preferred Communication Method (if via e-mail or phone, please provide contact info):

Complaint Information

1. Please tell us who you believe has violated our Policy. What is their relationship to you (e.g., Supervisor, Subordinate, Co-Worker, Other):

2. Please describe what happened and how it is affecting you and your work. Please use additional sheets of paper if necessary and attach any relevant documents or evidence.

3. Please provide specific date(s) the alleged misconduct occurred. Additionally, please advise if the alleged misconduct is continuing?

4. Please list the name and contact information of any witnesses or individuals who may have information related to your complaint.

5. Have you previously complained or provided information (verbal or written) about related incidents? If yes, when and to whom did you complain or provide information?

Signature: _____ Date: _____

GO 002

RESOLUTION

TO: Executive Council
FROM: The Joint Standing Committee on Governance and Operations
DATE: February 22, 2019
RE: AMENDING THE DFMS POLICY ON PROFESSIONAL DEVELOPMENT

Resolved, That the Executive Council meeting in Midwest City, Oklahoma hereby approves the revised Domestic and Foreign Missionary Society Employee Handbook Policy 101 - Professional Development.

101.PROFESSIONAL DEVELOPMENT

A. Tuition Reimbursement

The Society, at management's discretion, may assist with related expenses for degree programs. We believe that a well-rounded education, even outside of the working environment, can enhance an employee's skill base and make them more valuable to the organization. Determination of reimbursement is based on the following criteria:

1. The degree.
2. Potential of continued employment with the organization.
3. Employment must be for a minimum of three consecutive years and presently performing at a minimum of "Meets Expectations" level.
4. Applicability of the degree to the job and/or future positions in the organization.
5. Statement from the candidate regarding purpose, intentions and personal commitment.

Tuition reimbursement is limited to \$1,250 per year.

B. Professional Training and Development

The Society and employee can each benefit from an employee keeping current in developments in their respective fields through job-related training courses that are not part of a degree program. Indeed, for some employees, continuing professional education and training may be a job requirement, as per their job description. Continuing education keeps employees up-to-date on the latest trends and technologies and knowledge, and offers a great chance to interact with peers.

Professional Training and development goals and specific courses will be identified in conjunction with the employee's supervisor, as part of an employee's development plan, and can include a variety of courses from an array of sources. The Society reimburses us to \$1,250 a year for related expenses, listed below. If it is required by the Society, the Society will pay for the time that the employee spends attending classes.

Criteria:

- Full or part-time employment with the Society.
- Training may occur any time, even during the probationary period.
- Prior written approval of supervisor.
- Employees have an obligation to attend classes and seminars paid for by the Society.

The Society will reimburse the following seminar / workshop expenses:

- Registration fees.
- Books and supplies prerequisite to the seminar / workshop.
- Parking.
- Meals while attending the seminar / workshop.
- Travel mileage or transportation costs between office and seminar / workshop.

C. Intensive Professional Development

The Society recognizes that both employees and the Society can benefit when provided with time for intensive professional growth. Accordingly, all regular exempt employees are eligible to apply for Intensive Professional Development to pursue acquiring new skills through a period of continuous study, research and education, as set forth in this policy. Time spent on unpaid leave will be excluded from the service calculation for purposes of determining eligibility to request Intensive Professional Development.

Eligible employees may apply for Intensive Professional Development for a period not longer than 90 days. Employee expenses related to the Intensive Professional Development can be reimbursable as Professional Training and Development expense, subject to management approval and the \$1,250 limit.

Requesting Intensive Professional Development

Regular, full-time, exempt employees may request Intensive Professional Development if:

1. They have completed at least 5 years of continuous, full-time service;
2. They are presently performing at a minimum of “Meets Expectations” level;
3. They have not taken Intensive Professional Development within the past 5 years;
4. They have demonstrated a commitment to professional development by engaging in Continuing Education within at least 2 of the past 3 years.
5. The employee agrees to return to the his/her position at the Society for a period of not less than 1 year.

An application for Intensive Professional Development must be completed using the Intensive Professional Development Request Form and submitted to the employee’s Director. If accepted by the Director, the form will be sent to the responsible Chief/Canon for review and acceptance. Final approval will be determined by the Executive Leadership Team. Once approved, the completed form will be sent to the Human Resources Department at least 6 months before the day on which the employee wishes to begin his or her Intensive Professional Development.

Applications for Intensive Professional Development will only be accepted for review and approval on March 31 and September 30 of each calendar year. Management approval will be in part dependent upon the development plan being considered and its benefit to the Society; and the ability of the department or office to accommodate the employee’s period of absence. Prior to an Eligible Employee’s Intensive Professional Development, the employee will be responsible for working with the Society to develop a plan for covering the employee’s duties during the Intensive Professional Development. To help ensure an orderly transition, unless otherwise agreed to in writing as part of the terms of the Intensive Professional Development, employees going on Intensive Professional Development are not to be permitted to use vacation leave or other planned leave during the 4 weeks prior to or following a return from Intensive Professional Development.

Intensive Professional Development requests may be approved, denied or deferred, as the Society deems appropriate in its sole discretion for any reason.

In all cases of Intensive Professional Development leave, employees are expected to make themselves available to their department for consultation by telephone or other means on projects that require their input. Where a Intensive Professional Development is unpaid or partially paid, employees will be paid for all time actually worked during the Intensive Professional Development.

Conclusion of the Intensive Professional Development

Without limiting the notion of employment at-will, an employee will be expected to return to work for a period of no less than 12 months upon conclusion of the Intensive Professional Development. In addition, upon returning from Intensive Professional Development, an employee must present a written report to his or her Director and the Director and Human Resources, explaining at a minimum: what the employee's goals for the Intensive Professional Development leave were; whether the employee met those goals (and, if not, why not); locations to which the employee traveled; topics the employee studied (including a copy of an academic transcript, where applicable); how the employee intends to share what he or she learned with The Society's community (*e.g.*, plans for implementing a new curriculum, sharing a new form of prayer, how newly acquired skills will be utilized, etc.).

The Society reserves the right to terminate an employee's Intensive Professional Development at any time, upon notice to the employee.

If an employee does not return to work at the end of Intensive Professional Development or sooner if directed to do so by the Society, the employee will be considered to have voluntarily terminated employment. Similarly, if an employee accepts employment with another employer during Intensive Professional Development the Society will consider the employee to have resigned their employment effective on the date the employee accepted new employment with another

GO 003

RESOLUTION

For: Executive Council

From: The Joint Standing Committee on Governance & Operations

Date: February 22, 2019

Subject: EPISCOPAL CHURCH WOMEN BY-LAWS AND BOARD MEMBERS

Resolved, That the Executive Council approve the Episcopal Church Women's (ECW) By-laws as updated and adopted at the July 2018 Triennial Meeting, as attached hereto; and be it further

Resolved, That the Executive Council approve the slate officers and members of the National Board elected at the June 2018 Triennial Meeting and those since appointed by the Board, as attached hereto.

EXPLANATION

The ECW By-laws call for the approval of Executive Council when said by-laws are amended or updated. In addition, the by-laws call for Executive Council to approve officers and members of the National Board.

P. O. Box 1866
Dade City, FL 33526
November 20, 2018

The Rev. Canon Michael Barlowe
The Episcopal Church
815 2nd Avenue
New York, New York

Dear Canon Barlowe:

Re: National Board, Episcopal Church Women

As I am uncertain as to what documents were provided to your office following the Triennial, I am herewith enclosing the following:

1. An updated listing of all members of the National Board with phone numbers, addresses, etc.
2. The officers elected at the Triennial were Karen Patterson, President, Patricia Wellnitz, First Vice President and Samar Fay as Secretary. The Nominating Committee did not put forth any candidates for the offices of Second Vice President and Treasurer.
3. A candidate was elected to the position of Member at Large – Multimedia, but she has tendered her resignation since Triennial and it has been accepted by the Board.
4. A search was done to fill the remaining vacancies, i.e., Second Vice President and Treasurer. The Board appointed the following candidates: The Rev. Canon Georgene "Gigi" Conner as Second Vice President and Jeanne Plecenik as Treasurer. I am enclosing their resumes for your perusal.
5. At the present time the NECW website is being revised and the "institutional" email sites are not available. Everyone's personal email sites are shown for your convenience.
6. A copy of the By-laws that were approved at the Triennial. As I believe you know, not all changes put forth for consideration were approved.
7. It is my understanding that you will present this information to the Executive Council and Presiding Bishop for their review and approval. If my understanding is incorrect, please let me know.

We all look forward to working with you and your office, as well as others at 815, toward a successful and prayerful triennium. Please let me know if there is any other information or documentation that is needed or requested.

Sincerely yours,

Karen O. Patterson
National President

Enc.

10/30/18

**NATIONAL EPISCOPAL CHURCH WOMEN BOARD
2018-2021****President**

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Lynn Fitzgibbon
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Chadron, NE 69337
C: 308-430-2448
fitzrl@centurylink.net
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Province VII Representative

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Province VIII Representative

Canon Martha K. Estes
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Province IX Representative

The Rev. Consuelo Sanchez Navarro aka Connie Sanchez
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canonigacsanchez@episcopahhn.org
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Parliamentarian

Dennis Clark
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Chaplain**Musician**

October 2018

**BYLAWS OF THE EPISCOPAL CHURCH WOMEN of
THE EPISCOPAL CHURCH**

ARTICLE I

NAME

The name of this organization shall be the Episcopal Church Women of The Episcopal Church ("Episcopal Church Women").

ARTICLE II

PURPOSE

The purpose of this organization shall be to empower the women of The Episcopal Church ("Episcopal Church" or "Church") to carry on Christ's work throughout the world.

ARTICLE III

MEMBERS

All women, by virtue of their membership in The Episcopal Church, are members of the Episcopal Church Women.

ARTICLE IV

OVERSIGHT BY THE EPISCOPAL CHURCH

Officers and members of the National Board as well as adoption of amendments to these bylaws are subject to confirmation by the Presiding Bishop or the Executive Council of the Episcopal Church.

ARTICLE V

OFFICERS

Section 1. Designation

The officers shall be President, First Vice-President, Second Vice-President, Secretary, and Treasurer. They shall serve as the Executive Committee of the National Board.

Section 2. Duties

A. The President shall:

1. preside at all meetings and the Triennial Meeting;
2. serve as the denominational representative for the Episcopal Church Women;
3. serve on the Episcopal Church Women/United Thank Offering Joint Committee.

B. The First Vice-President shall be responsible for the coordination of the Triennial Meeting.

C. The Second Vice-President shall be responsible for information and communication and shall serve as Chairman of the Communication Committee.

D. The Secretary shall be responsible for all official records including the minutes of all meetings of the organization.

E. The Treasurer shall be responsible for maintaining the financial records of the organization and shall serve as Chairman of the Finance Committee.

Section 3. Term of Office

Officers shall serve for a term of three (3) years or until their successors are elected. Officers' terms shall begin at the close of the Triennial Meeting at which they are elected.

No person may serve more than two consecutive terms in any office. No person shall serve more than three consecutive terms on the National Board.

Section 4. Vacancies

With the exception of the President, vacancies in all offices elected at the Triennial Meeting shall be filled by the National Board.

In the event of the death or resignation of the President, the Vice President shall assume that office immediately upon notice of that event. In the event of a disability of the President which would prevent her from fulfilling the duties of that office, she may be removed from office by a majority vote of the remaining members of the National Board.

ARTICLE VI

THE NATIONAL BOARD

Section 1. Composition

- A. The five elected officers.
- B. One representative from each Province elected by the Province.
- C. Two Members-at-Large elected by ballot at the Triennial Meeting.
- D. One member from the Executive Council, appointed by the Presiding Bishop.

Section 2. Duties

- A. The Board shall carry out the purpose of the organization.
- B. The Board shall plan and present the Triennial Meeting.
- C. The Board shall be responsible for managing all funds of the organization within guidelines of the Domestic and Foreign Missionary Society. It shall adopt an annual budget(s) and report all income and expenses to the Triennial Meeting.

Section 3. Meetings

The National Board shall meet at least twice during the calendar year with the times and places to be set by the Executive Committee. Members of the Board or any committee thereof may participate in any meeting of the Board or Committee by means of conference telephone or electronic equipment by which all persons participating in the meeting can hear each other. Such participation in a meeting shall constitute presence in person at the meeting.

ARTICLE VII

EXECUTIVE COMMITTEE

Section 1. Composition

The elected officers of the Episcopal Church Women shall constitute the Executive Committee of the Episcopal Church Women.

Section 2. Duties

The Executive Committee shall be authorized to transact business between the meetings of the Board. A written report shall be sent to the full Board within thirty (30) days of any action taken by the Executive Committee.

ARTICLE VIII

ELECTIONS

Section 1. Nominations

There shall be a Nominating Committee which shall consist of one representative from each Province. The names of the members of the Nominating Committee shall be publicized officially at least seven (7) months prior to the Triennial Meeting. The Nominating Committee shall make nominations for all positions set forth in Article V, Section 1, A and C of these Bylaws. Nominations shall be received by the Nominating Committee no later than five (5) months prior to the Triennial Meeting.

Section 2. Eligibility

Each nominee for officer shall have attended at least one Triennial Meeting as delegate or alternate and shall have the recommendation of one of the following: her Bishop, Diocesan President/Chair, Provincial President/Chair, or, if no Diocesan Episcopal Church Women organization exists, an established Episcopal Women's organization functioning within at least five (5) provinces. Nominees for President and First-Vice President and Second Vice President shall have served one term on the National Board.

Section 3. Election

Election shall be by ballot at the Triennial Meeting; a majority vote shall elect. In the event that there are three or more nominees for any office and no nominee receives a majority of votes, on each succeeding ballot the name of the nominee receiving the fewest number of votes shall be removed until one nominee receives a majority vote.

ARTICLE IX

THE TRIENNIAL MEETING

Section 1. Time and Place

The Triennial Meeting shall be held at the same time and place as General Convention.

Section 2. Purpose

The purpose of the Triennial Meeting shall be to provide a forum for education, training and -worship. It shall elect officers and members-at-large and conduct such other business as shall be necessary.

Section 3. Voting Members

Voting members of the Triennial Meeting shall be:

- A. Certified delegates from each diocese, not to exceed four;
- B. Current Episcopal Church Women National Board members;
- C. Province Presidents/Coordinators;
- D. Representatives from established Episcopal women's organizations functioning within at least five (5) provinces, not to exceed two representatives from each organization;
- E. The members of the United Thank Offering Committee.

Section 4. Quorum

Delegates representing a majority of the dioceses registered shall constitute a quorum.

**ARTICLE X
COMMITTEES**

The Finance and Communication Committees and such other committees, standing, and special, and convention together with their chairmen shall be appointed by the President, in consultation with the National Board, to carry out the business of the organization. Membership on committees may come from within or outside of the Board of Directors.

**ARTICLE XI
PARLIAMENTARY AUTHORITY**

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern in all cases to which they are applicable and in which they are not inconsistent with the Constitution and Canons of the Episcopal Church, these Bylaws, and any special rules of order adopted by this organization.

DISCIPLINARY PROCEDURES

Disciplinary action, including dismissal from Board positions, shall be in accordance with the Constitution and Canons of the Episcopal Church and those provisions in Disciplinary Procedures in *Robert's Rules of Order Newly Revised* current edition.

**ARTICLE XII
AMENDMENT OF BYLAWS**

These Bylaws may be amended by a two-thirds vote of those present and voting at any Triennial Meeting, providing written notice has been given to all delegates at least ninety (90) days prior to the Triennial Meeting. Amendments to these Bylaws are subject to ratification by the Presiding Bishop or the Executive Council of the Episcopal Church.

(Amended at the 49th Triennial Meeting, July 9, 2018)

The Rev. Canon Georgene (Gigi) Davis Conner

2926 57th St. South
Gulfport, Florida, 33707
727-744-3785

Ordained Deacon, 1991; Priest 1992
Seminary: Episcopal Divinity School, Cambridge, Mass.

Positions Held

Assisting Priest: St. Paul's Rock Creek Parish, 1991-1995
Assisting Priest: St. Michael's, New York, New York, 1995-1999
Canon Evangelist: St. Peter's Cathedral, St. Petersburg, Florida, 1999-2009
Retired—but then -
Vicar, St. Gregory's, Woodstock, New York, 2009-2012
Priest in Charge, St. Alban's, St. Pete Beach, Florida, 2013—present

Diocesan Involvements

Christian Education: Diocese of Washington, Diocese of New York, Diocese of SW Florida
Liturgy Committee: Diocese of Washington, Diocese of SW Florida
Standing Committee: Diocese of SW Florida
Deputy to Convention: Diocese of SW Florida, 2006; Alternate 2009.
Fresh Start Team: 2006, 2017
Hospitality of the Heart Team: 2016, 2017
Food for the Journey Team: 2017, 2018

Other Activities

Episcopal Women's Caucus Board; Editor and producer of *EWC Monthly Caucus*
Chaplain of *Believe in a Miracle*, Women's Ministries, SW Florida
Chaplain of Province IV ECW Kanuga Gathering
Leader of three work trips to New Orleans following Hurricane Katrina

Continuing Education

Festival of Homiletics: 2014, 2015, 2016, 2017, 2018
Six *Pilgrimage for Change* trips to Iona, Scotland with John Philip and Ali Newell as leaders
Adaptive Leadership Project through Trinity Wall Street—2 year program 2011-2013
Iona Community Workshop, June 2017 on Iona Scotland, led by John L. Bell
Pilgrimage to the Holy Land, 2018. Led by Bishop Barry Howe and his wife Mary Howe.

Other

Storytelling of Scripture at special events
Coordinator of Special Events (i.e. Theologian in Residence: *John Phillip Newell, John Bell, Dominic Crossan*)
Creating new ways of doing worship by incorporating music and prayers from around the world, using new words in hymns to familiar tunes, using material from Iona Community, Scotland, and Hymnal from the UK.

Jeanne T. Plecenik
9509 Front Nine Lane
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jtpcpa@gmail.com
845-489-8587

EDUCATION

Doctoral Candidate – Finance and Accounting
Pace University, New York, NY

MBA – Management, 2001

Mount Saint Mary College, Newburgh, NY

Award for the Best Research Paper in Business Policy

"Financial Accounting Standard No. 117 – Financial Statements of
Not-For-Profit Organizations: The Impact on Private Colleges and Universities"

BBA – Public Accounting, 1981

Pace University, Pleasantville, NY

Magna cum Laude

EMPLOYMENT HISTORY

Vice President of Business Affairs & Treasurer, Saint Leo University

St. Leo, FL, 2013 – 2014

Responsible for finance, accounting, operating and capital budget and planning, investment and treasury, information technology, human resources, legal and risk management, professional development, and plant operations (including construction) for a large, private university with approximately 16,000 students. Report directly to the President and serve on the President's staff. Serve as primary support to the Business Affairs Committee of the Board of Trustees as well as the Investment Subcommittee.

Vice President for Finance & Treasurer/Chief Financial Officer, Mercy College

Dobbs Ferry, NY, 2010 – 2013

Responsible for finance, accounting, investment and treasury, operating and capital budget and planning, insurance and risk management, and information technology for a large, multi-campus private college with approximately 10,500 students. Report directly to the President and work closely with members of the senior management team, which includes the Provost, the Chief Operating Officer, and the Chief of Staff. Direct reports include the Controller and Assistant Treasurer, the Director of Budget and Planning, and the Director of Information Technology. Serve as primary support to three committees of the Board of Trustees: Finance & Control, Audit, and Endowment Management.

Significant accomplishments:

- Migrated endowment assets to a new investment advisor after an extensive RFP process (presented on this topic at a Goldman Sachs Symposium); redrafted the College's investment policy statement; and ensured compliance with NYPMIFA (presented on this topic at a New York State Society of CPAs conference)
- Built short-term liquid investments to ensure the College's financial stability, and created a plant reserve fund for future capital projects and acquisitions
- Worked with Standard & Poor's to obtain an investment grade bond rating for the College; delivered a comprehensive presentation detailing the College's significant growth over the past five years, resulting in an A rating
- Renegotiated existing contracts with third party vendors for a savings of more than \$1.6 million annually
- Presented a plan and various "what if" scenarios to the Board of Trustees for a tax-exempt bond issue to finance a new residence hall, as well as the possible refunding of existing variable rate demand bonds
- Renegotiated the terms of the College's letters of credit, which provide liquidity facilities for the bonds, one year before they expired, by presenting the bank with evidence of the increased financial health of the institution, resulting in significant savings
- Outsourced employee benefits and payroll functions, providing better service to the College's employees at a modest savings
- Built a strong team, many of whom I selected and hired, with great potential for future professional growth

Vice President for Business Affairs & Chief Financial Officer, Marist College,

Poughkeepsie, NY, 2009-2010

Responsible for finance, accounting, investment and treasury, operating and capital budgets, strategic planning, and business operations for a small, private college with approximately 5,000 students. Report directly to the President and serve as a member of the President's Cabinet. Direct reports include the Director of Finance & Budget, the Controller, and the Director of Purchasing, along with Student Financial Services by dotted line. Support various Board committees and regularly attend Board of Trustee meetings. Serve as risk management officer for the College.

Vice President & Treasurer, The New School, New York, NY, 2003-2009

Responsible for finance, accounting, investment and treasury, budget and planning, and business operations for a large, complex urban university with eight divisions (graduate and undergraduate) and an annual budget approaching \$300 million. Provide leadership and direction to the Office of Budget & Planning; the Controller's Office, which includes financial accounting, accounts payable, and grants compliance; Investment & Treasury Services; Payroll and Tax Compliance; Business Operations, which includes purchasing,

facility rentals, dining services, mailroom and duplicating, bookstore operations, and a campus-wide one card system. Support various committees and regularly attend meetings of the Board of Trustees including Audit & Risk, Budget & Planning, Building & Grounds, Investment Committee, and Investment Advisory Group.

Significant accomplishments:

- Facilitated the defeasance of a tax-exempt bond issue, saving the University more than \$1.5 million
- Negotiated a swap agreement to lock in interest rates in anticipation of a future bond issue; subsequently incorporated the terms of the swap into the actual tax-exempt bond issue, allowing the swap to be terminated with bond proceeds
- Played a key role in the financing and design for a \$450 million building; purchased and massed air rights for this purpose; provided multiple "what if" scenarios for various configurations of space
- Lead the presentation by the President and his senior staff to Moody's resulting in an upgrade from an A3 to an A2 rating with a stable outlook
- Implemented a one-card system for students integrated with electronic access to all campus buildings, including residence halls
- Negotiated the sale of a University-owned apartment at a record price for its building, more than \$4 million
- Built a strong team, many of whom are still at The New School and have realized significant advances in their careers

Controller, Mount Saint Mary College, Newburgh, NY, 1998-2003

Responsible for all finance, accounting, and treasury functions at a private, liberal arts college, reporting to the Vice President for Finance and Administration. Directed the Finance Office, which included accounting, student accounts, payroll, and the college bookstore. Coordinated the annual financial statement audit, prepared tax returns, oversaw investments (including selection and monitoring of investment managers), managed grants, and participated in budget preparation and implementation. Regularly attended and presented at meetings of the Finance Committee of the Board of Trustees.

Jeanne T. Plecenik, Certified Public Accountant, Fishkill, NY, 1984-1999

Directed all aspects of a public accounting practice serving small and emerging business and not-for-profit entities. Services included auditing, review, compilation, budgeting, long-range planning, and tax compliance. Firm successfully completed quality review in accordance with American Institute of Certified Public Accountants standards.

Senior Staff Accountant, Ernst & Young, New York, NY, 1981-1983

All aspects of auditing including planning, supervision and review, and financial

statement preparation.

OTHER EXPERIENCE**Adjunct Instructor**

Dutchess Community College, Mount Saint Mary College, Marist College, Mercy College

– Teaching undergraduate courses in accounting, taxation, business, money and banking, and computer applications in business.

COMMUNITY SERVICE

St. Mary's Church, Rotary Club of Dade City, Kairos prison ministry, Celebrate Recovery leadership team, Lyrical Ladies,

PROFESSIONAL LICENSES

Certified Public Accountant, New York State, 1983 - 2017

MB 002

TO: Executive Council

FROM: Joint Standing Committee on Mission Beyond The Episcopal Church

DATE: February 23, 2019

RE: APPROVAL OF THE NATIONAL COUNCIL OF CHURCHES
INTERRELIGIOUS CONVENING TABLE APPOINTMENT

Resolved, That the Executive Council of The Episcopal Church, meeting at the Reed Conference Center in Midwest City, OK, February 21-24, 2019, approves the Presiding Bishop's and the President of the House of Deputies' appointments of The Rev. Ted Thompson, Swarthmore, PA and The Rev. Alfred E. Moss, Baltimore, Maryland, to the Interreligious Convening Table.

Background

The Episcopal Church is one of 38 member Communion of the National Council of Churches. Founded in 1950, the NCC has served as a witness and advocate for God's love and the promise of unity in our public square. The NCC partners with secular and interfaith partners to advance agenda of peace, progress, and positive change. The Episcopal Church has for many years been involved in NCC leadership and governing board. It's recent restructure has developed the concept of Convening Tables for its work. For more on the NCC check out their web site at <http://nationalcouncilofchurches.us/>.

Role of Convening Tables Convening Tables facilitate collaboration among member communions and partners (including nonmember communions) in four core areas of work: theological study and dialogue; inter-religious relations and dialogue; joint action and advocacy for justice and peace; and education, formation, and leadership development. Convening Tables are composed of ecumenical officers, member communion staff, emerging ecumenical and church leaders, academics, and partners (including those from nonmember communions). The Convening Tables meet face-to-face at least once annually in conjunction with the Christian Unity Gathering, and may meet at other times throughout the year, either face-to-face or electronically.

MW 001

TO: Executive Council

FROM: Joint Standing Committee on Mission Within The Episcopal Church (MIN)

DATE: February 22, 2019

RE: RESOLUTION ON YOUNG ADULT AND CAMPUS MINISTRY GRANTS

Resolved, That the following Young Adult and Campus Ministry grants recommended by the YACM grant review committee, having been reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church, are approved and authorized for payment from line item 359 of the budget:

Campus Ministry Grants:

- All Saints' @TheTable, The Diocese of Arkansas, Province VII, \$4,800
- Canterbury@Plymouth, Diocese of New Hampshire, Province I, \$3,400
- Episcopal and Lutheran Campus Fellowship of Macon, Diocese of Atlanta, Province IV, \$4,850
- Episcopal Campus Ministry at University of North Carolina Asheville, Diocese of Western North Carolina, Province IV, \$3,700
- Faithful Futures - Listening Post, Diocese of Connecticut, Province I, \$5,000

Leadership Grants:

- Pastoral Universitaria- Iglesia Episcopal Puertorriqueña, Diocese of Puerto Rico, Province IX, \$30,000
- Georgia Tech, Diocese of Georgia, Province IV, \$14,000
- Pittsburgh University Chaplaincy, Diocese of Pittsburgh, Province III, \$14,000
- St. Luke's Episcopal Campus Ministry and the U R Loved Library, Diocese of Fort Worth, Province VII, \$14,000

Project Grants

- Diocese of Northern Michigan/ Canterbury House, Diocese of Northern Michigan, Province V, \$1,000

- Episcopal Campus Ministry at Rutgers University, Diocese of New Jersey, Province II, \$900
- St. John's Episcopal Church, Diocese of Ohio, Province V, \$1,000

Young Adult Ministry Grants:

- 3rd Place- A Young Adult Ministry of the Episcopal Diocese of Western North Carolina and the Presbyterian Episcopal Campus Ministry at Appalachian State University, Diocese of North Carolina, Province IV, \$2,500.00
- Beloved in the Desert, Diocese of Arizona, Province VIII, \$5,000.00
- Emerging Communities, Diocese of El Camino Real, Province VIII, \$4,000.00
- Episcopal Camps & Conference Centers, Diocese of Virginia, Province III, \$5,000.00
- Johnson Service Corps, Diocese of North Carolina, Province IV, \$3,000.00
- Life Together, Diocese of Massachusetts, Province I, \$5,000.00
- Marquette Young Adult Ministry, Diocese of Northern Michigan, Province V, \$5,000.00
- Plainsong Farm & Ministry, Diocese of Western Michigan, Province V, \$3,000.00
- St. Thomas' Episcopal Church - Dinner Church, Diocese of New Jersey, Province II, \$4,000.00

MW 002

TO: Executive Council

FROM: Joint Standing Committee on Mission Within The Episcopal Church (MIN)

DATE: February 22, 2019

RE: RESOLUTION ON YOUNG ADULT AND SEMINARIAN (YA/S) UTO GRANTS

Resolved, That the following Young Adult and Seminarian grants recommended by the United Thank Offering (UTO) Board, having been reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church, are approved and authorized for payment from UTO grant funds:

Young Adult Grant Awards:

Taylor Devine, Diocese of Arizona, Beloved in the Desert Intentional Young Adult Community (BITD), \$5,000

[An intergenerational Episcopal Church will welcome the BITD Young Adult Intentional Community to the Borderlands to discern vocation and serve the community by seeking and serving Christ in Tucson and in one another through prayer, work, and study, walking toward fuller life of the Beloved Community.]

Victoria Hoppes, Diocese of Indianapolis, Young Adult Community Discernment Retreats, \$5,000

[This project will host two retreats designed to help develop a year-round, residential community for young adults at Waycross Camp and Conference Center. This program will include training in conflict transformation, reconciliation, and vocational discernment. Community members will also implement year round programming and provide operational support to Waycross Staff.]

Columba Maynus & Abigail Zimmerman, Diocese of Nebraska, Developing Benedictine Community for Discernment and Ministry, \$5,000

[The Benedictine Way is a place of prayer and hospitality for those desiring a deeper life in Christ, especially young adults and those living on the margins. Expanding our physical space and programming will allow us to expand our service to those discerning their myriad vocations in life.]

Courtney Watson, Diocese of Upper South Carolina, Textile Village Servant Corps, \$4,000

[This grant will support the creation of the Textile Village Servant Corps, which is a service-based intentional community in Greenville, for 21- to 29-year-olds looking for a year of personal discernment, community immersion, and spiritual formation.]

Megan Cox, Diocese of Western North Carolina, WNC Episcopal Service Corps, \$4,500

[The Diocese of Western North Carolina Episcopal Service Corps has recently been accepted into the larger network of ESC. We are a new program site and will officially launch in the Fall of 2019. We will be hosting up to a maximum of 5 young adults to participate in a year of living in intentional Christian community along with service at local nonprofits. Our project proposal is to develop both an Orientation Retreat for the incoming corps members as well as ongoing Learning Modules that build on the Baptismal Covenant as well as the objectives of Beloved Community.]

Seminarian (People in Process for Ordination) Awards:

Andrea Lerena, Diocese of Idaho, Church Divinity School of the Pacific, Messy Church Congregation, \$4,600

[This project will develop a Messy Church congregation at Grace Episcopal Church, Nampa, ID. Messy Church, a hands-on program of story, interactive experience, and worship, will be ecumenical, oriented toward young families and children, and offer a weekday opportunity for hospitality, community, study, and worship.]