

Executive Council Narrative Minutes  
Hilton Hotel, Salt Lake City, Utah  
February 13-15, 2020

**Thursday morning, February 13, 2020**

After an opening Eucharist, President Gay Jennings called the meeting to order and called on the Secretary, the Rev. Canon Michael Barlowe, to call the roll and make announcements.

All present, unless otherwise noted:

Michael Curry, Chair – arriving late  
Gay Jennings, Vice Chair

Thomas Alexander – excused  
Lloyd Allen  
Devon Anderson  
Liza Anderson  
Sarah Stonesifer Boylan  
Diane Butler  
Jane Cislucyis  
Matthew Cowden  
Lillian Davis-Wilson  
Patricia Downing  
Noreen Duncan  
Cornelia Eaton  
Blanca Echeverry  
Alice Freeman  
Pauline Getz  
Louis Glosson  
Angela Goodhouse-Mauai  
Mark Goodman  
Charles Graves

Julia Ayala Harris  
Scott Hayashi  
Anne Hodges-Copple  
Anne Kitch  
Edward Konieczny  
Alexizendria Link – excused  
Mally Ewing Lloyd  
Frank Logue  
Andrea McKellar  
Steven Nishibayashi  
Aaron Perkins  
Mayra Gonzalez Polanco - excused  
Diane Pollard  
Russell Randle  
Rose Sconiers  
Dabney Smith - excused  
Holli Powell Strum  
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

Companion Church Partners:

Andrew Asbil, Anglican Church of Canada  
Joanne Engquist, ELCA

After announcements, President Jennings invited Executive Council member Scott Hayashi, Bishop of Utah, to speak. Bishop Hayashi welcomed everyone to the Diocese of Utah and showed a video about some of the ongoing programs and activity in the diocese.

President Jennings asked for a motion to accept the agenda. The agenda was moved, seconded and approved. The minutes of the October, 2019 meeting were moved, seconded and approved. Actions taken by the Executive Committee were ratified:

**1. Approved Emery Trust award:**

*Resolved*, That The United Thank Offering Board, upon the recommendation of the Global Partnerships Office, approves \$3,960 to be paid from the Emery Trust (335) to the Diocese of Northern Indiana to fund a one-time training and educational experience for Dawn Baity regarding her new placement working to promote and fund the Anglican Center in Santiago.

**2. Approved Evangelism grants (See Attachment A)**

**3. Elected delegates to the World Council of Churches:**

- Julia Ayala Harris
- Deborah Jackson

Nominated as additional delegates:

- Yoimel Gonzalez Hernandez
- Milquella Mendoza

**4. Approved Clergy Housing allowance for Isaiah Shaneegua Brokenleg**

*Resolved*, That a portion of the total compensation paid to each clergy employee for calendar year 2020 shall be designated to be a housing allowance; and be it further

*Resolved*, That the Executive Council designates as a tax-deductible housing allowance for 2020 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.

**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.

The current request comes as a result of a new clergy employee.

Employee	2020 Allowance Requested
Isaiah "Shaneegua" Brokenleg	\$34,174

President Jennings invited the Chairs of the Joint Standing Committees to give a brief report of their committee's agendas for this meeting.

Canon Jane Cislucyis reported for the Joint Standing Committee on Governance and Operations (GO). Among other things, the committee will receive updates on legal matters, receive updates on the admittance of the Diocese of Cuba into The Episcopal Church, discuss impairment guidelines, and hear a report from State of the Church.

The Rev. Mally Lloyd reported for the Joint Standing Committee on Finance (FIN). This committee will receive Trust Fund resolutions, close out the Assessment Review process for the year, discuss guidelines for fundraising, and meet jointly with GO about legal matters and will Mission Within regarding Way of Love fundraising.

Deacon Lillian Davis-Wilson reported for the Joint Standing Committee on Mission Beyond The Episcopal Church (MB). This committee will hear reports from Chuck Robertson and Rebecca Linder Blachly regarding Episcopal Migration Ministries and other work being done by the Office of Government Relations, and from Byron Rushing regarding human rights in Burma. They will be jointly with Mission Within TEC to hear a presentation from Stephanie Spellers.

Canon Frank Logue reported for the Joint Standing Committee on Mission Within The Episcopal Church (MW). The committee will be approving grants, and meeting jointly with other committees as previously reported. They will also spend some time discussing their Blue Book report and receive reports from staff regarding ongoing work.

President Jennings said that since Bishop Curry would be arriving later, opening remarks from the Chair and Vice Chair would be postponed until later in the meeting. She asked Jane Cislucyis to introduce the next presenters. The presentation is part of the Executive Council's continuing work of dismantling racism, with an indigenous focus. Ms. Cislucyis introduced Council members Cornelia Eaton and Angela Goodhouse. Ms. Eaton gave a short history of Indigenous Ministry work of the Episcopal Church. She then introduced Forrest Cuch who gave a presentation about the Doctrine of Discovery Initiatives in the Diocese of Utah. He was followed by The Rev. Michael Carney, who expanded on that, showing some photos of the ministry in progress. Next, Ms. Angela Goodhouse spoke about her ministry in North Dakota and the racism she experiences there. Ms. Eaton also shared some personal experiences about her time at seminary and then her return to Navajoland. She also spoke of the increase in indigenous people moving into urban areas and the need to educate bishops on how to ministry to indigenous people.

President Jennings thanked them for the presentation and asked Forrest Cuch to offer a prayer. She called on the Secretary for announcements, and there was a break for lunch.

#### **Thursday afternoon, 2/13**

The afternoon was spent in committee.

## **Friday, 2/14**

After Morning Prayer, President Jennings called the meeting to order and called on the Secretary for announcements. Following announcements, Mally Lloyd made a motion to suspend the rules of order to change the deadline for the consent calendar to 3:00 p.m. The motion was seconded and approved. Prayers were offered for Bishop Hart of Liberia after Canon Chuck Robertson reported that he was having a serious health episode.

President Jennings then introduced Dr. Kristine Stache of the Warburg Theological Seminary. Dr. Stache presented on the steady decline in baptized members and average attendance, and spoke of the need for visionary leaders and adaptive change. Following the presentation, there was time for questions and answers.

The rest of the day was spent in committee.

## **Saturday, 2/15**

After Morning Prayer, President Jennings called the meeting to order and called on the Secretary for announcements. She then called on our partners from the ELCA and Anglican Church of Canada. Pastor Joanne Engquist brought greetings from ELCA Presiding Bishop Elizabeth Eaton and spoke about agenda items for their upcoming meeting, including voting on what it means to be a sanctuary church. Bishop Andrew Asbil brought greetings from ACC Primate, Archbishop Linda Nicholls. This was Bishop Asbil's first meeting so he told Executive Council a little about himself.

Committee reports began with Ms. Jane Cisluycis, Chair of the Joint Standing Committee on Governance and Operations. Ms. Cisluycis reported that the committee discussed parochial reports during a visit with Chris Rankin-Williams, Chair of the HOD Committee on State of the Church. They were joined by Raphaella Sondak, Director of Human Resources, and worked on the new CLO job description. She moved GO 013.

TO: Executive Council  
FROM: Committee on Governance and Operations  
DATE: February 15, 2020  
RE: CLO Job Description

*Resolved* by the Executive Council, meeting in Salt Lake City, Utah from February 13-15, 2020, That

1. The job description for Chief Legal Officer (CLO), attached as Exhibit One to the Resolution, is adopted for the use in the search for next CLO. (See Attachment B)
2. The retention of a professional legal search firm is authorized for the purpose of conducting a nationwide search for candidates for the CLO position. The details of the retention, including the price, are to be negotiated by appropriate personnel at DFMS with advice as needed from the CLO working group.
3. The Executive Committee, in consultation with the search firm, is authorized to make non-substantive editorial changes to the job description in order to facilitate the dissemination of information about the open position.

**Explanation:**

The CLO working group was appointed at the last session of Executive Council and consists of the Chancellor to the President of the House of Deputies, the Chancellor to the Presiding Bishop, and the Chair and Vice-Chair of the Committee on Governance and Operations. This group prepared the attached job description.

The changes from the 2016 version are based on the results of extensive interviews with DFMS personnel and with the Presiding Bishop and President of the House of Deputies to assess the legal needs of TEC, as well as upcoming needs for legal services by TEC. Among the changes noted were the increased importance of intellectual property issues as well as data privacy legislation adopted by the European Union, California, and other jurisdictions. Because TEC includes dioceses in a number of countries outside the United States, TEC's legal needs are more complex than many U.S.-based non-profit organizations with larger budgets.

The CLO working group identified categories of experience and individual traits that would be desirable in a new CLO, recognizing that it is unlikely that any single individual will have all this experience and all these traits. These include:

**Desirable Experience and Traits****1. Experience**

- Confirmed adult communicant in good standing
- Experience in representing non-profit organizations
- Experience with HR issues
- Experience with insurance coverage issues, particularly on behalf of policyholders
- Experience with TEC disciplinary proceedings
- Experience as general counsel of significant sized organization
- Expertise in managing significant litigation
- Substantial involvement in TEC governance
- Experience with the issues of overseas missions
- Experience with other branches of Anglican Communion
- Experience with First Amendment issues, particularly freedom of religion.
- Experience in government relations
- Non-profit tax experience

**2. Traits**

- Demonstrated team player and ability in team-building
- Capability in developing and implementing realistic action plans while being sensitive to time constraints and resource availability
- Excellent presentation, verbal, and written communication skills
- Skill in conflict identification, management, and resolution
- Ability to serve effectively in a multi-class, multi-cultural, multi-ethnic, multi-lingual and international church

**APPENDIX ON AUTHORITY****CANON I.4.2(h)**

*Upon joint nomination by the Chair and the Vice-Chair, the Council shall appoint a Chief Legal Officer who shall function as general counsel and serve at the pleasure of, and report and be accountable to, the Chair. If a vacancy should occur in that office a successor shall be appointed in like manner.*

GO 013 was adopted with one abstention (Edward Konieczny). Next, Ms. Cisluycis moved GO 014 and asked Michael Barlowe in his role as Chair of the Joint Standing Committee on Planning and Arrangements to speak to it. Canon Barlowe explained that the Executive Committee of the JSCPA had visited the three finalist cities for the 2024 General Convention, Detroit in the Diocese of Michigan, Louisville in the Diocese of Kentucky, and San Juan in the Diocese of Puerto Rico. Any of these sites would have been a good choice for the 2024 General Convention. The committee recommended Louisville for several reasons. It will be the first time that a General Convention has been in Province IV since the 1982 General Convention in New Orleans. As required by Canon, the JSCPA requests consent to this site by the Presidents of the Provinces, the President and Vice President of the House of Deputies and House of Bishops, and the Executive Council. He reported that a majority of consents has been received.

TO: Executive Council  
FROM: The Joint Standing Committee on Governance and Operations  
DATE: February 15, 2020  
RE: Consent to site for General Convention

*Resolved*, That the Executive Council, meeting in Salt Lake City, Utah, from February 13-15, 2020, gives consent to the Joint Standing Committee on Planning & Arrangement's selection of Louisville in the Diocese of Kentucky as the site for the 81st General Convention in the year 2024.

#### Explanation

Canon I.1.14(c) requires that the Executive Council give advice and consent to this recommendation.

GO 014 was adopted. In 2018, the General Convention adopted resolution A238 authorizing the readmission of the Diocese of Cuba to The Episcopal Church. Secretary Michael Barlowe certified that all conditions of this resolution have been met, and she moved GO 015. Canon Barlowe noted that our friends from the church in Cuba have been exemplary as we moved toward this moment.

TO: Executive Council  
FROM: Joint Standing Committee on Governance & Operations  
DATE: February 14, 2020  
RE: *La Iglesia Episcopal de Cuba*

In accordance with Article V of the Constitution, the Executive Council approves the duly adopted Constitution of the Diocese of Cuba; and, in accordance with General Convention Resolution A238 (2018), accepts and approves the certification to it by the Secretary of the General Convention that he has received from the *La Iglesia Episcopal de Cuba* the following:

(1) A certified copy of the Constitution of the Diocese that contains an unqualified accession to the Constitution and Canons of The Episcopal Church and otherwise conforms in essential part to such Constitution and Canons;

- (2) A certified copy of the Canons of the Diocese that conform in essential part to the Constitution and Canons of The Episcopal Church;
- (3) An annual diocesan parochial report as required by Canon I.6 for the last full year prior to compliance with this resolution;
- (4) A commitment by the Diocese to a contribution to the budget of The Episcopal Church for the year in which the Diocese is to come into union with the General Convention;
- (5) An accounting of any funds received by the Diocese from the General Convention budget in the last full year prior to compliance with this resolution; and
- (6) Evidence that all clergy in the Diocese have complied with the requirements of Canon III.10, except in the case of the requirement that all clergy subscribe to the declaration required in Article VIII and in Canon III.10, and that this particular requirement is expected to be satisfied no later than the conclusion of the next Synod of the Diocese, currently scheduled for March 2020, which certification the Executive Council finds to be satisfactory.

Explanation

In Resolution A238, General Convention voted to admit *La Iglesia Episcopal de Cuba* of The Episcopal Church once certain requirements had been met. The Secretary of General Convention has been working closely with the Diocese of Cuba and certifies that all requirements have been met.

GO 015 was adopted with applause. Bishop Griselda was invited to speak and Bishop Asbil was invited to the front of the room to share in the moment, in recognition of the partnership with the Anglican Church of Canada through the years. Bishop Griselda said that they are grateful to all who have worked toward this. After more than 50 years by themselves, they belong to a great big family. It is the end of one process and the beginning of a new one. They will continue serving their people and their country.

Ms. Cislucis thanked her committee, and this ended the report of GO.

Canon Frank Logue reported for the Joint Standing Committee on Mission Within The Episcopal Church. The committee was joined by staff and Dr. Kris Stache. They discussed resolutions on ecojustice and grant approvals, which were on the consent calendar. He moved MW 018.

To: Executive Council  
From: Joint Standing Committee on Mission Within TEC  
Re: Covenant for Care of Creation  
Date: February 15, 2020

Be it Resolved, the recommendation of the Task Force on Care of Creation, having been reviewed and approved by the Joint Standing Committee for Mission Within the Church and the Joint Standing Committee for Mission Beyond the Church, to adopt the Covenant for Care of Creation and to enact the Plan for Implementation in partnership with the Staff of the Presiding Bishop, is approved.

## **Episcopal Covenant for Care of Creation**

In Jesus, God so loved the *whole* world. We follow Jesus, so we love the world God loves. Concerned about the global climate emergency, drawing from a range of approaches for our diverse contexts, we commit to form and restore loving, liberating, life-giving relationships with all of Creation.

- ✚ **LOVING FORMATION:** For God's sake, we will grow our love for the Earth and all of life through preaching, teaching, storytelling, and prayer.
- ✚ **LIBERATING ADVOCACY:** For God's sake, standing alongside marginalized, vulnerable peoples, we will advocate and act to repair Creation and seek the liberation and flourishing of all people.
- ✚ **LIFE-GIVING CONSERVATION:** For God's sake, we will adopt practical ways of reducing our climate impact and living more humbly and gently on Earth as individuals, households, congregations, institutions, and dioceses.
- ✚ **LONG-TERM AMBITION:** For God's sake, we will safeguard Creation and steward resources by encouraging dioceses to set their own contextually appropriate approaches to the just transition to clean, safe, renewable energy.

## **Putting the Covenant into Practice**

**TASK FORCE AND STAFF STRATEGY:** In order to encourage engagement with the Care of Creation Covenant in ever-widening circles – among individuals, in our congregations/communities, our dioceses, and across the Church – the Task Force, Staff and allied leaders commit to the following ...

- ✚ **Frame and Name** Episcopal action around the Care of Creation.
  - The covenant serves as a compelling frame for understanding the why, what and how of our ministries and the collective impact we can make.
  - Reconciliation, Justice and Creation Care (RJCC) Department will maintain a list serve of individual, congregational, and diocesan adopters of the Covenant.
  - The Communications Department and Task Force will revamp the website by spring 2020 to gather and celebrate stories, and will develop the current Asset Map to feature vulnerable communities and climate crises.
- ✚ **Equip and Connect** a community of practitioners and leaders across dioceses, contexts, and cultures.
  - The Task Force and RJCC will leverage the Grants program, online gatherings, the Asset Map and the website to share the financial, personal and formation resources necessary to build capacity, identify partners and deepen commitment.
- ✚ **Invite and Expand** the range and commitment of people/groups engaged in Care of Creation.
  - The Task Force, RJCC and Communications will partner with allies (Episcopal Communicators, Episcopal Camps and Conference Centers, FORMA, National Association of Episcopal Schools, etc.) to invite covenant engagement in a way that welcomes people to take their own next best step.
  - Special attention to communities with 1) greatest need for resources and 2) economic and political challenges regarding creation care.



MW 018 was adopted. Canon Logue moved MW 022 and spoke to it.

To: Executive Council  
From: Joint Standing Committee on Mission Within the Episcopal Church  
Date: February 13, 2020  
Re: Roanridge Trust Grants

*Resolved*, That grants listed below totaling \$209,110.00 are approved for payment from available Roanridge Trust grant funds; and be it further

*Resolved*, That the grantees shall submit program and financial reports as required.

<b>Program</b>	<b>Applicant</b>	<b>Grant</b>
Formados para Transformar	Cuba	\$ 5,940
Transformational Opportunities	ECF/Minnesota	\$ 10,000
Leadership Coaching	Fon du Lac	\$ 19,000
Theological Education in Honduras	Honduras	\$ 20,000
Rural Church Summit and Learning Communities	Iowa	\$ 15,750
Healing Trauma through Healing of Memories	Kansas	\$ 10,000
Workshop in Congregational Singing	Maryland	\$ 2,880
A.C. Marble School for Theological Formation	Mississippi	\$ 10,000
Special Needs of Underserved Children	Missouri	\$ 8,000
Creating Sa' a naghái bik'e hózhó	Navajoland	\$ 19,540
Broad-Spectrum Bi-Vocational Ministry	New Hampshire	\$ 16,000
Free Range Priest	North Carolina	\$ 7,000
ROCSTARS	Oregon	\$ 10,000
Development of lay pastoral care team	Spokane	\$ 15,000
Training of Karen Catechists and Deacons	Staff/Tennessee	\$ 20,000
Keystone-Northfork Kinship Care	West Virginia	\$ 10,000
Backstory Preaching Mentorship	Western Kansas	\$ 10,000
Total		\$ 209,110

### **Explanation**

The recommendation comes from the EC Roanridge Trust Grants Review Committee and has been reviewed by the Executive Council Joint Standing Committee on Mission Within The Episcopal Church. Requests totaling \$445,395.07 were received from 24 applicants. Funds available are \$209,330.

MW 022 was adopted. Canon Logue moved MW 020.

To: Executive Council

From: Joint Standing Committee on Mission Within TEC  
Re: Vaccination Policy for DFMS Youth Events  
Date: February 14, 2020

*Resolved*, That the recommendation of the Joint Standing Committee on Mission Within the Church, to adopt a policy on vaccination for DFMS youth events, is approved, as follows:

**2020 Model DFMS Vaccination Policy for Youth Events:**

In response to the Executive Council resolution of June 2019, the DFMS has developed a model vaccination policy for its youth events, which dioceses and Episcopal institutions are encouraged to adapt locally. The primary purpose of this policy is to ensure the safety of all children at Episcopal Church youth events.

- All participants, chaperones, volunteers and staff persons who are 18 years and younger at youth events sponsored by the DFMS shall be required to be vaccinated in accordance with the United States Centers for Disease Control and Prevention's (CDC) Immunization Schedule.
- All chaperones, volunteers and staff persons who are 19 years and older at youth events sponsored by the DFMS are required to have the following vaccinations: Tdap (every 5-10 years) and the current flu vaccine (during flu season).
- Prior to participation at any DFMS youth event, all participants, chaperones, volunteers and staff persons must submit a certification stating that they are in compliance with the vaccination schedule or vaccinations listed above. In the case of a minor, such certification must be signed by a licensed physician, a parent, or a legal guardian. In the case of an adult, such certification must be signed by the adult or by a licensed physician.
- A participant, chaperone, volunteer or staff person may be exempted from this vaccination requirement only by presenting a certificate from a licensed physician to the event staff stating that, due to the physical condition of the individual, one or more specified immunizations would endanger the individual's life or health. Claims of religious or philosophical exemption from vaccination shall not be recognized.
- The DFMS commits to ensure that funding is available or to partner with charities to ensure that vaccinations can be made available so that no child is prevented from participation due to the financial burden of vaccination.

MW 020 was adopted. The committee heard a report from Rebecca Linder Blachly about some of the work of the Office for Government Relations, including a repeal on the parking tax for churches. He moved MW 019.

To: Executive Council  
From: Joint Standing Committee on Mission Within TEC  
Date: February 14, 2020  
Re: Paid Family Leave

*Resolved*, That the Executive Council, meeting in Salt Lake City from February 13-15, 2020, affirms the teaching that the birth or adoption of a child is a cause of celebration for parents, family and the entire community and that an entire community has responsibility for supporting a family in raising a child; and be it further

*Resolved*, That we recognize the federal government has a responsibility to establish minimum standards of living for all people, including access to food, housing, and healthcare; and be it further

*Resolved*, That we call on the federal government to establish and provide a funding mechanism for new parents to take parental leave to care for their child, recognizing the benefits to the child, parents, and community; and be it further

*Resolved*, That we call on the Office of Government Relations to advocate to the Congress for the establishment of a paid family leave program, in particular for workers who do not have access to paid leave from their employers.

MW 019 was adopted. They did some careful work on the mandate of the Executive Council Committee on Anti-Racism and Reconciliation (ECCARR). Rose Sconiers and Byron Rushing will meet with that committee.

The committee received reports from many staff members about the work being done by their departments. Canon Logue moved MW 021.

To: Executive Council  
From: Joint Standing Committee on Mission Within TEC  
Date: February 14, 2020  
Re: Approval of Ethnic Ministries Grant Application

*Resolved*, That on the recommendation of the Joint Standing Committee for Mission Within the Church, the Executive Council supports and approves the application by the Department of Ethnic Ministries to the Lilly Foundation for a “Thriving In Congregations” grant in the amount of \$1,000,000 for a new and innovative ministries program designed to assist congregations to achieve financial sustainability.

Canon Logue asked his committee to stand and he thanked them for their work. This is his last meeting, having resigned due to his diocesan commitments as bishop-elect. Bishop Curry thanked him for being the “Holy Disturber in our midst”.

The Rev. Lillian Davis-Wilson reported for the Joint Standing Committee on Mission Beyond The Episcopal Church. Ms. Davis-Wilson asked the committee to stand and she thanked them for good conversation and forward thinking. The committee has developed quite well in their working relationships, and they welcomed their newest member, Charles Graves. At different times, the committee was visited by various staff members who reported on many different areas, including a briefing on ecumenical and interreligious initiatives, the work of the Office of Government Relations, the status of Episcopal Migration Ministries and the work of Episcopal Relief and Development, particularly the establishment of a program called Savings with Education. They held a joint meeting with the JSC on Mission Within TEC regarding Creation Care and all the levels it impacts. This concluded the report of Mission Beyond TEC.

The Rev. Mally Lloyd reported for the Joint Standing Committee on Finance. She thanked her committee members for their time and attention. The committee was also joined by many staff members, as well as Mike Ehmer, Chair of the Joint Standing Committee on

Program, Budget and Finance. They met jointly with the JSC on Governance and Operations for an executive session report on legal matters, and spent some time debriefing the experience of the speakers on Thursday morning. Many of the trust fund resolutions are on the consent calendar. Ms. Lloyd moved FIN 087.

TO: Executive Council  
FROM: Finance Committee  
DATE: February 15, 2020  
RE: Sale of Property in Guam -- Update

- Resolved*, That the Executive Council of the Domestic & Foreign Missionary Society, a New York not-for-profit corporation, approves the sale of the following properties
1. Lot 2-3, Block 2, Tract 172, Dededo for sale to Donald Davis and Imal Scott for the sales price of \$80,000
  2. Lot 2-R3, Block 2, Tract 172, Dededo for sale to James Manoto or designee for the sales price of \$575,000; and be it further

*Resolved*, That Geoffrey Todd Smith, Chief Operating Officer, or N. Kurt Barnes, the Treasurer are authorized to sign the deed and other conveyance documents on behalf of the Society; and be it further

*Resolved*, That proceeds of the sale shall be remitted to the Society's account at U. S. Bank but shall benefit the operations of the Episcopal Church in Micronesia.

#### **EXPLANATION**

This resolution comes as a request of the title security company on Guam as clarification to a previous resolution approved on June 18, 2019.

#### **FIN 042 Sale of Property in Guam**

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights, Maryland, from June 10-13, 2019, at which a quorum was present and voting.

- Resolved*, That the marketing and sale of the following properties in Guam are approved
1. Former St. Michael's Church building and lot in Dededo
  2. Former St. Andrew's Church building and lot in Agat
  3. Lot # 440-P-3-1 (2116 sqm) raw lot located in Agat
  4. Lot # 440-P-3-R1 (2116 sqm) raw lot in Agat
  5. Lot #194-2-3-3 (17,822.87 sqm) raw lot located in Agat; and be it further

*Resolved*, That the proceeds be used for general purposes of the Episcopal Church in Micronesia.

FIN 087 was adopted. Ms. Lloyd moved FIN 080.

For: Executive Council  
From: Finances for Mission Committee  
Date: February 15, 2020

Subject: Request from The Episcopal Church in Liberia - Trust Fund Class 9

*Resolved*, That, upon receiving written request from the Rt. Rev. Jonathan B. Hart and the Standing Committee of the Episcopal Church of Liberia (ECL), the Executive Council authorizes that \$10,500 from Trust Funds 351.00 and 423.02 be distributed to ECL; and be it further

Resolved, That the Executive Council extends its prayers for the health of the Bishop.

#### Explanation

In a letter received on January 6, 2020, Bishop Hart presented a request for a special withdrawal to address additional operational needs.

Class	TF#	Trust description and purpose	12/31/2019 Market Value	Accumulated Appreciation	Purpose	Request
9	351.00	Income to be paid to the Bishop of Liberia (apart from and in addition to whatever regular appropriation may be made by the said Society for the Church's work in Liberia), to be applied by him at his discretion...."	46,063.09	11,496.52	Bishop's discretion	7,500.00
9	423.02	In memory of her husband. General William R. Pease, and her son, Robert William Pease. One-half of the income to go to the work in Alaska [Trust Fund No. 423.01] and the remaining one-half to the work in Liberia [Trust Fund No. 423.02]. Income to be "devoted to the work in Liberia, under the direction of the Bishop there as to where the need may be greatest".	12,136.24	8,808.52	Bishop's discretion	3,000.00

FIN 080 was adopted. The committee studied the Treasurer's Report and noted that it reflected only numbers up to November, 2019. They will have a zoom meeting once all year-end figures are in. The Audit report has been posted. They heard a report from Diane Pollard regarding the EC Committee on Corporate Social Responsibility (ECCSR). Ms. Pollard shared that the 50<sup>th</sup> anniversary of socially responsible investing will be celebrated at General Convention in 2021. Ms. Lloyd moved FIN 081.

TO: Executive Council  
FROM: Joint Standing Committee on Finance  
DATE: February 15, 2020  
SUBJECT: Update Shareholder Proxy Voting Recommendations

*Resolved*, that the Executive Council, meeting in Salt Lake City, Utah, accept and adopt the updated proxy voting recommendations made by the Executive Council Committee on Corporate Social Responsibility (see Attachment C).

#### Summary:

This resolution updates the proxy voting recommendations that were initially established in June 2013 and updated in January 2015.

**ATTACHMENT C: Appendix A – Proxy Voting Policy Recommended by the Executive Council Committee on Corporate Social Responsibility.**

A subcommittee of EC CCSR (DFMS and CPG):

1. Reviewed every issue code to determine whether policy should change.
2. Pink highlights indicate where Glass Lewis, our proxy voting service, changed its own approaches.
3. Changes to the previously approved TEC policy are indicated in yellow.
4. The policy is largely unchanged. Changes have been made for consistency or clarity. For example:
  - a. Selection of an auditor in issue code 200 was inconsistent with 2200 which focuses on shareholder proposals relative to audit. They are now consistent.
  - b. Previous policy regarding firearms was to vote with Glass Lewis. Now, we want to be explicit that we support all efforts to reduce the use of illegal firearms.
  - c. We want to be clear that we support sustainability expertise among board members, consistent with GC2018 resolution C021. Issues 2080 and 2082 speak to sustainability expertise on boards, which we clearly support. Previous policy would have us vote against in some cases.
  - d. We corrected our policy related to proxy access (issues 1115 and 2575). In some cases, based on the wording of our previous policy, we voted in a way that was contrary to the spirit of our policy. We have reworded the policy to be explicit that we are in support of efforts to increase shareholder rights.

The subcommittee reviewed the policy and ECCCSR approves. When adopted by EC, the policy will be shared with the entire church.

The committee heard a progress report on fundraising from Cecilia Malm and T.J. Houlihan of the Office of Development. That office has hired an annual appeal manager. Other campaigns include raising funds for the Cuba clergy pensions and Sharing the Way of Love. Ms. Lloyd moved FIN 082 and spoke to it. The purpose of this policy is to provide consistency. It will enable fundraising but be clear about where those funds end up.

TO: Executive Council  
FROM: Finance Committee  
DATE: February 15, 2020  
RE: Fundraising Procedures

*Resolved,* That the Executive Council wishes to enable fundraising for ministry from a wide variety of sources; and be it further

*Resolved,* That fundraising approval and accountability should be consistent across all sources of funds; and be it further

*Resolved,* That the Executive Council agrees that the procedures outlined in Exhibits A and B are applicable to all forms of fundraising by staff and officers of the Society, members

of Executive Council, and members of all Interim Bodies that are part of the General Convention. (See Attachment D).

### **EXPLANATION**

This resolution updates the scope of FFM-013 (February 2010) and FFM-067 (October 2014) and emphasizes that all staff and officers of the Society, members of Executive Council and Interim Bodies are subject to the guidelines. Applying consistent guidelines for all is a best control practice.

It is prudent to update policies as staff, titles and membership change.

FIN 082 was adopted. Ms. Lloyd gave brief recap of the Assessment Review Committee and where they are in their work. The waiver application process for 2019 is closed. Ms. Lloyd moved FIN 090, which is the process for 2020.

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Waiver application process

*Resolved*, That the Executive Council approves the waiver application process as follows:

1. Applications for 2020 waivers are due to Executive Council through the Treasurer's office by August 31<sup>st</sup> of 2020 so they may be considered at its October 2020 meeting.
2. For every year thereafter, beginning in 2021, waiver applications are due to Executive Council through the Treasurer's office by January 31<sup>st</sup> of that calendar year, so they may be taken up at its next meeting.
3. In the case of unforeseeable financial hardship, waiver applications may be submitted at any time. Notification of financial hardship should be made to the Treasurer's office as soon as possible to ensure that a waiver can be applied for after the annual deadline.

Failure to make full payment or to receive a waiver in one year shall render the diocese ineligible to receive grants, including scholarships, or loans from the DFMS in the following year. Any grant, including scholarship or loan application, which requires the signature of a bishop or ecclesiastical authority, falls under this policy.

### **Explanation**

As of January 1, 2019, full payment of diocesan assessment is required by Canon. Executive Council is pleased to report that as of February 14, 2020, 104 of the 109 dioceses have fully complied or received a waiver for 2019.

\* Canon I.4.6

(f) Full payment of the diocesan assessment shall be required of all Dioceses, effective January 1, 2019.

(g) Effective January 1, 2016 Council shall have the power to grant waivers from the full annual assessments of Dioceses within the limit established by the General Convention.

Any diocese may appeal to Executive Council for a waiver of the assessment, in full or in part, on the basis of financial hardship, a stated plan for working toward full payment, or other reasons as agreed with the Executive Council. Effective January 1, 2019, failure to make full payment or to receive a waiver shall render the diocese ineligible to receive grants or loans from the Domestic and Foreign Missionary Society unless approved by Executive Council.

A proposed waiver application follows:

Completed applications, including all documents requested below, are due to the Executive Council through the Treasurer's office. 2020 waiver applications are due by September 30, 2020. Applications for 2021 and thereafter are due by January 31<sup>st</sup> of that calendar year.

Diocese: \_\_\_\_\_  
Contact name: \_\_\_\_\_  
Email: \_\_\_\_\_  
Phone number: \_\_\_\_\_  
Bishop diocesan or ecclesiastical authority: \_\_\_\_\_  
Finance office contact: \_\_\_\_\_

Please upload the following:

- A. Statement of financial hardship in narrative form and a plan for future compliance, including specific target percentages by year
- B. Latest audit of the diocese
- C. Current year's budget of the diocese
- D. Current diocesan report part II — financials to DFMS

All waiver applications shall be made using the forms found on a website to be developed specifically for the purpose.

FIN 090 was adopted. There were five dioceses that did not meet their asking and did not receive a waiver. One last waiver request was received. Ms. Lloyd moved FIN 089.

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: 2019 Request for Waiver of the 15% Assessment

*Resolved*, That the Executive Council grants a waiver of payment of the full 15% Assessment for the 2019 to the Diocese of Alabama.

FIN 089 was adopted. Ms. Lloyd then spoke about the budget process for the next triennial budget. The Jesus Movement will be retained. End of April, 2020 is the deadline for interim bodies, chiefs and canons for the draft budget, which will be reviewed at the June meeting. She urged everyone to get requests organized and submitted on time. The Budget Task



Force is working on revamping the overall budget process. They expected to have a report to the Executive Council by the end of 2019 but have not reached full agreement yet. The committee also received an update on Cuba and spent some time doing a mid-term evaluation of committee work and EC plenary. She invited the committee up to sing a farewell song to Frank Logue to the tune of “How do you solve a problem like Maria?”

After lunch, Council reconvened and the consent calendar was called and adopted. Holli Powell recused herself from the vote due to a conflict of interest with one of the grants included in MW 014.

#### Consent Calendar

##### **FIN 070**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1213, St. Mark’s Episcopal Church

*Resolved*, That Trust Fund # 1213, St. Mark’s Episcopal Church be established as an investment account for The Rector, Wardens and Vestrymen of St. Mark’s Episcopal Church of Berkeley, CA, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

#### **EXPLANATION**

##### **Trust Fund # 1213 St. Mark’s Episcopal Church (2019)**

This fund was established with \$240,000.00 as an investment account by The Rector, Wardens and Vestrymen of St. Mark’s Episcopal Church of Berkeley, CA. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (The Rector, Wardens and Vestrymen of St. Mark’s Episcopal Church of Berkeley, CA.) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

##### **FIN 071**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1214, **Capital Maintenance Reserve Fund**

*Resolved*, That Trust Fund # 1214, **Capital Maintenance Reserve Fund** be established as an investment account for All Saints Episcopal Church in Concord, NC, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

#### **EXPLANATION**

##### **Trust Fund # 1214 Capital Maintenance Reserve Fund (2019)**

This fund was established with \$200,000.00 as an investment account by All Saints Episcopal Church in Concord, NC. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (All Saints Episcopal Church in Concord, NC) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

**FIN 072**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1215 [Haywood, Thompson, Williams Estate Fund] All Saints Episcopal Church, Concord, NC

*Resolved,* That Trust Fund # 1215, Haywood, Thompson, Williams Estate Fund be established as an investment account for All Saints Episcopal Church in Concord, NC, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

**EXPLANATION****Trust Fund # 1215, Haywood, Thompson, Williams Estate Fund (2019)**

This fund was established with \$137,990.00 which was transferred from trust fund # 1076 as an investment account by All Saints Episcopal Church in Concord, NC. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (All Saints Episcopal Church in Concord, NC) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

**FIN 073**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1216, Fund for Military Chaplaincy, Diocese of the Rio Grande

*Resolved,* That Trust Fund # 1216 RG - Fund for Military Chaplaincy be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

**EXPLANATION****Trust Fund # 1216 RG - Fund for Military Chaplaincy (2019)**

This fund was established with \$290,646.49 as an investment account by the Diocese of the Rio Grande in Albuquerque, NM. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of the Rio Grande in Albuquerque, NM.) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

**FIN 074**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1217 RG, Endowment Fund, Diocese of the Rio Grande

*Resolved,* That Trust Fund # 1217 RG - Endowment Fund be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

## EXPLANATION

### **Trust Fund # 1217 RG - Endowment Fund (2019)**

This fund was established with \$1,350,787.42 as an investment account by the Diocese of the Rio Grande in Albuquerque, NM. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of the Rio Grande in Albuquerque, NM.) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

### **FIN 075**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1218 RG, Advancement Fund, Diocese of the Rio Grande

*Resolved*, That Trust Fund # 1218 RG - Advancement Fund be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

## EXPLANATION

### **Trust Fund # 1218 RG - Advancement Fund (2019)**

This fund was established with \$461,195.29 as an investment account by the Diocese of the Rio Grande in Albuquerque, NM. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of the Rio Grande in Albuquerque, NM.) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

### **FIN 076**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1219, Wellspring Fund, Diocese of the Rio Grande

*Resolved*, That Trust Fund # 1219 RG - Wellspring Fund be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

## EXPLANATION

### **Trust Fund # 1219 RG - Wellspring Fund (2019)**

This fund was established with \$1,163,811.16 as an investment account by the Diocese of the Rio Grande in Albuquerque, NM. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of the Rio Grande in Albuquerque, NM.) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

### **FIN 077**

For: Executive Council

From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund #1159.01, **Edward Jr. & Carol Cowell Fund**

*Resolved*, That Trust Fund # 1159.01, the Edward Jr. & Carol Cowell Fund, be established as an investment account for All Saints Episcopal Church in Southern Shores, NC, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

#### **EXPLANATION**

##### **Trust Fund # 1159.01 Edward Jr. & Carol Cowell Fund (2019)**

This fund was established with \$125,555.21 which was transferred from trust fund # 1159 as an investment account by All Saints Episcopal Church in Southern Shores, NC. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (All Saints Episcopal Church in Southern Shores, NC) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

##### **FIN 078**

For: Executive Council  
From: The Joint Standing Committee on Finance  
Date: February 15, 2020  
Subject: Trust Fund # 1220 through # 1228 - Rio Grande Investments

*Resolved*, That Trust Funds # 1220 through # 1228 - all prefixed Rio Grande, be established as investment accounts for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request, and may add to the principal funds at its discretion.

<b><u>TF #</u></b>	<b><u>Trust Fund Name</u></b>	<b><u>Amount</u></b>	<b><u>Beneficiary</u></b>
1220	RG – Bishop’s Ridge Growth Fund	\$495,603.35	Diocese of the Rio Grande
1221	RG – Bosque Center Growth Fund	\$930,223.23	Diocese of the Rio Grande
1222	RG – Deanery Reserve	\$9,995.93	Diocese of the Rio Grande
1223	RG – Diocesan Tithe	6,098.60	Diocese of the Rio Grande
1224	RG – Future Mission Development	\$1,840.41	Diocese of the Rio Grande
1225	RG – Grace Camp	\$41,952.35	Diocese of the Rio Grande
1226	RG – Bishop Howden Fund	\$1,701.37	Diocese of the Rio Grande
1227	RG – Indian Ministry	\$29,642.40	Diocese of the Rio Grande
1228	RG – Native American Trust	\$2,387.37	Diocese of the Rio Grande

#### **EXPLANATION**

##### **Trust Fund # 1220 through Trust Fund # 1228 – Diocese of the Rio Grande Pooled Investment Fund**

Nine (9) Trust Funds were established with a combined total of \$1,519,445.01 as investment accounts for the Diocese of the Rio Grande (identified in the attached schedule). These trust funds will be identified as Trust Fund 1220 ... up to Trust Fund 1228 followed by the fund names provided by the Diocese of the Rio Grande.

These are custodial-type funds, meaning that Domestic and Foreign Missionary Society is not trustee for these funds but, as custodian, is providing the owner (Diocese of the Rio Grande) with access to investment management through DFMS Endowment. The owner may add to or withdraw principal funds at its discretion.

#### **FIN 079**

For: Executive Council  
 From: The Joint Standing Committee on Finance  
 Date: February 15, 2020  
 Subject: Trust Funds # 1229 through # 1256 - **Diocese of the Rio Grande - Parish and Mission Investment Fund**

**Resolved**, that Trust Fund # 1229 through # 1256 - all prefixed Rio Grande, be established as investment accounts for the Diocese of the Rio Grande in Albuquerque, NM, on behalf of its parishes. The Diocese may withdraw principal and/or income upon request, and may add to the principal funds at its discretion.

#### **EXPLANATION**

#### **Trust Fund # 1229 through Trust Fund # 1256 – Diocese of the Rio Grande - Parish and Mission Investment Fund**

Twenty-eight (28) Trust Funds were established upon request from the Diocese of Rio Grande with a combined total of \$1,493,859.80 as investment accounts for parishes and missions of the Diocese of the Rio Grande (identified in the schedule below). These trust funds will be identified as Trust Fund #1229 ... up to Trust Fund #1256 followed by the fund names provided by the Diocese of the Rio Grande.

These are custodial-type funds, meaning that Domestic and Foreign Missionary Society is not trustee for these funds but, as custodian, is providing the owner, Diocese of the Rio Grande (and its ultimate beneficiaries, its parishes), with access to investment management through DFMS Endowment. The owner may add to or withdraw principal funds at its discretion.

<u>TF #</u>	<u>Trust Fund Name</u>	<u>Amount</u>	<u>Beneficiary</u>
<b>1229</b>	RG-All Saints Episcopal Church (2019)	28,351.55	All Saints Episcopal Church
<b>1230</b>	RG-Church of the Epiphany (2019)	86,027.74	Church of the Epiphany
<b>1231</b>	RG-Church of the Holy Cross, Growth Fund (2019)	6,476.50	Church of the Holy Cross
<b>1232</b>	RG-Church of the Holy Cross, General (2019)	6,131.71	Church of the Holy Cross
<b>1233</b>	RG-Church of the Holy Family (2019)	62,703.56	Church of the Holy Family
<b>1234</b>	RG-Church of the Holy Spirit (2019)	24,362.09	Church of the Holy Spirit
<b>1235</b>	RG-St. Holy Spirit Episcopal Church (2019)	8,433.38	Holy Spirit Episcopal Church

<b>1236</b>	RG-Holy Trinity Episcopal Church - Building Fund (2019)	7,809.69	Holy Trinity Episcopal Church
<b>1237</b>	RG-Holy Trinity Episcopal Church (2019)	88,301.14	Holy Trinity Episcopal Church
<b>1238</b>	RG-Our Lady in the Valley (2019)	1,537.50	Our Lady in the Valley
<b>1239</b>	RG-St. Alban's Episcopal Church (2019)	106,158.13	St. Alban's Episcopal Church
<b>1240</b>	RG-St. Andrew's Episcopal Church (2019)	382,036.69	St. Andrew's Episcopal Church
<b>1241</b>	RG-St. Francis Episcopal Church (2019)	1,301.84	St. Francis Episcopal Church
<b>1242</b>	RG-St. Francis on the Hill Episcopal Church (2019)	4,945.59	St. Francis on the Hill Episcopal Church
<b>1243</b>	RG-St. James Episcopal Church - Clovis (2019)	18,454.60	St. James Episcopal Church
<b>1244</b>	RG-St. James Episcopal Church-Building Fund (2019)	1,308.71	St. James Episcopal Church
<b>1245</b>	RG-St. James Episcopal Church-Alpine (2019)	36,350.95	St. James Episcopal Church
<b>1246</b>	RG-St. Jerome's Episcopal Church (2019)	160.61	St. Jerome's Episcopal Church
<b>1247</b>	RG-St. John's Episcopal Church (2019)	226,398.37	St. John's Episcopal Church
<b>1248</b>	RG-St. Luke's Episcopal Church (2019)	72,372.43	St. Luke's Episcopal Church
<b>1249</b>	RG-St. Mark's Episcopal Church (2019)	71,682.89	St. Mark's Episcopal Church
<b>1250</b>	RG-St. Mary's Episcopal Church (2019)	32,444.92	St. Mary's Episcopal Church
<b>1251</b>	RG-St. Michael's Episcopal Church (2019)	18,990.03	St. Michael's Episcopal Church
<b>1252</b>	RG-St. Paul's Episcopal Church - TOC (2019)	72,633.90	St. Paul's Episcopal Church
<b>1253</b>	RG-St. Paul's Episcopal Church -Marfa (2019)	18,674.25	St. Paul's Episcopal Church
<b>1254</b>	RG-St. Paul's Peace Episcopal Church (2019)	82,049.96	St. Paul's Peace Episcopal Church
<b>1255</b>	RG-St. Stephen's Episcopal Church (2019)	492.37	St. Stephen's Episcopal Church
<b>1256</b>	RG-The Episcopal Church of the Ascension (2019)	27,268.70	The Episcopal Church of the Ascension
<b>\$1,493,859.80</b>			

**FIN 083**

TO: Executive Council  
FROM: Finance Committee  
DATE: February 15, 2020  
RE: Trust Fund #1257 – Whalon Fund for the Creative Arts

*Resolved*, That Trust Fund # 1257, Whalon Fund for the Creative Arts be established as an investment account for The Convocation of Episcopal Churches in Europe in Paris, France, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

### EXPLANATION

#### **Trust Fund # 1257 Whalon Fund for the Creative Arts (2019)**

This fund was established with \$9,599.94 as an investment account by The Convocation of Episcopal Churches in Europe in Paris, France. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (The Convocation of Episcopal Churches in Europe in Paris, France) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

#### **FIN o84**

For: Executive Council  
 From: Finances Committee  
 Date: February 15, 2020  
 Subject: Withdrawal Request from The Diocese of Cuba - Trust Funds Class 99

*Resolved*, That having received a written request from the Rt. Rev. Griselda Delgado del Carpio, the Executive Council authorizes that \$14,000 from Trust Funds #275 and #522 of Class 99 be distributed to the Diocese of Cuba.

### Explanation

Trust Funds of Class 99 were established for the benefit of the Diocese of Cuba and held, at year-end, \$521,889.52 of undistributed appreciation.

Using a portion of the 2019 block grant of \$116,000 disbursed in a lump sum in May 2019, the Diocese purchased a house for a clergy retiree, Rev. Ivan Gonzalez, at a cost of \$30,000.

The Diocese is now attempting to rebuild its operating cash as follows:

- Rev. Gonzalez has signed a loan repayment agreement with the Diocese and has already repaid \$6,000
- The Diocese has withdrawn \$10,000 from its existing custodial investment account (as it entitled)
- Bishop Griselda has provided a written request for the remaining \$14,000 by withdrawing from Class 99 trust funds where it is the beneficiary.

Class 99 currently provides approximately \$25,000 in annual income to Cuba. A \$14,000 withdrawal from the trusts will reduce that income by \$700 in 2020 and future years, as has been explained to and acknowledged by the Diocese of Cuba.

Class	TF#	Trust description and purpose	12/31/2019 Market Value	Accumulated Appreciation
99	245	<b>Whitney Missionary League, W. Beaumont, Philadelphia, PA (1917) Gift of, A Special</b> To endow "The W. Beaumont Whitney Memorial Fund." Income to be paid to the Bishop of Cuba to provide theological education, preferably for Cuban divinity students	29,487.74	24,573.66

99	522	<b>Cuba, Missionary District of, Endowment of the Episcopate Fund (1940)</b> Received from the Missionary District of Cuba for the benefit of said District. Income to be added to Principal until further advised.	538,788.36	497,315.86
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#### **FIN 085**

For: Executive Council  
From: Finances Committee  
Date: February 15, 2020  
Subject: Trust Fund 1258, Mision El Buen Pastor – Ecuador Central

*Resolved*, That Trust Fund # 1258, Mision El Buen Pastor-Ecuador Central, be established as an investment account for Iglesia Episcopal del Ecuador-Mision Organizada El Buen Pastor in Quito, Ecuador, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

#### **EXPLANATION**

##### **Trust Fund # 1258 Mision El Buen Pastor-Ecuador Central (2020)**

This fund was established with \$2,975.00 as an investment account by Iglesia Episcopal del Ecuador-Mision Organizada El Buen Pastor in Quito, Ecuador. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Iglesia Episcopal del Ecuador-Mision Organizada El Buen Pastor in Quito, Ecuador) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

#### **FIN 086**

For: Executive Council  
From: Finances Committee  
Date: February 15, 2020  
Subject: Trust Fund #1259, **Building Reserves Investment Fund**

*Resolved*, That Trust Fund # 1259, Building Reserves Investment Fund be established as an investment account for All Saints Episcopal Church in Concord, NC, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

#### **EXPLANATION**

##### **Trust Fund # 1259 Building Reserves Investment Fund (2020)**

This fund was established with \$100,000.00 as an investment account by All Saints Episcopal Church in Concord, NC. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (All Saints Episcopal Church in Concord, NC) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.



**FIN 088**

For: Executive Council  
From: Finance Committee  
Date: February 15, 2020  
Subject: Request from The Diocese of Nicaragua

*Resolved*, That upon receiving written request from The Rt. Rev. Harold Gustavo Dixon Reynales and the Standing Committee of the Episcopal Diocese of Nicaragua, the Executive Council authorizes the distribution of \$115,068.06 from Trust Fund #874 for payment of clergy pension assessments to the Church Pension Fund, and be it further

*Resolved*, That \$62,040.00 from Trust Fund #824 be authorized for distribution to the Diocese of Nicaragua to address immediate and special operating expenses.

**Explanation**

In a letter received on February 12, 2020, Bishop Dixon presented a withdrawal request to cover past due and current pension assessments totaling \$155,000. The Diocese funded the remaining \$40,000 with its short-term investments.

**874.00 Nicaragua, Diocese of, Endowment Fund for the Episcopate (1983)**

This trust was established in accordance with the action taken by Executive Council for the release of undesignated Venture in Mission funds for Project #033, toward self-support of the Diocese of Nicaragua. Income to be remitted to the Diocese of Nicaragua.

Trust Fund 874 held \$243,481 in accumulated appreciation at the end of 12/31/2019.

Also, Bishop Dixon requested \$62,040 to cover the renovation of the diocesan bishop's house (\$35,000), the severance pay for two diocesan employees (\$2,040), and the purchase of an automobile (\$25,000) to enable the bishop to carry his ministry.

**824.00 Nicaragua, Missionary Diocese of (1980)**

Income for health and educational facilities, education and training of clergy, or **for other diocesan purposes**. [Note: This fund was previously described in the 1993 Trust Fund Record as custodial; however, it is in fact a trustee fund, as the primary donor, the Diocese of South Carolina, retained the option to remove the entire principal from the Society's custody, but only for the purpose of funding an identical trust, either in South Carolina or in Nicaragua.]

Trust Fund 824 held \$1,895,905 in accumulated appreciation at the end of 12/31/2019.

**MB 015**

TO: Executive Council  
FROM: JSC on Mission Beyond TEC  
DATE: February 14, 2020  
RE: Antimicrobial Resistance (AMR)

*Resolved*, That the Executive Council of the Episcopal Church, meeting in Salt Lake City February 13-15, 2020, acknowledges that the Church has an important role to play in taking action against the global threat of antimicrobial resistance (AMR); and be it further

*Resolved*, That “Antimicrobial Resistance is one of the biggest threats to global health, food security, and development today” (World Health Organization, 2018), leading to more than 2.8 million infections and 35,000 deaths in the United States annually, and over 700,000 deaths annually around the world; and be it further

*Resolved*, That, as no new classes of antibiotics have been formulated since the 1980s, and the indiscriminate use of antibiotics in the food industry has risen dramatically world-wide, contributing significantly to the dramatic surge in AMR, education of governments, industry, healthcare professionals, and individuals for the proper use of antibiotics is one of the highest priorities in the battle against AMR; and be it further

*Resolved*, That the Executive Council sees the 2020 Lambeth Conference as an ideal opportunity to raise the issue of AMR as a critical issue that can be addressed by cooperation between Anglican Provinces, mobilizing diocesan and parochial structures to further the work of non-governmental organizations and health providers as they seek to reduce the threat of AMR; and be it further

*Resolved*, That the Executive Council urges the Church to work with other faith-based groups to respond to this crisis and to take action to address related crises, partnering when possible to develop responses jointly that will help people around the world; and be it further

*Resolved*, That the Executive Council urges support for funding of antimicrobial resistance research, responsible use of antibiotics, and public health systems that provide assistance for all people.

#### Explanation

The World Health Organization defines Antimicrobial Resistance in these terms: “Antimicrobial resistance occurs when microorganisms such as bacteria, viruses, fungi and parasites change in ways that render the medications used to cure the infections they cause ineffective. When the microorganisms become resistant to most antimicrobials they are often referred to as “superbugs”. This is a major concern because a resistant infection may kill, can spread to others, and imposes huge costs to individuals and society.”

#### **MB 016**

TO: Executive Council  
FROM: JSC on Mission Beyond TEC  
DATE: February 14, 2020  
RE: Misinformation and Elections

*Resolved*, That the Executive Council of The Episcopal Church, meeting in Salt Lake City, Utah, February 13-15, 2020, reaffirms its recognition that the process of voting and political participation is an act of Christian stewardship, and that such processes must be fair, secure, and just; and be it further

*Resolved*, That given the reality of foreign interference and widespread misinformation campaigns in elections in the U.S. and around the globe, the Executive Council recognizes the need for policy and appropriate safeguards to reduce content that is false and designed to cause harm (also known as disinformation); be it further

*Resolved*, That the Executive Council urges individual Episcopalians, congregations and dioceses in all provinces of The Episcopal Church to be vigilant as they engage with information, especially information shared through online platforms, and encourages fact-checking and source identification so as not to spread disinformation; and be it further

*Resolved*, That the Executive Council directs the Office of Government Relations to advocate for policy to ensure free and fair elections and to promote government accountability in providing this necessary service, including:

- Closing loopholes in current laws that allow for interference in elections
- Developing policies that prohibit interference in ballot initiatives
- Reducing the risk of electronic voting machines being hacked or other means of interference or manipulation
- Reducing the risk of voter personal information data breaches
- Requiring paper back-up copies of cast ballots
- Reducing the spread of content that is false and designed to cause harm.

### **MW 013**

To: Executive Council  
 From: Joint Standing Committee on Mission Within TEC  
 Date: February 15, 2020  
 Re: Authorizing the Funding of A013 Care of Creation Grants

*Resolved*, That the following grants, having been reviewed and recommended by the Task Force on Care of Creation and Environmental Racism and by the Joint Standing Committee on Mission Within the Church, are approved in the total amount of \$179,824.00, to be paid out of budget line item 166, Other grants; and be it further

*Resolved*, That the grantees shall submit program and financial reports as required by the Finance Office and/or the Task Force on Care of Creation and Environmental Racism.

### **SEED Grants to be Funded**

Diocese	Name of File	Requesting Body	Grant amount
<b>Western Massachusetts</b>	Appalachian Trail Mini-Mission Day Trips	Christ Trinity Church	\$3,000.00
<b>Long Island</b>	Reflect, Renew, Respond	St. Thomas' Church, Farmingdale, New York	\$6,000.00
<b>Maryland</b>	Filbert Street Extended Inner Garden & Sheep Project	Memorial Episcopal Church (Creation Care Team/Justice Committee)	\$1,324.00
<b>Atlanta</b>	Holy Cross Community Garden & Fellowship	The Episcopal Church of the Holy Cross	\$9,000.00
<b>Central Gulf Coast</b>	Muscogee Cultural Continuity Project	St. Christopher's Episcopal Church, Pensacola FL.	\$7,500.00

<b>East Tennessee</b>	Uncovering Hidden Rivers	The School of Theology, The University of the South (Sewanee)	\$7,000.00
<b>Mississippi</b>	Seeds of Love	Episcopal Church of the Resurrection	\$1,000.00
<b>Michigan</b>	Living Water, Living In Lenawee	St. John's Church	\$1,500.00
<b>Ohio</b>	Connecting with God's Creation, Creating Harmony in the World	The Diocese of Ohio	\$2,900.00
<b>Minnesota</b>	Episcopal Climate Justice Congregations	St, Mark's Episcopal Cathedral	\$8,600.00
<b>West Texas</b>	God's Creation: A Tapestry of Stewardship	St. Paul's Episcopal Church	\$4,000.00
<b>El Camino Real</b>	Epiphany/Lent Study	St. Benedict's Episcopal Church, Los Osos	\$1,500.00
<b>Spokane</b>	Nuturing Spiritual, Relational, and Physical Growth through Creation Care	Episcopal Church of the Resurrection, Roslyn Washington	\$5,000.00
<b>El Camino Real</b>	Good Karma Bikes Partnership	Trinity Episcopal Cathedral, San Jose	\$6,000.00
<b>San Joaquin</b>	Greening San Joaquin	Episcopal Diocese of San Joaquin	\$5,000.00
<b>n/a</b>	Earthkeeping: Creation Care in Global Mission, a churchwide and international conference to catalyze creation care in global mission	Global Episcopal Mission Network (GEMN)	\$7,500.00
<b>Virginia</b>	Visualizing the Invisible: Revealing Environmental Racism through Art, Science, and Religion	St. Andrews Episcopal Church, Arlington	\$5,000.00
<b>West Tennessee</b>	Muddy Hands Outdoor School	St Columba Episcopal Camp & Retreat Center	\$5,000.00

### IMPACT Grants

<b>North Carolina</b>	Trees4Trash	ST. MARY'S EPISCOPAL CHURCH	\$11,000.00
<b>Southern Ohio</b>	The Gleaners of Greater Cincinnati	Diocese of Southern Ohio / VITALITY Cincinnati a 501(c)3	\$12,000.00
<b>Indianapolis</b>	Growing Common Ground	St. Peter's Episcopal Church	\$12,000.00
<b>Texas</b>	Campo de Estrellas Conservation Cemetery: Community Engagement & Education	St. Hildegard's Community	\$12,000.00
<b>Kansas</b>	Kansas 2 Kenya Creation Care	Episcopal Diocese of Kansas	\$11,000.00
<b>Alaska</b>	Promotion of Earth Care for Fairbanks Churches	Bishop of Alaska	\$12,000.00

<b>California</b>	Indigenous Resiliency Schools	Episcopal Diocese of the Amazon, Indigenous Resiliency Schools	\$11,000.00
<b>Eastern Oregon</b>	Ascension School Land Restoration and Trail Project	Ascension School Camp and Conference Center	\$12,000.00

**Discussion:**

Current total to be distributed: \$179,824.00. We were able to fund 26 grants (18 Seed and 8 Impact) at partial funding.

**Background:**

The Task Force on Care of Creation and Environmental Racism opened the grant application process in September 2019 with a closing deadline of November 3, 2020. We provided a live and recorded webinar for potential applicants to learn about the process and ask questions. During this open application time, potential applicants also sent written questions about the process or the grant application to staff at the Episcopal Church Office.

55 applications were received with over \$668,000 in requested grant funding. Applicants could apply for a Seed Grant (\$1,000 to \$10,000) or an Impact Grant (\$11,000 to \$25,000). Applications were evaluated with specific emphasis on projects addressing climate change and care of creation in ways that are led or supported by people most directly impacted by environmental racism and potential for replication/sharing throughout the church. We also sought to make sure there was diverse geographic and project type representation. The remaining funding will be set aside another round to be launched on April 20, 2020.

**MW 014**

TO: Executive Council  
FROM: The Joint Standing Committee for Mission Within TEC  
DATE: February 14, 2020  
RE: Funding for Stewardship of Creation of Church owned lands (D035)

*Resolved*, That the request of the Task Force on the Care of Creation and Environmental Racism, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, to use \$20,600 from budget line item 173a (D035 Stewardship of Church Owned Lands) for a grant to Plainsong Farm, is approved; and be it further

*Resolved*, That the grantee shall submit program and financial reports as required by the Finance Office and/or the Task Force on Care of Creation and Environmental Racism.

**Discussion**

Resolution D035 calls for dioceses and institutions to begin to develop partnerships for regenerative agriculture and restoration projects to mitigate the impacts of climate change. This resolution, which was initially proposed by the Reverend Nurya Parish of Director of Plainsong Farm, has broad reaching implications for re-imagining how church owned land can be part of a faithful response to the climate crisis and for building capacity at the local level.

Using the expertise and staff of Plainsong Farm, Reverend Parish has proposed program to respond to this resolution which will be two faceted. The first effort will be a pilot project with f three diocese to identify, assess and, as possible, map church owned land. Following these land inventories, possible projects for regeneration will be recommended and explored for each diocese. Plainsong Farm staff will help identify possible partnerships which may assist in implementing projects. The actual implementation of any projects will be left to the dioceses and individual congregations.

Following the completion of this pilot project, Plainsong will evaluate best practices for this effort and determine how this initiative can be expanded across the church. The final deliverable will be a toolkit that offers dioceses and churches the support and guidance necessary to conduct their own inventory and evaluate land for agriculture projects, habitat restoration and green burials. The toolkit will be widely distributed through social media and the Episcopal Church's website. It will also be available for distribution and sharing at the Church's exhibit booth at General Convention.

The Task Force on the Care of Creation and Environmental Racism has carefully considered this proposal and endorsed the project. It will offer a concrete guidance for churches and dioceses which may be seeking to use church land in ways that honors God's creation and offers a hopeful way for church's to respond to climate change. The Task Force requests that \$20,600 from budget line 173 be allocated to fund this project with payment directly to Plainsong Farm.

#### **MW 015**

TO: Executive Council  
FROM: The Joint Standing Committee on Mission Within TEC  
DATE: February 14, 2020  
RE: Request for re-allocation of Ecojustice Funds

*Resolved*, That the request of the Task Force on the Care of Creation and Environmental Racism, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, to use \$45,000 from budget line item 165 (Ecojustice ) for an Ecojustice program per the attached request, is approved.

#### Discussion

In the previous triennium, the Advisory Council on the Care of Creation was tasked with supporting three ecojustice sites across the church to launch pilot projects with congregations, local advocacy groups and dioceses to respond to local environmental injustices. Funds were earmarked for the continuation or selection of three more sites. While some progress was seen, particularly in the project in the Dominican Republic, the current Task Force on the Care of Creation and Environmental Racism began to realize that this type of eco-justice work might be better done if capacity across the church was expanded and deepened rather than limiting the work to three locations.

The Task Force recognized that the church and the cause of justice would best be served if people could be informed, inspired and engaged in eco-justice through accessing available data on environmental issues and offering training resources. In this way, the currently allocated funds would be re-purposed to expand the knowledge base about eco-justice, help create local and regional leaders who can advocate for fair and equitable environmental solutions and begin the process of healing from environmental degradation and destruction. The Task Force sees this new effort as part of a multi-pronged capacity building effort which will create a faith based environmental movement across the church that will be broad-based, sustainable and long term.

Specifically, the currently allocated \$45,000 will be spent as follows:

1. \$20,000 to further develop the Episcopal Asset Map functionality to allow overlays of relevant data with corresponding map keys with search capability at the local level.
2. \$10,000 to provide access to national on-line trainings on how to use the Asset Map, StorySharing, social media and on-line resources for Eco-Justice mission. These funds would be particularly focused on partnerships with impacted, marginalized and overlooked populations of ministry units within the Episcopal Church.
3. \$10,000 to provide digital resources via redesigned Creation Care webpages and social media channels currently not utilized fully. These funds would be particularly focused on engaging young people in the eco-justice work as a means of evangelism and reconciliation.

4. \$5,000 to complete StorySharing projects housed in the Asset Map and to build out the network of eco-justice practitioners.

**MW 016**

TO: Executive Council  
FROM: Joint Standing Committee on Mission Within TEC  
Date: February 15, 2020  
RE: Church Planting and Redevelopment: New Episcopal Community Grants

*Resolved*, That the following New Episcopal Community grants, having been recommended by the Task Force on Church Planting and Redevelopment and having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, are approved in the total amount of \$242,000.00, to be paid out of budget line item 27a; and be it further

*Resolved*, That the grantees shall submit program and financial reports as may be required by the Finance Office and/or the Task Force on Church Planting and Development:

1. *Beloved in the Desert - Arizona*

Grant Level: Discernment  
Amount Awarded: \$5,000

[Program Summary:

Currently an Episcopal Service Corps community, they believe that there is opportunity to expand and gather larger groups of people. Grant would fund stipend for a leader to facilitate discernment work around creating a path forward and exploring potential partnerships (refugee communities, more).]

2. *Community Outreach Center - Central Gulf Coast*

Grant Level: Discernment  
Amount Awarded: \$5,000

[Program Summary:

To develop a community outreach center created by and with the community. In the beginning, they will likely incorporate a meal component and day shelter. Very preliminary in discernment work.]

3. *Edible Hope - Olympia*

Grant Level: Seed  
Amount Awarded: \$5,000

[Program Summary:

Operating soup kitchen wants to develop a weekly dinner church drawing participants from the clients and neighborhood millennials. Goal is to spur this new “congregation” off of St. Luke’s, Seattle, who operates the soup kitchen. Grant would fund staff person to coordinate the liturgy, meal, planning, etc. for the weekly service. ]

4. *Episcopal Church of the Epiphany - Georgia*

Grant Level: Growth

Amount Awarded: \$30,000

[Program Summary:

Church start began by Kelly Steel, now led by Michael Chaney, meeting in LGBT space. Received a Seed Grant previously. ]

5. *Gathering on Main Street - Fort Worth*

Grant Level: Discernment

Amount Awarded: \$5,000

[Program Summary:

Gathering on Main with the EC in Arlington wants to work with the city to redevelop two downtown blocks, making the church “less island, more town square”, will include community space and worship space. Grant funds would pay for coaching, mentorship, and consulting around adaptation in this space.]

6. *Green Church - Massachusetts*

Grant Level: Discernment

Amount Awarded: \$2,000

[Program Summary:

Boston area new church would develop community with creation and climate as primary mission using non-Sunday worship and discipleship practice, mostly lay facilitated, no owned property.]

7. *Grovetown Mission - Georgia*

Grant Level: Growth

Amount Awarded: \$30,000

[Program Summary:

2-year old growing church plant on a new military post using dinner church model. Hoping to launch a Sunday service while continuing midweek dinner church. They have received \$100,000 in prior triennium.]

8. *Halau Wa'a - Hawaii*

Grant Level: Discernment

Amount Awarded: \$5,000

[Program Summary:

Husband (priest)/Wife (lay) team planting literal church without walls in Hawaii. Will meet in a park to begin and hope to eventually build a “canoe house” for gathering. Grant would fund coach, assessment, and marketing materials. Diocese is contributing a full-time salary for the clergy person.]

9. *Holy Family HTX - Texas*

Grant Level: Seed

Amount Awarded: \$10,000



[Program Summary:

UMC church becoming an Episcopal Church in aftermath of LGBT decision. Majority of members identify as LGBT. Pastor will be received as an Episcopal priest. Has been worshipping with Episcopal liturgy for a long time.]

*10. Micah - Virginia*

Grant Level: Discernment

Amount Awarded: \$5,000

[Program Summary:

Micah is an ecumenical service provider addressing homelessness in Fredericksburg, VA. Grant would fund development of a Sacred Space in the community, developing a worshipping community alongside Micah - Episcopal and ecumenical. The leaders and some members hope to visit homeless worshipping communities in Atlanta and Boston to learn from similar gatherings.]

*11. New Hope Church - Southern Ohio*

Grant Level: Seed

Amount Awarded: \$30,000

[Program Summary:

Multi-ethnic, multi-cultural church plant in suburb of Dayton, OH led by husband/wife team from Rwanda. Currently in relationship building stage, meeting at a local restaurant. Goal is to officially launch in Summer 2020. Diocese is paying planter's salary, grants for operations.}

*12. Saint Peter's Episcopal - New York*

Grant Level: Seed

Amount Awarded: \$30,000

[Program Summary:

New church start in Chelsea out of a folded congregation. This is a re-application from being denied in the previous round - they have done the work necessary to receive the TF's full support.]

*13. San Joaquin Latino Ministry - San Joaquin*

Grant Level: Seed

Amount Awarded: \$30,000

[Program Summary:

Funding a missionary from Colombia to come develop and lead a new latino congregation out of the cathedral as well as to support and resource other congregations in latino ministry in the diocese. This is a re-application from being denied in the previous round - they have done the work necessary to receive the TF's full support.]

*14. Warrior Church - Texas*

Grant Level: Growth

Amount Awarded: \$30,000

[Program Summary:

Spin-off community from St. Isidore's (Sean Steele) that gathers military community, especially those experiencing PTSD/moral injury, for a community bridging exercise with spirituality. The grant would fund the team to go share their model with other communities to replicate. ]

*15. Wild Church UP - Northern Michigan*

Grant Level: Seed

Amount Awarded: \$20,000

[Program Summary:

Community (predominantly young families) gathering for worship based around themes of creation care and climate. Meets in local parks or in borrowed space during the winter. Applied and was awarded in the last round but EC denied due to confusion over NEC grants/Roanridge Grants.]

**MW 017**

TO: Executive Council

FROM: Joint Standing Committee on Mission Within TEC

DATE: February 14, 2020

RE: Young Adult and Campus Ministry Grants, Grant Cycle 2020-21

*Resolved*, That the following Young Adult and Campus Ministry grants recommended by the Young Adult and Campus Ministry Council, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, are approved in the total amount of \$132,638.00, to be paid out of budget line item 359:

**Campus Ministry Grant (\$1-5,000)**

- Canterbury Club of Troy University/Saint Mark's Campus Ministry Grant, Diocese of Central Gulf Coast, \$4,988.00
- Canterbury Episcopal Campus Ministry at Texas Tech, Diocese of Northwest Texas, \$2,000.00
- Canterbury Episcopal Campus Ministry in Flagstaff, Diocese of Arizona, \$5,000.00
- Chapel of the Good Shepherd Campus Ministry Grant, Diocese of Indianapolis, \$2,850.00
- Episcopal Chaplaincy at Harvard, Diocese of Massachusetts, \$5,000.00
- Lamar University Episcopal College Community, Diocese of Texas, \$5,000.00
- Recovery Ministry at PSU / Canterbury@Plymouth, Diocese of New Hampshire, \$4,500.00
- St. Francis House, Diocese of Milwaukee, \$2,500.00

**Leadership Grant (\$5-30,000)**

- Canterbury House at the University of Michigan, Diocese of Michigan, \$15,000.00
- Episcopal Campus Ministry at Old Dominion University, Diocese of Southern Virginia, \$10,000.00
- From Cornhole to Care and Community: Campus Ministry at Feather River College, Diocese of Northern California, \$8,000.00
- La Iglesia Episcopal at UCF, Diocese of Central Florida, \$30,000.00
- Lutheran-Episcopal Campus Ministry at San Diego State University, Diocese of San Diego, \$15,000.00

**Project Grant (\$100-1,000)**

- Beloved in the Desert, Diocese of Arizona, \$1,000.00

- Campus Ministry of the Diocese of Western North Carolina, Diocese of Western North Carolina, \$1,000.00
- Church of the Resurrection, Diocese of New Jersey, \$1,000.00

#### **Young Adult Ministry Grant (\$1-5,000)**

- Colorado Episcopal Service Corps, Diocese of Colorado, \$5,000.00
- Dinner and Compline: Young Adult Fellowship, Diocese of Eastern Michigan, \$1,800.00
- Grace Year, Diocese of New York, \$5,000.00
- Seekers at St. Paul's, Diocese of Southeast Florida, \$3,000.00
- The Episcopal Church of the Epiphany, Diocese of Arizona, \$5,000.00

### ***Discussion***

#### ***Grant Categories***

- 1) ***Leadership Grant:*** to establish a new, restore a dormant, or reenergize a current campus ministry. Grant will range from \$5-30,000 and can be used over a two-year period. This grant can only be awarded to a specific ministry once every 5 years.
- 2) ***Campus Ministry Grants:*** to provide seed money to assist in the start-up of new, innovative campus ministries or to enhance a current ministry. Grants \$1-5,000.
- 3) ***Young Adult Ministry Grants:*** to provide seed money to assist in the start-up of new, innovative young adult ministries or to enhance a current ministry. Grants \$1-5,000.
- 4) ***Project Grants:*** to provide money for a one-time project that will enhance and impact the campus or young adult ministry. Grants \$100-1,000.

*We had 40 Grant Applications. 16 of which were Leadership Grants, 13 Campus Ministry Grants, 4 Project Grants, and 7 Young Adult Ministry Grants. They total \$535,154. We have \$133,000 to grant. We are recommending a total of 21 grants be funded in the amount of \$132,638.00.*

*A team of people including the Provincial Coordinators for Campus Ministry, leaders in the area of ministry with young adults reviewed the grant applications, staff, and an Executive Council Member read all the applications. They scored and commented on each application. Each application was read by at least three people. We gathered in person to discern which grants should be funded. That team worked incredibly hard and faithfully to discern each application and I am thankful for their dedication and hard work.*

#### **End of Consent Calendar**

Following the adoption of the consent calendar, President Jennings opened the floor for discussion, asking whether anyone had any concerns or questions. There was some discussion about the presentation from Cornelia Eaton, Angela Goodhouse-Mauai and others, and questions about whether there were plans in place for what we will do in Puerto Rico. Jane Cislucyis said that there is nothing firm yet, but they have been in conversation about what to do in Puerto Rico. Gay Jennings gave thanks to Kurt Wiesner, the chaplain for this meeting, and invited him up to speak. She then called on the secretary for announcements, and asked Bishop Curry to offer a closing prayer. The meeting was adjourned.

**2019 Evangelism Grants**

<b>Applicant</b>	<b>Diocese</b>	<b>Title of Grant</b>	<b>Amount Granted</b>
Anthony Keller	Los Angeles	That Deacon on Youtube	1,200.00
Vicki Zust	Clarence, NY	The Church that Children Built	1,000.00
Nic Mather	Olympia	Connecting the Episcopal Church to the Millennial Generation	2,000.00
Suzanne Ray	Northern Michigan	Barrier Free Labyrinth - Peace Pole & Outdoor Library	2,000.00
Joseph Britton	Rio Grande	A Solitary Place	5,000.00
Michael Wallens	Rio Grande	Big Bend Episcopal Mission	8,000.00
Joseph Forther	Vermont	Green Mountain Witness	8,000.00
Hillary Raining	Pennsylvannia	The Hive	2,000.00
Justine Kmiecik	Panama City , FL	Spiritually Homeless - LGBTQ+	2,000.00
Laurie Anzilotti	Missouri	Rhythms of Grace	2,000.00
Nurya Parish	East & West Michigan	Plainsong Farm & Ministry	2,000.00
Robyn Szoke-Coolidge	Central PA	Thriving in Christ	5,800.00
Leeann Culbreath	Province IV	The Episcopal Tent at the Wild Goose,"	8,000.00
Bill Petersen	New Hampshire	Festival of Saints and Stories	8,000.00
Sarah Hedgis	Pennsylvannia	The People's Summer	5,200.00
Lydia Johnson	Alabama	CCC- Evangelism 101	2,000.00
		<b>Total</b>	<b>66,200.00</b>

## Chief Legal Officer Job Description– February 14

The primary objective of the Chief Legal Officer (CLO) position is to protect the integrity of TEC, responsibly managing the secular legal risks in support of the work of TEC. The CLO shall be ultimately responsible for the supervision of all secular legal matters in which TEC shall be a party or have an interest, and for keeping the relevant clients reliably and timely informed about such secular legal matters, TEC's options in upcoming secular legal matters, and the secular legal basis for TEC decisions about them.

The CLO shall be responsible for assuring the reliable and timely provision of high quality legal advice and services to the Presiding Bishop, the President of the House of Deputies, the Executive Officer of the General Convention, the Domestic and Foreign Missionary Society ("DFMS") and Executive Council (collectively defined "TEC").

Where the secular legal interests of TEC implicate ecclesiastical and/or canonical provisions or proceedings, the CLO shall coordinate closely with the appropriate Chancellor, including the Chancellor to the Presiding Bishop, the Chancellor to the President of the House of Deputies, and/or Diocesan Chancellors, to assure that TEC's secular legal interests are properly protected.

The CLO reports to and is accountable to the Presiding Bishop. The CLO attends meetings of the Executive Leadership Team and staff members as directed by the Presiding Bishop.

The CLO need not be based in New York, but must be able to spend a week to ten days per month at the Church Center in New York City for appropriate meetings and consultations. The CLO is expected to attend Executive Council meetings that occur several times a year at various locations, and to attend the triennial General Convention.

The CLO will:

1. Serve as key legal advisor regarding the legal infrastructure for the organization domestically and internationally; define and develop legal policies and procedures, legal operating guidelines, and legal compliance review;
2. In support of (and in coordination with) the appropriate officers and staff of TEC, provide secular legal advice and obtain outside legal services appropriate to the legal matters being managed;

3. Participate appropriately in planning the work of TEC in order to identify and timely address the secular legal issues involved in such plans, and serve as advisor and resource on secular legal issues and risks;
4. Provide information on emerging trends in the law that may significantly affect TEC's interests, and advice on options for responding to such trends.
5. Manage the budget for all secular legal work including that done in house and for outside counsel; propose the budget for legal work with supporting documentation for use in preparing the upcoming triennial budget for secular legal work, including funding for legal contingencies. This budgeting work includes the preparation of the budget request for the draft triennial budget and preparation and management of proposed annual adjustments to the legal budget for Executive Council consideration. Where the attorney serving as the Chancellor to the Presiding Bishop or to the President of the House of Deputies is also serving as paid counsel for TEC in a specific secular legal matter, that time and those invoices shall be considered by the CLO to be part of the secular legal budget.
6. Develop an effective system to track requests from TEC clients for secular legal advice and the status of these efforts, and promptly identify circumstances where the requests either cannot be met either in the time requested or where the level of effort requested exceeds reasonably available budgeted resources unless new funds are obtained to underwrite such additional work.
7. Manage attorneys and other legal department staff, including the conduct of their evaluations, hiring and dismissal, but not the Chancellor to the Presiding Bishop or the Chancellor to the House of Deputies in their capacities as chancellors.
8. Select, manage, coordinate and oversee the work of all outside counsel for secular legal work. Use, where appropriate, reasonable and periodic competition. Review their work product and invoices for compliance with budgets and sound legal practice. This supervision will include all engagement of outside counsel for advice, litigation or investigations, including that for allegation of misconduct (as defined by secular law) by any TEC officer, Executive Council member, or staff member.
9. Provide legal advice for the acquisition, development, protection or divestiture of all TEC real property and intellectual property assets.
10. Within six months of Executive Council's confirmation of the CLO's appointment, the CLO shall develop appropriate standard written procedures to propose to Executive Council to govern the provision of and financial accountability of separate counsel for TEC officers, Executive Council members, or staff where such separate counsel are required to avoid conflicts of interest under appropriate law, canon, or by-law.
11. Manage review of TEC contracts and assist in appropriate efforts by the Executive Officer of General Convention, Chief Operations Officer (COO), and Chief Financial

Officer (CFO) to formulate standardized contractual language for procurement of products and services. Take steps to assure ongoing government contract compliance.





12. Oversee compliance matters with other TEC officers and provide training for TEC staff on legal aspects of issues and compliance matters encountered in the operations of TEC.
13. Advise on human resource procedures, policies and issues in coordination with Human Resources and the Chief Operating Officer.
14. Protect TEC interests by working with the Chief Financial Officer (CFO) and other staff to manage risk, liability and financial exposure including the provision of insurance coverage,
15. Protect TEC's interests by working with the CFO and other staff to seek and maintain lawful exemptions from federal, state and local taxes, and to identify additional jurisdictions, if any, where it is in the TEC's best interests to seek such exemptions.
16. Work with the CFO and COO to assure that TEC complies with business registration and charitable registration requirements of states and localities that require such registration.
17. Maintain mutual working relationships with all TEC diocesan chancellors and the Episcopal Chancellors Network.
18. Develop a working relationship with the Chancellors to the Presiding Bishop and the President of the House of Deputies through regularly scheduled discussion and consultation.
19. Provide legal advice regarding the potential impact on TEC's legal interests of the filing (or refraining from filing) of amicus briefs in litigation, the filing of comments in connection with federal or state administrative proceedings, and in partnership with the CFO, shareholder resolutions regarding publicly traded companies. The CLO will report regularly to Executive Council about any such briefs, comments, or resolutions, the secular legal issues they involve, and the secular legal objectives to be served by such public filings.
20. Give legal advice to the Presiding Bishop and the Executive Council's (or its designees) about whether and when to intervene in litigation (including administrative proceedings) involving dioceses, bishops, parishes, other clergy, and related church organizations;
21. Report in writing at each meeting of Executive Council about pending and anticipated legal matters, including the legal work in support of significant

transactions and donations, the status of litigation (including threatened litigation) in which TEC is, or may be, a party (including upcoming decisions needed by TEC and legal options of various courses of action in any such litigation), and any important regulatory, tax, property (including intellectual property), or insurance coverage matters that may affect TEC's budget, financial soundness, operations or reputation for integrity. Where appropriate, the CLO will identify upcoming significant legal decisions, and TEC's legal options and likely results in connection with such decisions.

## **KEY ATTRIBUTES AND EXPERIENCE**

The Episcopal Church seeks a lawyer of the highest integrity as shown by consistent exemplary conduct in law practice, including unquestioned candor towards tribunals and the fair and courteous treatment of opponents, clients, other parties in transactions and litigation, as well as towards colleagues and staff. The CLO must be able to balance demands for legal advice from multiple TEC clients this officer serves, and work with them to anticipate reasonably foreseeable legal issues likely to arise within the scope of their duties and to resolve conflicting demands for such services.

### **Essential**

-  Learned in the law
-  Member of or the ability to become member of the New York bar within 18 months of hire; currently an active member of the bar in good standing of some state, territory, or the District of Columbia in the United States.
-  Ten or more years of experience in legal practice
-  Demonstrated success in solving problems within complex systems and with multiple constituencies



## TEC PROXY VOTING POLICY

	Glass Lewis Policies	
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI
Glass Lewis changes since 2015		
100-Election of Directors	CASE-BY-CASE	
101-Election of Subsidiary Directors	CASE-BY-CASE	
110-Change in Board Size	FOR (5-20)	
115-Authorization of Board to Set Board Size	FOR	
120-Removal of Director(s)	CASE-BY-CASE	
130-Authority to Fill Director Vacancy w/out Shareholder Approval	FOR	
140-Director & Officer Liability/Indemnification	FOR	
200-Ratification of Auditor	FOR	
300-Adoption of Equity Compensation Plan	CASE-BY-CASE	
310-Amendment to Equity Compensation Plan	CASE-BY-CASE	
312-Adoption of Restricted Stock Plan	CASE-BY-CASE	
313-Amendment to Restricted Stock Plan	CASE-BY-CASE	
320-Adoption of Employee Stock Purchase Plan	CASE-BY-CASE	
330-Amendment to Employee Stock Purchase Plan	CASE-BY-CASE	
340-Stock Option Grants	CASE-BY-CASE	
350-Option Exchange/Repricing	CASE-BY-CASE	
370-Adoption of Deferred Compensation Plan	CASE-BY-CASE	
375-Amendment to Deferred Compensation Plan	CASE-BY-CASE	
400-Bonus/162(m) Plan	FOR	
410-Amendment to Bonus/162(m) Plan	FOR	
500-Adoption of Director Equity Compensation Plan	CASE-BY-CASE	
510-Amendment to Director Equity Compensation Plan	CASE-BY-CASE	
595-Misc. Proposal Regarding Director Pay [seeking shareholder approval of the Company's director compensation]	CASE-BY-CASE	
600-Limit of Annual Awards [Re-approval of performance measures and award limits in the 2004 Executive Officer Cash Bonus Plan]	CASE-BY-CASE	
605-Advisory Vote on Executive Compensation	CASE-BY-CASE	
610-Approval of Employment Agreements	CASE-BY-CASE	
695-Miscellaneous Proposal Regarding Executive Pay [seeking shareholder approval of the 2011 Senior Executive Warrant Plan]	CASE-BY-CASE	
700-Transaction of Other Business [seeking shareholder approval to transact any and all other business properly brought before the meeting]	AGAINST	
710-Right to Adjourn Meeting	CASE-BY-CASE	
800-Increase in Authorized Common Stock	CASE-BY-CASE	
805-Amendment to Authorized Common Stock	CASE-BY-CASE	
810-Decrease in Authorized Common Stock	FOR	
820-Increase in/Authorization of Preferred Stock	CASE-BY-CASE	
825-Amendment to Authorized Preferred Stock	CASE-BY-CASE	
830-Decrease in Authorized Preferred Stock	FOR	
835-Cancellation of Authorized Preferred Stock	FOR	
840-Increase in/Authorization of Dual Class Stock	CASE-BY-CASE	
845-Elimination of Dual Class Stock	FOR	
850-Amendment to Dual Class Stock	CASE-BY-CASE	
860-Issuance of Common Stock	FOR	
870-Issuance of Warrants	CASE-BY-CASE	
880-Issuance of Preferred Stock	CASE-BY-CASE	
883-Issuance of Debt Instruments	FOR	
884-Conversion of Debt Instruments	FOR	
885-Amendment to Provisions of Debt Instruments	FOR	
890-Stock Split	FOR	
895-Reverse Stock Split	FOR	
896-Share Repurchase	FOR	
897-Reverse Stock Split Followed by a FORWARD Stock Split	CASE-BY-CASE	

[illegible]

## TEC PROXY VOTING POLICY

	Glass Lewis Policies	
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI
1100-Adoption of Cumulative Voting	CASE-BY-CASE	
1101-Elimination of Cumulative Voting	FOR	
1103-Adoption of Majority Vote for Election of Directors	FOR	
1105-Adoption of Classified Board	AGAINST	
1106-Amendment to Classified Board	FOR	
1107-Repeal of Classified Board	FOR	
1110-Adoption of Poison Pill	CASE-BY-CASE	
1111-Redemption of Poison Pill	FOR	
1112-Amendment to Poison Pill	AGAINST	
1113-Opting Out of State Takeover Law	CASE-BY-CASE	
1114-Opting into State Takeover Law	FOR	
1115-Restoration of Right to Call a Special Meeting	FOR	
1116-Limitation of Right to Call a Special Meeting	AGAINST	
1117-Elimination of Right to Call a Special Meeting	AGAINST	
1119-Amend Articles to Hold Electronic-Only Shareholder Meetings	AGAINST	
1120-Restoration of Written Consent	CASE-BY-CASE	
1121-Limitation of Written Consent	CASE-BY-CASE	
1122-Elimination of Written Consent	AGAINST	
1125-Adoption of Supermajority Requirement	AGAINST	
1126-Amendment to Supermajority Requirement	CASE-BY-CASE	
1127-Elimination of Supermajority Requirement	FOR	
1130-Restoration of Preemptive Rights	AGAINST	
1131-Elimination of Preemptive Rights	FOR	
1135-Adoption of Advance Notice Requirement	AGAINST	
1145-Company Name Change	FOR	
1150-Change in State of Incorporation	CASE-BY-CASE	
1160-Adoption of Fair Price Provision	CASE-BY-CASE	
1161-Amendment to Fair Price Provision	CASE-BY-CASE	
1162-Repeal of Fair Price Provision	CASE-BY-CASE	
1170-Adoption of Antigreenmail Provision	FOR	
1172-Amendment to Investment Objective	CASE-BY-CASE	
1173-Amendment to Investment Advisory Agreement/Sub-Advisory Agreement	CASE-BY-CASE	
1175-Conversion of Fund to Open-End Investment Company	CASE-BY-CASE	
1180-Technical Amendments to Charter/Bylaw	FOR	
1184-Amendments to Charter/Bylaw - Bundled	CASE-BY-CASE	
1185-Misc. Article Amendments	CASE-BY-CASE	
1186- Article Amendments - Proxy Access	CASE-BY-CASE	
1190-Misc. Charter Amendments	CASE-BY-CASE	
1195-Misc. Bylaw Amendments	CASE-BY-CASE	
1199-Misc. Declaration of Trust Amendments	CASE-BY-CASE	
1200-Merger/Acquisition	CASE-BY-CASE	
1210-Recapitalization	CASE-BY-CASE	
1220-Restructuring/Reorganization	CASE-BY-CASE	
1230-Liquidation of the Company	CASE-BY-CASE	
1240-Buyout	CASE-BY-CASE	
1250-Spin-off	CASE-BY-CASE	
1270-Sale of Assets	CASE-BY-CASE	
1280-Corporate Action (Conversion Rights)	CASE-BY-CASE	
1385-Misc. Proposal Regarding Management [seeking shareholder approval to amend the Fund's management contract to include: • Adding a performance adjustment component to the Fund's management fee that would reward Fidelity Management and Research Company ("FMR") by increasing management fees when the Fund outperforms its benchmark index and would penalize FMR by decreasing management fees when the Fund underperforms its benchmark index; and • Giving the board the authority to change the Fund's performance adjustment index going forward, without shareholder consent.]	CASE-BY-CASE	
1390-Misc. Proposal Regarding the Board [seeking election of named individual as a clerk of the bank]	CASE-BY-CASE	
1395-Misc. Proposal	CASE-BY-CASE	

[illegible]

## TEC PROXY VOTING POLICY

ISSUE CODE / POLICY ITEM	Glass Lewis Policies	
	GL GENERAL	GL SRI
2000-SHP Regarding Board Independence [shareholder proposal requesting that the board establish a policy whereby director nominees have no existing business or personal relationships, either directly or indirectly, with the senior management or the Company, and all qualifying board members be paid fees and awards for board service only]	FOR	
2010-SHP Regarding Director Tenure	AGAINST	
2015-SHP: Director Retirement Age	AGAINST	
2020-SHP Minimum Stock Ownership by Directors or Executives	CASE-BY-CASE	
2025-SHP Regarding Board Composition [shareholder proposal requesting that the board take every reasonable step to ensure that women and minority candidates are in the pool from which board nominees are chosen, and publicly commit itself to a policy of board inclusiveness. The board should report by September 2012 to shareholders on its efforts to encourage diversified representation on the board.]	CASE-BY-CASE	
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example resolution found]	CASE-BY-CASE	
2040-SHP Regarding Nominating a Lead Director	FOR	
2050-SHP Regarding Independent Board Chairman/Separation of Chair and CEO	FOR	
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy	CASE-BY-CASE	
2070-SHP Regarding Double Board Nominees [shareholder proposal seeking to require that the nomination and governance committee nominate two candidates for each directorship to be filled by shareholder vote at annual meetings. The proxy statements should include the candidates' background and a statement by each candidate as to why he or she believes they should be elected.]	CASE-BY-CASE	
2075-SHP Regarding Director Liability [shareholder proposal seeking to amend the Company's bylaws and certificate of incorporation, in compliance with applicable law, by inserting the following section: "Section 59h. Notwithstanding other provisions of these bylaws, the Company shall not indemnify any director for any liability resulting from alleged harm to the natural environment, public health or human rights incurred in his or her capacity as a director, except to the extent such indemnification is required by Delaware Law. The provision, consistent with Section 59g, shall not adversely affect any right or protection of a director existing with respect to any act or omission occurring prior to or at the time of enactment of this provision, and any change in indemnity limits pursuant to this provision shall only be applied to an individual director upon subsequent establishment or renewal of his or her directorship. In the event of a conflict between this provision and other corporate governance documents, applicability shall be determined pursuant to Delaware Law."]	CASE-BY-CASE	
2080-SHP Regarding Director Training [shareholder proposal requesting that as the terms of current directors expire at least one candidate be recommended who is a recognized authority on environmental matters relevant to hydrocarbon exploration and production, as well as independent by NYSE standards]	CASE-BY-CASE	
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE	
2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal requesting that an independent director with a high level of expertise and experience in environmental matters be selected and nominated for election to the board]	AGAINST	
2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy	CASE-BY-CASE	
2084-SHP Regarding Adoption and Disclosure of Business Ethics and Conduct [shareholder proposal resolving that the board of directors be instructed to implement a Company Insider Trading Policy containing certain restrictions on when insiders can trade Company securities]	CASE-BY-CASE	FOR
2090-SHP Regarding Including Social and Environmental Performance in Director Evaluations	CASE-BY-CASE	FOR
2100-SHP Regarding Creation of a Shareholder Committee	CASE-BY-CASE	
2110-SHP Regarding Key Committee Independence	CASE-BY-CASE	
2130-SHP Regarding Creation of Compensation Committee	FOR	
2140-SHP Regarding Creation of Nom/Gov Committee	FOR	
2155-SHP Regarding formation of Environmental/Social Committee of the Board	CASE-BY-CASE	FOR
2200-SHP Regarding Approval of Auditor	CASE-BY-CASE	
2210-SHP Regarding Limitations on Auditor Services [amend by-laws to prohibit paying auditors for non-audit services]	CASE-BY-CASE	
2220-SHP Regarding Rotation of Auditor	CASE-BY-CASE	
2230-SHP Regarding Auditor Attendance at Annual Meeting	CASE-BY-CASE	
2300-SHP Regarding Restricting Executive Compensation	CASE-BY-CASE	
2301-SHP: Commonsense Compensation	CASE-BY-CASE	FOR
2302-SHP Regarding Change / Opposition to Director Compensation	CASE-BY-CASE	
2305-SHP Regarding Allowing Shareholders to Vote on [Some Aspect] of Compensation	CASE-BY-CASE	FOR
2306-SHP Regarding Advisory Vote on Compensation (Say on Pay)	FOR	FOR
2307-SHP Regarding Linking Executive Pay to Social Criteria	AGAINST	FOR

The Episcopal Church Policies	
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR women and minorities and board inclusiveness; otherwise vote with GL	FOR women and minorities and board inclusiveness; otherwise vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	FOR
Vote with GL	FOR
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL
AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL
Vote with GL	Vote with GL
FOR	FOR
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI

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ISSUE CODE / POLICY ITEM	Glass Lewis Policies	
	GL GENERAL	GL SRI
2587-SHP Regarding Sale of the Company or Assets	CASE-BY-CASE	
2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers or Acquisitions on Company Stakeholders	AGAINST	FOR
2590-SHP Regarding Reincorporation	CASE-BY-CASE	
2593-SHP Regarding Annual Meeting Date	AGAINST	
2594-SHP Regarding Annual Meeting Location	AGAINST	
2595-SHP Regarding Misc. Board/Shareholder Rights Issue (GL had no analyses for this issue code)	CASE-BY-CASE	
2600-SHP Regarding Ceres Principles (a 10-point code of corporate environmental ideals )	CASE-BY-CASE	FOR
2605-SHP Regarding Report/Action on Climate Change	CASE-BY-CASE	FOR
2610-SHP Regarding Sustainability Report	CASE-BY-CASE	FOR
2611-SHP Regarding Environmental Report	FOR	FOR
2615-SHP Regarding Review Energy Efficiency & Renewables	CASE-BY-CASE	FOR
2620-SHP Regarding Bioengineering / Nanotechnology Safety	AGAINST	FOR
2640-SHP Regarding Review Nuclear Facility/Waste	AGAINST	FOR
2645-SHP Regarding Report on Power Plant Construction (GL had no analyses for this issue code)	AGAINST	FOR
2650-SHP Regarding Report on Nuclear Weapons Production	AGAINST	FOR
2655-SHP Regarding Ending Nuclear Weapons Production	AGAINST	FOR
2660-SHP Regarding Space Weapons (SH proposal requesting a report on space weapons with the long term goal of reducing or eliminating space weapons.)	AGAINST	FOR
2661-SHP Regarding Firearms	CASE-BY-CASE	CASE-BY-CASE
2670-SHP Regarding Improving Elimination of Dioxin Formation	AGAINST	FOR
2671-SHP Regarding Report on Financial Risks of Cyanide Leaching	AGAINST	FOR
2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs	AGAINST	FOR
2680-SHP Regarding Phasing Out PVC Products in Medical Products	AGAINST	FOR
2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP	AGAINST	FOR
2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste Stream	AGAINST	FOR
2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers	AGAINST	FOR
2684-SHP Regarding Adoption of Comprehensive Recycling Strategies	AGAINST	FOR
2685-SHP Regarding Company Product Responsibility	AGAINST	FOR
2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	CASE-BY-CASE	FOR
2690-SHP Regarding Report on Antibiotics in Animal Agriculture	AGAINST	FOR
2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on recycling electronic waste)	CASE-BY-CASE	FOR
2700-SHP Regarding Report on EEO	CASE-BY-CASE	FOR
2705-SHP Regarding Monitoring/Adopting ILO (International Labor Organization) Conventions	CASE-BY-CASE	FOR
2710-SHP Regarding Review of Global Labor Practices	CASE-BY-CASE	FOR
2711-SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	CASE-BY-CASE	FOR
2713-SHP Regarding Independent Verification of Contractors' Compliance with Labor and Human Rights Standards	AGAINST	FOR
2715-SHP Regarding MacBride Principles (fair employment)	AGAINST	FOR
2720-SHP Regarding Support of Fair Trade Coffee	AGAINST	FOR
2725-SHP Regarding Review Mexican Work Force Conditions	CASE-BY-CASE	FOR
2730-SHP Regarding Adopting Standards for Mexican Operation	CASE-BY-CASE	FOR
2735-SHP Regarding Prohibiting Forced Labor in China	CASE-BY-CASE	FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles	CASE-BY-CASE	FOR
2740-SHP Regarding Code of Conduct in China	CASE-BY-CASE	FOR
2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE	FOR
2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan	CASE-BY-CASE	FOR
2755-SHP Regarding Reviewing Operations' Impact on Local Groups	CASE-BY-CASE	FOR
2757-SHP Regarding Adoption of Equator Principles	AGAINST	FOR
2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL had no analyses for this issue code)	AGAINST	FOR

[illegible]



## TEC PROXY VOTING POLICY

ISSUE CODE / POLICY ITEM	Glass Lewis Policies	
	GL GENERAL	GL SRI
2765-SHP Regarding Military Contracts/Sales	AGAINST	FOR
2768-SHP Regarding Offering Existing Participants Option To Retain Pension Plan	AGAINST	FOR
2770-SHP Regarding Plant Closings	AGAINST	FOR
2773-SHP Regarding Report on How Workers' Rights Will be Respected During Downsizings	AGAINST	FOR
2774-SHP Regarding Freeze Executive Pay During Layoffs	AGAINST	FOR
2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy	CASE-BY-CASE	FOR
2780-SHP Regarding Report on Effect of Health Pandemics on the Company and Its Response	AGAINST	FOR
2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this issue code)	CASE-BY-CASE	FOR
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)	CASE-BY-CASE	FOR
2795-SHP Regarding Misc. Human/Political Rights Policies (create a board committee on human rights)	CASE-BY-CASE	FOR
2800-SHP Regarding Tobacco/Alcohol	CASE-BY-CASE	FOR
2810-SHP Regarding Drug Pricing/Distribution	AGAINST	FOR
2815-SHP Regarding Animal Welfare	AGAINST	FOR
2820-SHP Regarding Fair Lending Policy	AGAINST	FOR
2825-SHP Regarding Pregnancy/Abortion Issues	AGAINST	
2830-SHP Regarding Reviewing Charitable Spending	CASE-BY-CASE	FOR
2835-SHP Regarding Limiting or Ending Charitable Spending	AGAINST	
2840-SHP Regarding Reviewing Political Spending or Lobbying	CASE-BY-CASE	FOR
2845-SHP Regarding Limiting or Ending Political Spending	CASE-BY-CASE	FOR
2850-SHP Regarding Affirmation of Political Nonpartisanship	AGAINST	FOR
2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR
2860-SHP Regarding Refraining from Challenging Government Laws	AGAINST	FOR
2870-SHP Regarding Oil&Gas Transparency Initiative	AGAINST	FOR
2885-SHP Regarding Participation in Funding of Micro-Finance Groups	AGAINST	FOR
2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes	AGAINST	FOR
2895-SHP Regarding Misc. Social Issue (use of conflict minerals)	CASE-BY-CASE	
2905-SHP Regarding Identification of Proponents Of SHPs (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR
2910-SHP Regarding Reports on Legal Expenditures Related To Legal Compliance/Lawsuits	CASE-BY-CASE	FOR
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	
2950-SHP Regarding Company Compliance with Corporate Governance Codes (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR
2995-SHP: Misc. Issues (SH request to list company stock on a national securities exchange)	CASE-BY-CASE	

The Episcopal Church Policies	
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
FOR reports on processes and procedures for foreign military sales; otherwise vote with GL	FOR reports on processes and procedures for foreign military sales; otherwise vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol	FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI	FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI
Vote with GL SRI	Vote with GL SRI
AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients	AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients
AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI	AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL

Exhibit A

**Procedure: Fundraising and Grantseeking by Staff of ECC**

Step	Person	Content
1.	Originator	Written proposal should include: <ul style="list-style-type: none"> <li>• Description of project (e.g., dates, scope, people served, personnel involved)</li> <li>• Goal and measurable results</li> <li>• How will this benefit the church as a whole?</li> <li>• Estimated cost (provide detail)</li> <li>• Why are funds being sought (e.g., why not included in the operating budget?)</li> <li>• Identify potential donors who will be asked</li> </ul>
2.	Canon or Chief	<ul style="list-style-type: none"> <li>• Review with Originator</li> <li>• Review with CFO for accuracy and clarity of funding sought</li> </ul>
3.	Executive Leadership Team	<ul style="list-style-type: none"> <li>• Review and approve</li> <li>• If rejected by ELT, no further action shall be initiated by Originator, Canon or Chief</li> </ul>
4.	Executive Council	<ul style="list-style-type: none"> <li>• Present to EC if over \$10,000</li> <li>• If rejected by EC, no further action</li> </ul>

**Procedure: Fundraising and Grantseeking by Members of General Convention Activities**  
(including General Convention Office; Executive Council; Interim Bodies; Archives; General Board of Examining Chaplains)

Step	Person	Content
1.	Originator	Written proposal should include: <ul style="list-style-type: none"> <li>• Description of project (e.g., dates, scope, people served, personnel involved)</li> <li>• Goal and measurable results</li> <li>• How will this benefit the church as a whole?</li> <li>• Estimated cost (provide detail)</li> <li>• Why are funds being sought (e.g., why not included in the operating budget?)</li> <li>• Identify potential donors who will be asked</li> <li>• Present to Executive Officer of GC and Chair of an appropriate EC Standing Committee (copying the PB and PHOD)</li> </ul>
2.	Executive Officer GC and Chair of EC Standing Committee	<ul style="list-style-type: none"> <li>• Review with Originator</li> <li>• Review with Treasurer of General Convention for accuracy and clarity of funding sought</li> <li>• Review with appropriate Chief or Canon to ensure adequate staffing</li> <li>• Discuss with Chair of Finance Committee who shall provide, in writing, any serious objections or questions</li> </ul>
3.	EC Finance Committee	<ul style="list-style-type: none"> <li>• Approve, reject or further question the EC SC Chair and modify</li> </ul>
4.	Executive Council	<ul style="list-style-type: none"> <li>• If FIN rejects, Originator and SC Chair may appeal and seek consideration by full Executive Council</li> <li>• If rejected by EC, no further action shall be initiated by Originator or SC Chair</li> </ul>

GENERAL CONVENTION / DFMS FUNDRAISING GUIDELINES						
	Unsolicited Donations					
	Cash			Bequest		
	Unrestricted	Restricted		Unrestricted	Restricted	
		Existing budgeted expense item	Non-budgeted area		Existing budgeted expense item	Non-budgeted area
Acceptable	OK	OK	OK	OK	OK	OK
Prior Approval required	NA	NA	NA	NA	NA	NA
Deposited where	Checking	Checking	Short-term Custodial account	TF 927	Existing or New TF if needed	Existing or New TF if needed
How Used	Immediately available for general budget; credited to appropriate income line	Immediately available for general budget; credited to appropriate income line	Available for the specific unbudgeted purpose IF approved by ELT	Dividends available for budget	Dividends available for budget	Dividends available for non-budgeted area
Notes		Will not increase current spending in specific department.				
Examples	NA	Staff costs	Sharing Way of Love; Cuba pensions;Emergency assistance for refugees; Treasurer-approved discretionary funds			
	Donations Solicited by Staff					
	Cash			Bequest		
	Unrestricted	Restricted		Unrestricted	Restricted	
		Existing budgeted expense item	Non-budgeted area		Existing budgeted expense item	Non-budgeted area
Acceptable	OK	OK	OK	OK	OK	OK
Prior Approval required	ELT	ELT	ELT	ELT	ELT	ELT
Advise EC if > \$10,000	Yes	Yes	Yes	N/A	Yes	Yes
Deposited where	Checking	Checking	Short-term Custodial account	TF 927	Existing or New TF if needed	Existing or New TF if needed
How Used	Immediately available for general budget; credited to appropriate income line	Immediately available for general budget; credited to appropriate income line	Available for the specific unbudgeted purpose pre-approved by ELT	Dividends available for budget	Dividends available for budget	Dividends available for non-budgeted area
Notes		Will not increase current spending in specific department.				
Examples		Staff costs	Sharing Way of Love; Cuba pensions; Emergency assistance for refugees			
	Donations Solicited by Members of Executive Council or Interim Bodies					
	Cash			Bequest		
	Unrestricted	Restricted		Unrestricted	Restricted	
		Existing budgeted expense item	Non-budgeted area		Existing budgeted expense item	Non-budgeted area
Acceptable	OK	OK	OK	OK	OK	OK
Prior Approval required from EC	FIN	FIN	FIN	FIN	FIN	FIN
Deposited where	Checking	Checking	Short-term Custodial account	TF 927	Existing or New TF if needed	Existing or New TF if needed
How Used	Immediately available for general budget; credited to appropriate income line	Immediately available for general budget; credited to appropriate income line	Available for the specific unbudgeted purpose pre-approved by EC	Dividends available for budget	Dividends available for budget	Dividends available for non-budgeted area
Notes		Will not increase current spending in specific department.				
Examples		Staff costs	OOD focus areas			