

Executive Council Meeting

June 8-11, 2020

Note: Due to travel and other restrictions in place because of the coronavirus pandemic, this was a virtual meeting.

Monday, June 8, 2020

11:00 a.m. EDT

The Chair, Bishop Michael Curry, opened the meeting with a special prayer for these times and called on Secretary Michael Barlowe for roll call and technical announcements.

All present, unless otherwise noted:

Michael Curry, Chair

Gay Jennings, Vice Chair

Thomas Alexander

Lloyd Allen – not present for first session
on 6/8; present for all other sessions

Devon Anderson

Liza Anderson

Sarah Stonesifer Boylan

Diane Butler

Jane Cisluycis

Matthew Cowden – present for 6/8
sessions only

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

Mally Ewing Lloyd

Andrea McKellar

Steven Nishibayashi

Steven Pankey

Aaron Perkins

Mayra Gonzalez Polanco

Diane Pollard

Russell Randle

Rose Sconiers

Dabney Smith

Holli Powell Sturm

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

The Secretary, Canon Michael Barlowe, began with some instructions and guidelines for the meeting.

Bishop Curry asked if there were any additions to the agenda. Hearing none, he asked for approval of the agenda. Agenda was approved. Minutes of February, 2020 meeting, April 29, 2020 special meeting and May 14, 2020 special meeting were moved and approved. Actions taken by the Executive Committee and the Executive Council between regular meetings were ratified.

Bishop Curry and President of the House of Deputies, The Rev. Gay Clark Jennings, each gave opening remarks that addressed the climate in our country following the deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and others that have sparked a national movement. (See Attachment A).

Bishop Curry called on the chairs of the Joint Standing Committees to state briefly what their committee plans to discuss at this meeting. For the JSC on Governance and Operations (GO), Ms. Jane Cislucis said that among other topics, GO will discuss or review proposed changes to the by-laws, a change to the sick leave policy for employees with COVID-19, the annual reports from the Provinces, a report from the Paid Family Leave task force, and the budget. For the JSC on Finance (FIN), the Rev. Mally Lloyd said that the committee would focus on how to manage the 2020-2021 budget, and discuss the Personal Paycheck Protection (PPP) loan. Discussion of policy changes for 2024 will be tabled until a later meeting. Ms. Lloyd asked the Executive Council members to think about what changes to the budget could be made immediately, and how we will set priorities for the Development Office. For the JSC on Mission Beyond the Episcopal Church (MB), the Rt. Rev. Dabney Smith said that his committee will meet with Canon Chuck Robertson and other staff members from this team, as well as Rob Radtke, President of Episcopal Relief & Development. For the JSC on Mission Within The Episcopal Church (MW), Ms. Julia Ayala Harris reported that the committee has a resolution on Ahmaud Arbury and George Floyd to consider, and they will review grant strategies, processes and policies and the impact of COVID-19 on those. They are meeting jointly with FIN about block grants, and will discuss the budget and possible recommendations.

Next, the Executive Council received briefings from key senior staff members detailing how their staff is operating during this time of national pandemic with all staff working remotely. Reporting were

- Canon Michael Barlowe, Executive Officer and Secretary of the General Convention
- Mr. N. Kurt Barnes, Treasurer
- The Rev. Geoffrey Smith, Chief Operating Officer
- Canon Mark Stevenson, Canon to the Presiding Bishop for Ministry Within TEC
- Canon Chuck Robertson, Canon to the Presiding Bishop for Ministry Beyond TEC

- Canon Stephanie Spellers, Canon to the Presiding Bishop for Evangelism, Reconciliation, and Care of Creation

All senior staff members expressed gratitude to their staff for their innovative work and willingness to be creative and learn new methods of working in the current situation.

Following those briefings, Bishop Curry introduced Rob Radtke, President of Episcopal Relief & Development. Mr. Radtke reported on Episcopal Relief & Development's response to the COVID-19 pandemic. His staff is working with international partners, and here in the US are also responding to areas of natural disasters like tornadoes and flooding. He urged everyone to make use of the Asset Map and to be sure that their congregation's profiles are up-to-date. This is a good tool for resources and best practices. Episcopal Relief & Development just held their Board elections and Executive Council will be asked to ratify those elections at this meeting.

Bishop Curry asked for a change in the schedule, moving discussion of the EC 005 resolution to the second plenary session, and then go with the rest of the second plenary as planned. Without objection, this change in the agenda was accepted, and Council was recessed for one hour.

Monday, June 8, 2020
2:00 p.m. EDT

Executive Council reconvened in plenary at 2:00 p.m. Bishop Curry introduced EC 005 and asked President Jennings to speak to it. President Jennings described the Ad Hoc committee convened in response to the deep economic upheaval brought on by the pandemic and the realization that hard cuts to the budget might be necessary. The document produced by the Ad Hoc committee is "Guiding Principles and Strategies for Budget Reductions". EC 005 asks for acceptance of this report. Bishop Curry moved EC 005 and opened the floor for questions and discussion.

EC 005

To: Executive Council
 From: *The Ad Hoc Committee on the Development of Guiding Principle for Budget Reductions*
 Date: June 8, 2020
 Re: *A Plan for Emergency Management of the Current General Convention Budget (2019-2021)*

Resolved, That Executive Council adopts the document A Plan for Emergency Management of the Current General Convention Budget (2019-2021). (Attachment B)

Explanation

The Ad Hoc Committee on the Development of Guiding Principle for Budget Reductions was appointed by the chair and vice chair of Executive Council for the purpose of drafting guiding principles and strategies to inform decisions about reductions to the General Convention Budget (2019-2021) should such reductions become necessary. The ad hoc committee met May 27 and June 3, 2020.

Members of the ad hoc committee included the Most Rev. Michael B. Curry, the Rev. Gay C. Jennings, the Rev. Canon Michael Barlowe, N. Kurt Barnes, the Rev. Mally Ewing Lloyd, the Rt. Rev. Dabney Smith, Jane Cislucyis, and Julia Ayala Harris.

EC 005 was adopted with one absention (Noreen Duncan).

Next, the Executive Council participated in a program developed by the Chairs of the Joint Standing Committee to allow for deeper, broader conversation about pivoting and finding new ways of being church and how governance and our responsibilities change as the world changes. Focus was both on COVID-19, and the killings of Ahmaud Arbury, George Flynn and others that have brought racism issues to the forefront. Zena Link spoke about Roland Allen, Mission Strategist and his missionary methods. Executive Council members then broke up into six small groups for Bible Study and reflection and discussion for 45 minutes. Once back in the plenary session, each group had five minutes to report out, and then the floor was open for discussion. Notes from the table group discussions are attached. (Attachment C).

The meeting was recessed at 4:15 p.m. EDT.

Tuesday, June 9, 2020 and Wednesday, June 10, 2020

Each Joint Standing Committee met multiple times over the next two days, and there were several joint meetings.

Thursday, June 11, 2020

11:00 a.m. EDT

The plenary session began with a prayer service organized by The Rev. Devon Anderson and Mr. Thomas Alexander, with a homily from Mr. Byron Rushing.

Pastor Joanne Engquist, liaison from the ELCA, brought greetings from Presiding Bishop Elizabeth Eaton. She spoke about the great importance of working against racism, and said that the ELCA stands with the Episcopal Church on this.

Bishop Andrew Asbil, liaison from the Anglican Church of Canada, brought greetings from the Primate, Archbishop Linda Nicholls. He spoke about the effects of the coronavirus pandemic in Canada, both economically and to the most vulnerable. The indigenous and senior populations are at the highest risk, with 80% of the deaths in Canada were of residents in long term care facilities.

Reports from Joint Standing Committees

Ms. Jane Cislucis reported on behalf of the Joint Standing Committee on Governance and Operations. She introduced and thanked her committee, and also thanked the staff who participated. GO received briefings on legal issues from Chancellors Mary Kostel and Sally Johnson, and in-house legal counsel Suzanne Baillie. She announced that the Episcopal Church website will be in compliance with regulations. A Privacy Policy has been written and is on the consent calendar as GO 018. The committee heard a report about how staff are reacting to and coping with the remote working situation, and a resolution proposing a temporary change to the sick leave policy is on the consent calendar as GO 016. The committee spent time discussing revisions to the by-laws to respond to the necessity of electronic meetings. Those proposed changes to the by-laws will be posted later this week and brought to Council at the next meeting. GO also reviewed the annual reports from the Provinces and heard a report from Devon Anderson on Churchwide Family Leave Policies.

The Rev. Mally Lloyd reported for the Joint Standing Committee on Finance. Ms. Lloyd said that the committee was especially thankful to have member Patty Downing back following her illness. The committee had a joint meeting with Mission Within The Episcopal Church, and a joint resolution from those committees will be presented by Mission Within. Finance has put various trust fund resolutions on the consent calendar, as well as one to accept the Investment Committee Policy Statement. They reviewed financial statements from 2019 and 1st quarter of 2020, and did a “deep dive” into the Treasurer’s Report. They examined the 5% draw and decided to stay there. Staff was asked to reduce budgets without any reduction in staff, and that was able to be accomplished, mostly due to the travel restrictions in place right now. Ms. Lloyd stated that we are in solid financial shape at present but plan to reduce the budget according to recommendations by staff and Joint Standing Committees due to the economic predictions of a downturn. She moved FIN 104.

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: 2020 Budget Adjustments

Resolved, That the Executive Council approves the cost savings and budget adjustments found in green boxes in the 2020 Budget Adjustments spreadsheet, attached; and be it further,

Resolved, That the DFMS and GCO staff are authorized to implement these cost savings as soon as possible; and be it further

Resolved, That the Executive Council commits to continued conversation and timely decisions about those budget areas that are still to be determined, represented by the gray cells in the 2020 Budget Adjustments (Attachment D)

EXPLANATION

In keeping with “A Plan for Emergency Management of the Current General Convention Budget (2019-2021), June 8, 2020, the JSCs of Executive Council and the DFMS and GCO staffs have endeavored to identify costs savings that are a result of the restrictions placed on programs, governance, and staff by COVID-19 safe practices. Further discussion of budget management will continue following the June EC meeting

FIN 104 was adopted. The committee met with the Rev. David Copley regarding block grants. Ms. Lloyd moved FIN 103 and spoke to it.

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Assisting Honduras

Resolved, That the Executive Council affirms the Diocese of Honduras’ intention to return to its path of sustainability as soon as possible by i.) providing the Diocese a grant of \$50K and ii) by asking the presiding officers to appoint a short-term task force to work with the diocese to develop strategic management plans that can enhance their sustainability business plan.

EXPLANATION

This request for financial assistance arises from the Diocese of Honduras, which has lost income from its schools and other sources during the COVID crisis. This grant is equivalent to two months’ payroll costs.

FIN 103 was adopted. There was no report on the Audit because auditors cannot get into the building right now. The work of the Office of Development continues and discussion on how to set priorities is something for the near future.

Ms. Lloyd moved FIN 093 and spoke to it. The Assessment Review Committee received requests for waivers in various amounts from the Dioceses of Dallas, Dominican Republic and Colombia.

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 11, 2020
Subject: Assessment Review Committee Recommended Waivers

Resolved, That the Executive Council grants a waiver of full payment of its assessment for 2019 and 2020 to the Diocese of Dallas, as follows:

2019 – 6.1%; 2020 – 12.1%; 2021 – 15.0%

And be it further,

Resolved, That the Executive Council grants an emergency waiver of full payment of its assessment for 2020 to the Diocese of the Dominican Republic, as follows:

2020 – \$8,500. Discussion continues for 2021.

Resolved, That the Executive Council grants an emergency waiver of full payment of its assessment for 2020 to the Diocese of Colombia, as follows:

2020 – \$0. Discussion continues for 2021.

Explanation

Dallas: Despite the fact that the 2019 waiver process is closed, ARC felt that Dallas has made tremendous strides in eliminating its practice of splitting its assessment between diocesan projects and TEC assessment. The diocese has committed to moving quickly to a 15% assessment paid in total to The Episcopal Church. This kind of change is exactly what the review process and relationship building was intended for. ARC and FIN ask EC to approve this waiver. This will make Dallas eligible for 2020 grants.

Dominican Republic: The Diocese of the Dominican Republic has granted a one-year waiver for 2019 in order to pay a 1.9% assessment at \$15,000, up from \$12,000 in 2018. It was expected that it would apply for another waiver for 2020 and the goal was to move to \$17,000. Due to the impact of Covid-19, the diocese has asked for a waiver to bring the total assessment for 2020 to \$8,500.

Colombia: The Diocese of Colombia received a waiver for 2019 to pay an assessment of \$1,500; it committed to \$2000 for 2020 and was planning to apply for a waiver for that amount. However, the effects of Covid-19 have made the financial situation of the diocese quite tenuous. A waiver of their 2020 assessment would be a big help. Conversations will continue with ARC about 2021.

FIN 093 was adopted. Ms. Lloyd stated that there might be more hardship applications and that they continue to monitor the 11 dioceses with one-year waivers. In normal times, the JSC on Finance would have started work on the 2022-2024 budget but with all the revisions to the 2020 and 2021 budgets, they have not been able to address that. A budget streamlining process is a work in progress. JSC on Finance will meet again on June 23rd to work on grey shaded areas of the budget (in attachment D document), continue discussion of Development Office and Archives.

Bishop Dabney Smith reported for Mission Beyond The Episcopal Church. He thanked his committee, staff and guests for their participation. Rob Radtke updated the committee about the work of Episcopal Relief & Development, and resolution MB 018 to ratify the election of Episcopal Relief & Development board is on the consent calendar. Resolution MB 019 in appreciation of the Young Adult Service Corps program and the Episcopal Volunteers in Mission program and its members is also on the consent calendar. Bishop Smith moved MW 017 and spoke to it. He said that the committee spent quite a bit of time on this resolution, working together with the Office of Government Relations. Russ Randle moved an amendment to this resolution. The amendment was seconded, and Mr. Randle spoke to it. During discussion of the amendment, George Wing stated that he was concerned about jurisdiction and moved to refer the resolution to the JSC on Mission Within The Episcopal Church. After some discussion, that motion was defeated. There was no further discussion of the amendment, and the amendment was adopted. Bishop Smith offered a second

amendment. There was a second, and that amendment was discussed and adopted. Back to debate on the amended resolution, there was concern about unintended inferences.

TO: Executive Council
FROM: JSC on Mission Beyond The Episcopal Church
DATE: June 10, 2020
RE: Policing Reform

Resolved, That in the wake of the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and the many others whose names and stories often go unreported, the Executive Council reaffirms General Convention Resolution 2018-A229, in which the Church “condemns the improper and violent actions of authorities against people of color”; and be it further

Resolved, That the Executive Council also acknowledges the deep pain and grief in Black communities and widespread multiracial protests across the nation due to the ongoing racialized killings; violence and discriminatory practices of individuals in law enforcement and civil authorities and legislation that unjustly and disproportionately impact Black, Latino and Indigenous Americans, systemically causing harm to individuals, families and whole communities, and in this, we confess that we as the Church, and as a society, have failed to respect the dignity of every human being; and be it further

Resolved that all Episcopalians, dioceses, institutions, in particular, the Office of Government Relations, push for police reform as part of overall efforts to address racial justice and criminal justice reform. We recommend the following proposals– or any incremental change in the direction of increased accountability, transparency, and responsiveness with the aim of making our communities safer; and be it further

Resolved, That the Executive Council urges the Church, its dioceses and institutions, clergy and lay leaders, and all Episcopalians to be reminded of, and to abide by, our Baptismal vow to strive for justice and peace for all God’s people; working for federal, state, regional, and local transformation of the criminal justice system; by urging elected officials, legislative bodies, government agencies and law enforcement entities to implement policies that:

1. Examine the purpose, efficacy and disproportionate use of force and emphasize de-escalation policies and practices that end the use of excessive force, especially when dealing with unarmed citizens or those in mental health crisis and distress. Advocacy should include but not be limited to banning the use of chokeholds and strangleholds, requiring warning before shooting, and banning shooting at moving vehicles.
2. Evaluate the hiring practices, equipment procurement, accountability measures and personal training of police departments and law enforcement agencies. Such evaluation should require transparency and accountability in the documenting and reporting of threats and use of force by members of law enforcement. Limit or end the transfer of

military-grade weapons to state and local police departments; and ban the use of pretext stops that promote racial and ethnic profiling.

3. Establish and adopt policies that include duty-to-intervene policies, which require officers to stop excessive force used by other officers and report the incidents immediately to a supervisor; requiring use of, and policies for, body cameras.

4. *Promote the use of civilian review boards and other community and civilian oversight bodies;*

5. *Improve the length, quality, and frequency of police training, including in-service training, recognizing that better-trained police use force less often and more wisely;*

6. *Adopt statutory changes and policies to assure that a federal review by independent prosecutors be conducted of all deaths in law enforcement custody or in other encounters with law enforcement personnel, and that a statutory waiver of the statute of limitations be adopted so that all such deaths over the past ten years will be reviewed for appropriate action to redress civil rights violations;*

7. *Assure that where no federal investigation occurs, an independent state investigation is undertaken in all cases where people die in encounters with, or in the custody of, state or local law enforcement personnel, especially when a person of color dies in any such encounter or custody;*

8. *Initiate appropriate criminal prosecutions to address unjustified law enforcement violence resulting in death or injury of anyone;*

9. *Adoption of enforceable federal policing standards, the violation of which shall result in the abrogation of immunity defenses in federal civil rights actions against law enforcement personnel;*

10. *Resumption of federal civil rights reviews of law enforcement agency practices where data show a disproportionate number of deaths and injuries have occurred in a police agency's operations, or where data show a racially or ethnically disproportionate number of such incidents, and where warranted by evidence of significant civil rights violations, the use of appropriate judicial decrees, monitors and similar measures to assure that effective permanent reforms in police practices takes place.*

Resolved, That working to enact these policies is not a means to an end but one part in addressing systemic racism and providing long overdue protections to communities of color, ensuring that we live in a society that recognizes, values, and empowers all of God's children; and be it further

Resolved, The Executive Council recognizes and commends the work of the great majority in law enforcement agencies who undertake their efforts conscientiously to improve and protect their communities, safeguarding the human rights of the

citizens they serve, and striving to provide law enforcement equally and without discrimination; and be it further

Resolved, That this resolution be sent to the Dioceses of The Episcopal Church.

MB 017 was adopted as amended with two absentions (Aaron Perkins, George Wing). Bishop Smith moved MB 020 and spoke to it, explaining that during the committee meeting, Sra. Blanca Echeverry spoke in favor of this resolution.

TO: Executive Council
FROM: JSC on Mission Beyond TEC
DATE: June 10, 2020
RE: Expression of Support for the Human Rights and Continued Existence of the Indigenous Peoples of Amazonia

Resolved, That The Executive Council, meeting virtually from June 8, 2020, to June 11, 2020, understands the historic aberration of imposing political boundaries on areas inhabited by indigenous peoples, the practice of which has caused untold suffering by native peoples around the world; and be it further

Resolved, That Amazonia, the area encompassing the Amazon River basin, is home to some 400 different tribes, each with its own unique language, culture, and territory, many of whom have had centuries of contact with outside cultures, and some of whom have had very little contact with outside peoples, which tribes represent a great repository of natural wisdom and cultural treasure, have been subjugated, oppressed, marginalized, and neglected by the political entities whose boundaries span the Amazon Basin, their lands being destroyed by deforestation and mining activities, their cultures being systematically decimated by the dominant culture, and their health being compromised by poor diets and ineffective, or nonexistent, health care systems; and be it further

Resolved, this present COVID-19 pandemic presents an existential threat to the indigenous peoples of Amazonia, as the virus spreads unchecked through their populations, as the nations in which they find themselves: Peru, Colombia, struggle to respond to this global crisis. The result of this crisis is that some of these tribes could cease to exist; and be it further

Resolved, That The Executive Council urges dioceses, congregations, and individuals to support, and recommit to, the United Nations Sustainable Development Goals, as embraced by Episcopal Relief and Development, and calls upon the Igreja Episcopal Anglicana do Brasil, the Episcopal Diocese of Colombia, and The Anglican Church of South America, to continue to work diligently with aid agencies, international organizations, and their respective governments, to support the indigenous population of Amazonia in whatever way possible during the COVID-19 pandemic and beyond, seeking to assure the continuation of their languages, culture, and very lives.

MB 021 was adopted. That concluded the report from Mission Beyond The Episcopal Church.

Ms. Julia Ayala Harris reported for the JSC on Mission Within The Episcopal Church. She thanked the committee, staff and guests for their participation during their meetings. The committee met jointly with Finance and also sent grant resolutions to Finance for review and approval. Ms. Harris moved MW 026.

To: Executive Council

From: Joint Standing Committee on Mission Within TEC

Date: June 9, 2020

Re: Approve UTO Grants

Resolved, That the Executive Council, meeting from June 8-11, 2020, approve and authorize the following, as recommended by the United Thank Offering Board and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. Payment comes from available United Thank Offering grant funds.

Seth Stradling Diocese of Central Florida	Young Adult Christian Development	\$5,000
Rowan Larson Diocese of Massachusetts	We Are All Wonderfully Made	\$5,000
Evangeline Warren Diocese of Ohio Increasing	Young Adult Involvement in the Diocese of Ohio	\$5,000
Kevin Neil Diocese of Massachusetts	MANNA Housing Recovery Group	\$2,800
Cynthia Moore Diocese of Northern Indiana	Dove Faith Café	\$5,000
Charlotte Dalwood Diocese of South Dakota	Pine Ridge Commons	\$5,000
Meghan Mazur Diocese of Texas	Prison Choir	\$2,800

Presiding Bishop	Rooted in Love: A Way of Love Small Group Experience for an Evangelistic, Discipling, Relational Church	\$96,900
UTO Companion with Massachusetts	Julia Chester Emery Internship	\$39,852.11
Camino Challenge Grant La Iglesia Española Reformada Episcopal	The Anglican Pilgrim Centre in Santiago de Compostela	\$114,232.80
Global Partnerships Emery Trust #335 Award:	Values & Tools for Mission Engagement	\$63,320
Diocese of the Central Gulf Coast	Beloved Community Outreach Center of Mobile	\$50,000
Diocese of Chicago	St. Paul's Sustainable Food Project	\$62,000
Diocese of Delaware	The Pain and Prayer Scale Project: a prayer tool for drugfree pain control	\$47,975
Diocese of Lexington	Calling a Community Evangelist	\$24,925
Diocese of Minnesota Companion with Belize	Water to Bless and Build Upon	\$101,000
Diocese of Missouri	Grace Gathering: a worship service	\$11,320

	celebrating diverse abilities	
Diocese of New York Companion with Asaba, Nigeria	St. Luke's Idumuje-Unor: Anglican Children's Ministry & Young Widows Program	\$45,000
Diocese of North Carolina	Flying Lion Transition to Employment	\$72,777
Diocese of Northern California	The Playground	\$145,000
Diocese of Northern Indiana	Elkhart Ministry Partnership	\$26,625
Diocese of San Joaquin	Community Mission Centers of San Joaquin	\$82,361.01
Diocese of Southeast Florida Companion with Haiti	Water and Sanitation for Bondeau, Haiti	\$75,541.54
Diocese of South Dakota	Earth & Altar Magazine	\$20,700
Diocese of Southern Ohio	Sharing Stories of Blessing in Southern Ohio	\$33,800
Diocese of Tennessee	Healthy Roots	\$21,159.07
Diocese of Upper South Carolina	The Church Street Choral Academy	\$53,000
Diocese of Washington	St. Catherine's Secondary School for Girls	\$66,868

Companion with Masai, Tanzania		
Diocese of Western Massachusetts	Big Blue Drop-In Center	\$36,948
Diocese of Wyoming	And a Little Child Shall Lead Them!	\$70,000
Covenant Partner: Philippines, Diocese of Davao	Blingkong Center for Sharing, Peace and Development	\$23,306.60
Bangladesh, Diocese of Dhaka	Building Blessings: Two New and Needed Churches	\$80,000
Burundi, Diocese of Muyinga	Muyinga Hope Center	\$51,980

MW 026 was adopted. Ms. Harris moved MW 027.

To: Executive Council

From: Joint Standing Committee on Mission Within TEC

Date: June 9, 2020

Re: Approve Constable Grants

Resolved, That the Executive Council, meeting from June 8-11, 2020 approve and authorize the following, as recommended and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church; and be it further

Resolved, That grants listed below totaling \$209,500.00 are approved for payment from available Constable Fund grant funds; and be it further

Resolved, That the grantees shall submit financial and narrative reports as required, and be it further

Resolved, That the grantees shall comply with any church or civil social distancing requirements that may be in effect.

Office of Indigenous Ministry - Doctrine of Discovery Training, \$34,000.00

According to the 2018 General Convention Resolution D-011, “That the 79th General Convention direct the Indigenous Missioner of the Presiding Bishop’s Office to identify and appoint indigenous representatives to provide training on the Doctrine of Discovery to those seeking ordination, such that the Office of Indigenous Ministries provide direction to and oversight of the Doctrine of Discovery training program” (see Appendix A). This project will help carry out these objectives through a partnership with Bexley-Seabury Seminary, which has a history of serving the needs of Indigenous theological education dating back to the 19th century and Seabury Divinity School and has the capacity and facilities to provide trainings and workshops to a significant number of Episcopal theological students (see Appendix B for a detailed description on how the two parties will work together).

The trainings would be directed by the Indigenous Missioner and the Indigenous Theological Education Coordinator, with assistance from Indigenous presenters from various Indigenous communities in TEC, such as the four principal dioceses of Navajoland, Alaska, North Dakota, and South Dakota, and additional regions. To help facilitate the trainings, a Power Point presentation with imbedded videos will be created, as well as a uniform curriculum. “

Office of Global Partnerships – Global Mission Toolkit, \$50,000.00

“This proposal, submitted by the DFMS Office of Global Partnerships (OGP) in collaboration with the Global Episcopal Mission Network (GEMN) and the Standing Commission on World Mission (SCWM), recommends biblically-based studies via webinars, videos, and resources for group discussion of the theology of global mission, which is God’s mission in the world. Currently neither the DFMS, OGP nor GEMN have sufficient financial resources to develop and distribute formational materials throughout The Episcopal Church and the Anglican Communion to inform and inspire Christians to walk and live the Way of Love-the Gospel, the Good News of Jesus Christ- in a global context.”

Standing Commission on Liturgy and Music - Liturgical Gathering, \$2,500.00

“The Standing Commission on Liturgy and Music has redesigned the nature of our proposed Gathering for Liturgical Formation to be entirely virtual event, using a combination of webinars and Zoom break-out sessions. Coordinating with the Virginia Theological Seminary’s department of Lifelong Learning to host the virtual gathering.

Fortunately, the move to a virtual platform will allow us to better invite the church to our gathering, increasing the likelihood of a higher participation from dioceses, and certainly increasing the likelihood that other guests would join in. This platform also will easily allow us to record, save, and share the content and conversations.

The dates of the gathering will remain the same, as will the topics and the speakers. However, we will condense the schedule to abide by best practices for videoconferencing. This new design reduces our budget significantly; we only ask for \$2,500, funding honoraria for our ten speakers.”

Standing Commission on World Mission – Military Chaplains Just War Education Project, \$43,000.00

“This project fulfills an unfunded resolution of General Convention (2015-A048) to advance the study of Just War principles, and extends this religious teaching to the formation of the Episcopal Church’s military chaplains for meeting the pastoral needs of current members of the Armed Services and veterans, including those coping with moral injury and other forms of combat-related trauma. Resources would be focused on “teaching the teachers” by developing trainings

and tools for military chaplains on Just War principles relevant to their active ministry and global mission. The religious education this project fosters could also benefit the Episcopal Church in updating its Just War policy framework for advocacy purposes; contributing to conflict resolution initiatives and ministry to victims of violence within and beyond the Church; and engaging congregations on war and peace issues from the perspective of Christian ethics. To administer the project, the Standing Commission for World Mission would collaborate with the office of the Bishop Suffragan for Armed Forces and Federal Ministries and coordinate with the Episcopal Church's Office of Government Relations; requested funding would leverage resources currently devoted to convene military chaplains annually and to update the Episcopal Church's Chaplains Handbook: Guidelines for Ministry and Worship.

Province I-Preparing Lay Leaders, \$19,000.00

“Province I, in collaboration with Bexley Seabury Seminary Federation, seeks to create an affordable, accessible, and adaptable process to prepare licensed ministers for the church. Those who are identified to be licensed ministers need both a solid understanding of our faith as well as specialized training in the licensing area. This grant will enable the creation of 11 online courses (synchronous and asynchronous) to ensure leaders have both a grounding in the fundamentals of our faith as well as the specialized training”.

Province III – Understanding Substance Abuse, \$7,500.00

“This program melds our baptismal commitment “to seek and serve Christ in all persons” and “to respect the dignity of every human being” with a longing to increase understanding about those who are predisposed to addictions and to offer them a path to recovery. Grounded in faith, this training helps individuals and faith communities to reflect critically on the current state of substance use and addiction, to prepare to minister as Recovery Allies and/or Rapid Response Teams, and to be Christ present for those struggling with substance use.”

Comment: Province III will be working with Bexley-Seabury Seminary to develop the training and materials for the program.

Province IV – Pilgrimage to the Fields (Outreach to Migrant Farmworkers), \$15,000.00

“Pilgrimage to the Fields seeks to provide latinx agricultural workers with the opportunity to get involved with the Episcopal Church and the Episcopal Farmworker Ministry (EFWM). EFWM has been working with farmworkers and immigrants in rural Eastern North Carolina since 1982. We respond to the physical, emotional, and spiritual needs of migrant and seasonal farmworkers and their families, and actively supporting opportunities for them to become self-directive. We seek to minister to farmworkers in three principal ways: through direct services; through the development and support of programs that work towards the empowerment of farmworkers; and by encouraging leadership development, advocacy, and education aimed toward a systemic change of agricultural policy at local and state levels.

Province VII – Rural & Small Church Summit, \$4,500.00

“Our “contingency plan” is to divide our small and rural church summit into two parts – depending, in part, on funding. Part one will consist of Webinars and small group meetings. We have not yet priced this, but anticipate contracting with tech professionals to film our speakers’ presentations in each of the communities where they live. The small group meetings can be accomplished at little or no cost by using Zoom.

Part two of the program will be the face-to-face meetings originally planned, when it is safe to hold such a conference. We anticipate a need to scale back the budget for this to accommodate the tech costs for the web conferencing. What we learn during the small group meetings, however, will help us to focus on the areas of greatest concerns for our participants.”

Province VIII – Play, Pray & Sparkle (St. John’s Episcopal Church, Indio, CA), \$34,000.00

“Our mission has not changed; methods to accomplish it and vehicles to facilitate results, have. “Play, Pray & Sparkle!” will teach children and youth the Gospel, and help them experience the love of Christ by taking them on a musical journey through the Liturgical Calendar Year.”

“Effective educators are resilient and resourceful. With a little brainstorming, our team has adapted new teaching strategies to replace physical classrooms and re-designed our project’s performance goals based on technology and the most stringent compliance with COVID-19 safety. Almost everyone yearns for a return to “the norm,” however, we believe the advantages from implementing technology present awesome and sustainable possibilities.”

Explanation

The recommendation comes from the EC Constable Fund Grants Review Committee and has been reviewed by the Executive Council Joint Standing Committee on Mission Within The Episcopal Church. Funds available are \$209,500. The total amount of the grants is \$209,500.00. The Treasurer’s concerns about social distancing, travel, and viability have been addressed with the grant applicants, and their responses have been considered by the Constable Fund Grant Review Committee.

MW 027 was adopted with 2 absentions (Thomas Alexander, Sarah Stonesifer Boylan). Ms. Harris moved MW 025.

To: Executive Council
From: Joint Standing Committee on Mission Within TEC
Date: June 11, 2020
Re: Disparate Impact of COVID-19 on Communities of Color

Resolved, That the Executive Council, meeting from June 8-11, 2020, urges the Church, its dioceses and institutions, clergy and lay leadership, and all Episcopalians to join with their communities in actively removing barriers and addressing the social determinants of health. Some of those barriers and social determinants are detailed here:

- The current COVID-19 pandemic has laid bare long-standing inequities in communities of color, including Indigenous communities, which have resulted from centuries of institutional oppression and persistent systemic inequities in access to healthcare, housing, employment, quality of physical living environment, education and criminal justice.
- Research shows social determinants of health are related to economic status (40%), healthy behaviors (30%), access to and quality of care (20%) and physical environment including air and water quality, housing and transit (10%).

- People of color disproportionately experience poverty, homelessness, poor access to health care and nutritional food, increased risk of underlying health conditions such as asthma, and imprisonment under the current criminal justice system.
- People of color disproportionately find themselves living in multi-generational households in densely populated neighborhoods where preventative measures like social distancing are more difficult, with greater exposure to environmental hazards and more distant access to grocery stores and healthcare facilities – conditions which cause increased stress and anxiety.
- People of color disproportionately work in low-wage and essential service jobs with benefits are fewer and, thus, pressure to balance economic survival versus risk of exposure to Covid-19 is greater
- Available data document that people of color disproportionately become sick and suffer greater severity of illness and death from Covid-19.

Sources: Centers for Disease Control and Prevention, NAACP, National Law Center on Homelessness & Poverty

MW 025 was adopted. Ms. Harris moved MW 029, which she says calls the church to action and prophetic response.

To: Executive Council
 From: Joint Standing Committee on Mission Within TEC
 Date: June 9, 2020
 Re: Regarding Death of Ahmaud Arbery

Resolved, That the Executive Council, meeting from June 8-11, 2020, recalling the learnings of the day of pilgrimage of the Executive Council to The Legacy Museum and the National Memorial for Peace and Justice during its meeting in October, 2019 which highlighted for us our history of African Americans terrorized by lynching, humiliated by racial segregation and Jim Crow, burdened with contemporary presumptions of guilt and police violence; the Council remembers Ahmaud Arbery, the victim of violent racial vigilantism on February 23rd of this year in Glynn County, Georgia, and condemns the failure of local police and prosecutors responsible for a troubling delay in engaging an appropriate and timely process to achieve impartial justice in Ahmaud's case; and be it further

Resolved, The clergy and laity of this Church offer a prophetic response to Ahmaud Arbery's death, a modern embodiment of racial terror that has no place in any community, and which cannot be tolerated by those who walk The Way of Love; and be it further

Resolved, While deploring any and all efforts that have occurred, or may yet occur to silence voices calling for justice in Ahmaud's case, the Council praises the prompt response of the Episcopal people and churches in the Dioceses of Georgia and Atlanta to publicly call for justice in response to this heinous crime, and who have called for and offered prayers for Ahmaud, for his family and friends in their grieving, for his enemies, his abusers and his killers; and be it further

Resolved, That The Episcopal Church build on the framework of Becoming Beloved Community created in response to General Convention Resolution 2015-C019 Establish

Response to Systemic Racial Injustice to enhance the capacity of The Episcopal Church to work in communities to organize; advocate; and dismantle systems, policies and practices that reinforce racialized violence and vigilante acts and perpetuate the sin of racism.

MW 029 was adopted. Ms. Harris moved MW 023.

To: Executive Council
From: Joint Standing Committee on Mission Within TEC
Date: June 9, 2020
Re: Police Violence

Resolved, That the Executive Council, meeting virtually from June 8-11, 2020, remembers and grieves for Mr. George Floyd, Ms. Breonna Taylor, and all other victims of police brutality; and be it further

Resolved, That the clergy and laity of the Episcopal Church commit to offering a prophetic response to these deaths and acts of injustice by committing to the ongoing, patient, determined, faithful, long-term ministry of anti-racism work; and be it further

Resolved, That the Executive Council praises the people and congregations of the Episcopal Church in Minnesota for their public calls for acts of justice in response to the murder of Mr. George Floyd by a white officer in the Minneapolis Police Department, and committing themselves to the long, steady work toward that justice by joining with activists and organizations already on the ground; and be it further

Resolved, That the Executive Council praises the people and congregations of the Episcopal Diocese of Kentucky for their public calls for acts of justice in response to the fatal shooting of Ms. Breonna Taylor by white officers of the Louisville Metro Police; the effective anti-racism work of their diocesan Racial Reconciliation Task Force; and their longstanding, transformative community ministry through the Louisville Urban Partnership; and be it further

Resolved, That the clergy, laity, and dioceses of the Episcopal Church be exhorted to carry out General Convention Resolution 2018-A229 (Acknowledge Police Violence and Confront Racism), by examining all incidents of police violence in their localities and working in concert with other advocates to organize, advocate, and dismantle systems, policies, and practices that reinforce police violence and brutality; and be it further

Resolved, That the clergy, laity, and dioceses of the Episcopal Church join community and grassroots leaders in advocating with local and state governments to bring about substantive and mandatory change in police departments and policing and to allocate resources for community-based models of safety, support, and prevention.

Explanation

In 2018, General Convention passed Resolution 2018-A229, “Acknowledge Police Violence and Confront Racism.” The recent national movement in response to the murder of George Floyd at the hands of Minneapolis Police officers has galvanized coalitions working to dismantle systemic racism in policing and made the church’s response to Resolution 2018-A229 both more urgent and more possible. Across the country, activists and community leaders are demanding police reforms and alternative models for community-based safety, support and prevention. Episcopalians are encouraged to participate in this work by joining existing community and grassroots groups that have substantive and long-term experience in working against police violence and brutality.

The Diocese of Kentucky’s work with local community partners—including Black Lives Matter, the Louisville Urban League, EmpowerWest Louisville, Louisville Showing Up for Racial Justice, Interfaith Paths to Peace, the Interdenominational Ministerial Coalition, and the local chapters of the NAACP and the ACLU—is a commendable model. The Executive Council commends it to other dioceses and churchwide bodies for emulation and support.

The Episcopal Church in Minnesota welcomed Bishop Craig Loya on June 7. He has committed the diocese to the ongoing work of acting for police reform and exhorted congregations and individual clergy and lay people to engage with organizations working on the Black Lives Matter (<https://blacklivesmatter.com/defundthepolice/>) platform for systemic change.

Next, Ms. Harris moved joint resolution FIN/MW 001 and invited Ms. Lloyd to join her to speak about the resolution. It was born out of the table group conversations on Monday, where Council expressed a desire for concrete action and make a swift and bold statement.

To: Executive Council
From: The Joint Standing Committee on Finance and the Joint Standing Committee on Mission Within the Episcopal Church
Date: June 11, 2020
Re: Resolution to Provide Financial Support to the Dioceses of Kentucky and Minnesota for Dismantling Racism

Resolved, That Executive Council, meeting June 8-11, 2020, in response to the recent racist killings by officers of the law in their dioceses, authorizes the Treasurer to provide \$150,000 to the Diocese of Kentucky and \$150,000 to the Diocese of Minnesota to support their continuing work of dismantling the systemic racism we have created in this country and still permeates our church and society.

FIN/MW 001 was adopted with one absention (Steven Pankey). Ms. Harris moved MW 024 and spoke to it.

To: Executive Council
From: Joint Standing Committee on Mission Within TEC
Date: June 10, 2020
Re: Becoming Beloved Community Rapid-Response Grants

Resolved, That the Executive Council, meeting from June 8-11, 2020, adopts the Becoming Beloved Community Rapid-Response Grants as was created by The Presiding Officers' Advisory Group on Becoming Beloved Community Implementation, authorizing a special grant cycle to address systemic racism and racial violence in two urgent areas: the racial disparities laid bare by the coronavirus pandemic, which disproportionately affects People of Color in terms of health outcomes, access to testing and treatment, safe work environments, and more. At the same time, there is also the pandemic of ongoing violence directed against Black People and other People of Color, especially at the hands of law enforcement personnel in communities in the Americas and beyond.

The BBC Rapid Response grants would come out of Line 84, with a budget of \$100,000.

The Episcopal Church Beloved Community Rapid-Response Grants Summer 2020

Background

The Presiding Officers' Advisory Group on Becoming Beloved Community Implementation is making funds available for groups working specifically to address the racial disparities laid bare by the coronavirus pandemic and for groups working to respond to racist violence and police reform. Across America, COVID-19 is disproportionately affecting People of Color in terms of health outcomes, access to testing and treatment, safe work environments, and more. At the same time, there is also the pandemic of ongoing violence directed against Black People and other People of Color, especially at the hands of law enforcement personnel in communities in the Americas and beyond. These grants are part of the funds allocated by General Convention in order to build capacity and increase Episcopal engagement in four primary fields: telling the truth about our churches and race, proclaiming the dream of Beloved Community, practicing Jesus' way of healing and reconciliation, and repairing the breach in institutions and society. It is appropriate and urgent to expedite the granting of these funds in light of these two pandemics.

All proposed projects must demonstrate adherence to relevant local, diocesan and state public health guidelines for gathering and interaction.

Prior to applying, please reflect on The Episcopal Church's resource: [Becoming Beloved Community Where You Are](#), which describes specific ways to engage in this work. Consider how your proposal might further those goals, and contribute overall to dismantling racism and reducing the disproportionate suffering of communities of color in this unique time. The Office of Government Relations regularly provides updates on justice and policy issues associated with the pandemic. You may consult their site at <https://episcopalchurch.org/ogr/covid19>.

Eligibility

Episcopal entities (parishes, dioceses, provinces, schools, seminaries, monastic communities, or Episcopal organizations) are eligible to receive these funds. Partnerships with non-Episcopal entities are welcome and encouraged, but an Episcopal entity must serve as the project leader, active manager, and reporting agent.

Grant Type

Beloved Community Rapid-Response Grants up to \$10,000 — All proposed projects must demonstrate adherence to relevant local, diocesan and state public health guidelines for gathering and interaction.

Funding is available for programmatic and direct service activities, including but not limited to: ongoing partnership within underserved communities to provide protective supplies, equitable access to testing and treatment, and job training and other support for workers displaced by the coronavirus pandemic (including undocumented immigrants), programs that address the health consequences of ongoing racism for Communities of Color (depression, anxiety, substance use, trauma recovery, etc.), community listening and learning sessions, speakers' series, racial reconciliation workshops and facilitated trainings, and other activities that promote the work of Becoming Beloved Community. We are also excited and willing to support established projects and initiatives when provided with evidence of an intentional and meaningful effort to meet the changing conditions of these dual pandemics.

Priority will be given to proposals that feature the following:

- Directly address the racial and class disparities exposed by the COVID-19 pandemic or address racist violence and police reform.
- Engage existing community partners and foster cooperation between communities of faith, civic, scientific and educational institutions
- Set out specific outcomes that lead to lasting impact
- Demonstrate capacity to achieve the stated goals of the grant
- Emphasize the experience and leadership of communities most impacted by structural racial inequities and racist violence
- Serve as a resource for other organizations/entities involved in similar efforts
- Enhance understandings of racial justice, healing and reconciliation as part of our spiritual formation
- Serve groups and/or regions that are vulnerable and on the front lines
- Encourage intergenerational and intercultural engagement
- Demonstrate innovation and creativity
- Promote churchwide learning, understanding and practical application

Your proposal will be strengthened by:

- Demonstration of strong partnerships and endorsements in writing, including clear support of this project as part of ongoing diocesan or congregational priorities.
- A clear budget that shows any additional sources of funding and use of grant funds
- A timeline for use of funds
- A clear set of anticipated outcomes
- A method for evaluating and reporting outcomes

The Granting Process

Grants will be invited, received and considered beginning June 15 through August 15, 2020. Subject to the action of Executive Council, awards will be made and applicants notified through the summer and fall. Grantees who receive Beloved Community Rapid-Response Grants are eligible to apply later in the triennium for IMPACT grants (funding for projects that are more mature and ready for further expansion).

Grant recipients will participate in a series of monthly virtual gatherings leading up to a Beloved Community Summit in early 2021 and join a growing network of practitioners willing to share their learnings and resources that they develop. Grantees must also provide a final report that includes

documentation of the project's development and final outcomes for distribution and sharing with the wider church.

MW 024 was adopted. Ms. Harris ending by reflecting on the passage from Monday's bible study and spoke about the importance of involving young people in the work the church is doing. The ended the report of Mission Within TEC.

Bishop Curry moved the consent calendar.

Consent Calendar

FIN 091

For: Executive Council Executive Committee
From: The Joint Standing Committee on Finance
Date: June 11, 2020
Subject: Native American Dioceses Sustainability Grants

Resolved, That \$41,375 of the total \$667,000 Long-term Development Grants (budget line 402) for the four principal dioceses engaged in Native American ministry (Alaska, Navajoland, North Dakota, and South Dakota), be distributed and released as follows:

1. Diocese of South Dakota for the construction of a new modular multi-purpose building at the Church of Our Most Merciful Savior on the Santee Mission, Santee, Nebraska. \$41,375

EXPLANATION

In consultation with the Missioner for Indigenous Ministries, the bishops of the dioceses noted above, are in agreement and are submitting this allocation request. The bishops wish to receive these funds now to enable construction before harsh weather sets in during the autumn months. Earlier requests for \$270,000 were approved by Executive Council in February 2019 as FIN-024; and by Executive Committee on June 26, 2019 for \$355,625. This additional request, if approved, leaves a remaining balance of zero.

FIN 092

To: Executive Council
From: The Joint Standing Committee on Finance
Date: June 11, 2020
Subject: Accept the Revised Investment Policy Statement

Resolved, That the Executive Council accepts the revised Investment Policy Statement of the Domestic & Foreign Missionary Society revised May 29, 2020. (Attachment E)

Explanation

Pursuant to the By-Laws of the Executive Council, VIII.4, the Joint Investment Committee's (IC) charter shall be reviewed annually by the Joint Investment Committee and the Council and renewed annually by the Council.

The IC produces an Investment Policy Statement which serves as its charter.

Recent changes, mostly in the appendix sections, are underlined

FIN 094

TO: Executive Council
FROM: JSC on Finance
DATE: June 11, 2020
RE: Clergy Housing Allowance

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 Committee 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 is from an employee whose clergy spouse previously elected a housing allowance from her parish, has retired.

Employee	2020 Requested Housing Allowance
Copley, David	\$14,000

FIN 095

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1258 (El Mision el Buen Pastor, Quito))

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 096

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1259 (All Saints Concord, NC)

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 097

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1260 (Good Shepherd, Wichita, KS)

Resolved, That Trust Fund # 1260, Good Shepherd Episcopal Church Endowment Fund be established as an investment account for Good Shepherd Episcopal Church in Wichita, KS, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1260 Good Shepherd Episcopal Church Endowment Fund (2020)

This fund was established with \$50,000.00 as an investment account by Good Shepherd Episcopal Church in Wichita, KS. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Good Shepherd Episcopal Church in Wichita, KS.) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FIN 098

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1261 STPAAS Restricted & Memorial Fund

Resolved, That Trust Fund # 1261, STPAAS Restricted & Memorial Fund be established as an investment account for St. Peter & All Saints Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund # 1261 STPAAS Restricted & Memorial Fund (2020)

This fund was established with \$362.42 as an investment account by St. Peter & All Saints Episcopal Church in Kansas City, MO. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (St. Peter & All Saints Episcopal Church in Kansas City, MO) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FIN 099

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1180 (Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account – renaming)

Resolved, That Trust Fund # 1180, Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account, be renamed to **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account as per Treasurer’s instruction of January 17, 2020. This change is effective from December 31, 2019.**

EXPLANATION

Trust Fund # 1180 Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account (2018)

This fund was established with \$10,000.00 as an investment account by the Diocese of San Joaquin, CA. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of San Joaquin, CA) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FIN 100

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1181 (**Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account – renaming**)

Resolved, That Trust Fund # 1181, Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account, be renamed to **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account as per Treasurer’s instruction of January 17, 2020. This change is effective from December 31, 2019.**

EXPLANATION

Trust Fund # 1181 Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account (2018)

This fund was established with \$10,000.00 as an investment account by the Diocese of San Joaquin, CA. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of San Joaquin, CA) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FIN 101

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1182 (**Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO – renaming)**)

Resolved, That Trust Fund # 1182, Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account, be renamed to **Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO)**, as per Treasurer's instruction of January 17, 2020. This change is effective from December 31, 2019.

EXPLANATION

Trust Fund # 1182 Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO), (2018)

This fund was established with \$10,000.00 as an investment account by the Diocese of San Joaquin, CA. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of San Joaquin, CA) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

FIN 102

For: Executive Council
From: The Joint Standing Committee on Finance
Date: June 9, 2020
Subject: Trust Fund #1179 (Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account – renaming)

Resolved, That Trust Fund # 1179, Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO), be renamed to **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account** as per Treasurer's instruction of January 17, 2020. This change is effective from December 31, 2019.

EXPLANATION

Trust Fund # 1179 Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account (2018)

This fund was established with \$10,000.00 as an investment account by the Diocese of San Joaquin, CA. This is a custodial-type fund, meaning that DFMS is not trustee for these funds but as custodian is providing the owner (Diocese of San Joaquin, CA) with access to investment management through DFMS endowment. The owner may add to or withdraw principal funds at its discretion.

GO 016

TO: Executive Council
FROM: Joint Standing Committee on Governance and Operations
DATE: June 9, 2020
RE: Proposed Suspension of Sick Leave Policy for DFMS Employees

Resolved, That the Executive Council approves suspension of the DFMS sick leave policy as follows: For the period of March 1, 2020 through December 31, 2020, the DFMS policy of allowing up to 12 days of paid sick leave, and then requiring those employees to use vacation time is hereby suspended for employees who (1) have tested positive for the corona virus or COVID-19, or (2) asked or required to self-isolate or quarantine for 14 days due to their exposure to, or showing symptoms of, COVID-19, or (3) are required to self-isolate as a result of living with a sick family member; and be it further

Resolved, That the suspension of this policy may be extended for good cause by the Chief Operating Officer upon the advice and consent of the Executive Committee of the Executive Council.

EXPLANATION

The DFMS seeks to provide an incentive for its employees to stay home if they are at risk for carrying, or exposing others in the workplace to, COVID-19.

The guidelines issued by the Centers for Disease Control include the recommendation that employers exercise flexibility in the application of their sick leave policies.

GO 018

TO: Executive Council
FROM: Joint Standing Committee on Governance and Operations
DATE: June 9, 2020
RE: Proposed Privacy and Digital Millennium Copyright Act Notice

Resolved, That the Executive Council of The Episcopal Church, meeting June 8-11, 2020, authorizes the use of the following Privacy Policy and Digital Millennium Copyright Act Notice, to be effective immediately, and be it further

Resolved, That the said policy and notice shall be used on all websites that are owned and/or managed by Domestic and Foreign Missionary Society, also known as The Episcopal Church.

Privacy Policy and Digital Millennium Copyright Act Notice

Privacy Policy

This privacy policy sets forth the privacy practices of The Episcopal Church and The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America (collectively, the “Episcopal Church”). This policy only applies to information we collect from visitors to EpiscopalChurch.org and its family of websites (including CollegeforBishops.org, DeputyNews.org, EpiscopalArchives.org, EpiscopalCommonPrayer.org, EpiscopalFederalChaplains.org, EpiscopalGBEC.org, EpiscopalMigrationMinistries.org, EpiscopalNewsService.org,

EpiscopalServiceCorps.org, GeneralConvention.org, HouseofDeputies.org, Latinosepiscopales.org, OTMportfolio.org and TitleIV.org) and explains how we treat your personal information.

The Episcopal Church collects the personal information that you make available via our website, including first and last name, email address, phone number, other contact details, news stories, survey responses, photos, payment information, and cookie data. We also collect some information automatically about your computer hardware and software, which can include IP address, browser type, domain name, access times, and referring website addresses. The information that we automatically collect does not by itself identify specific individuals and is statistical data typically aggregated with other data to help us improve our website. The Episcopal Church collects your information when you provide consent; for purposes which are required by law; and for the purposes of responding to requests by government, a court of law or law enforcement authorities conducting an investigation.

The Episcopal Church uses your information where it is necessary to fulfill our legitimate interests, which include operating our websites, providing information and services described on our website, communicating with you via newsletters to which you subscribe, fulfilling contracts made with you, responding to your comments or questions, and informing you of areas of interest or services available.

The Episcopal Church retains your personal information for as long as is necessary to provide the services to you and to comply with legal obligations. If you no longer want the Episcopal Church to use your personal information, you can request that we erase your personal information by contacting info@episcopalchurch.org; however, the Episcopal Church will retain information as is necessary for our legitimate business interests. If you have questions about our privacy practices, please contact webmaster@episcopalchurch.org.

Some functions on our website are managed by third parties, which have their own data privacy policies. The Episcopal Church encourages you to review the privacy statements of websites you choose to link to from EpiscopalChurch.org and its family of websites so that you can understand how those websites collect, use and share your information. The Episcopal Church is not responsible for the privacy statements or other content on websites outside of the Episcopal Church family of websites or the websites to which we provide a link.

Digital Millennium Copyright Act Notice

Please notify the Episcopal Church if you believe that any of your intellectual property rights have been infringed. Pursuant to Section 512 of the Copyright Act (“DMCA”), the Episcopal Church designates the following individual as its agent for receipt of notifications of claimed infringement: The Episcopal Church, Romy Mancini, rmancini@episcopalchurch.org, 815 Second Avenue, New York, New York 10017. To be effective, the notification should include: (i) a physical or electronic signature of the person authorized to act on behalf of the owner of the right being infringed; (ii) identification of the copyrighted work claimed to have been infringed, or if multiple copyrighted works at a single online site are covered by a single notification, a representative list of such works at the site; (iii) identification of the material that is claimed to be infringing or to be the subject of infringing activity, and information sufficient to permit us to locate the material; (iv) information sufficient to allow us to contact the complaining party; (v) a statement that the complaining party has a good faith belief that the use of the material in the manner complained of is not authorized by the copyright or intellectual property owner, agent, or the law; and (vi) a statement that the information in the notification is accurate and, under penalty of perjury, that the complaining party is authorized to act on behalf of the owner of the right being infringed. If you fail to comply with all of these requirements, your DMCA notification may not be valid.

Explanation

The Episcopal Church, which is an international church, has not yet adopted a policy in compliance with the Digital Millennium Copyright Act of 2008, or of the General Data Protection Regulation (GDPR) of the European Union, putting the Church at legal risk. The Privacy Protection policy of The Episcopal Church, which until recently was in use, is out of date and ineffective.

MB 018

TO: Executive Council

FROM: JSC on Mission Beyond TEC
DATE: June 9, 2020
RE: Executive Council Ratification of the Election of members of the Board of Episcopal Relief and Development

Resolved, That The Executive Council of The Episcopal Church, meeting virtually from June 8, 2020, to June 11, 2020, received the report from Episcopal Relief and Development of its election of members to its Board of Directors; and be it further

Resolved, That, after being duly re-nominated by The Presiding Bishop and Chair of the Episcopal Relief and Development Board, Ms. Shirley Stover Allen, Dr. Robert McCouch, and the Rev. Steven Paulikas were re-elected to serve as members of the Board of ERD in the class of 2023, their term ending on December 31, 2023; and be it further

Resolved, That, after being duly nominated by The Presiding Bishop and Chair of the Episcopal Relief and Development Board, the Rt. Rev. Jennifer Baskerville-Burrows, Mr. Michael Carscaddon, Mr. Kenneth Jones, and Ms. Karen Longenecker were elected to serve as members of the Board of ERD in the class of 2023, their term ending on December 31, 2023; and be it further

Resolved, That The Executive Council ratifies these elections and sends its appreciation to these individuals for sharing their gifts and talents with Episcopal Relief and Development so that its work, particularly in these difficult times, may continue to grow and to relieve the suffering and needs of people throughout the world.

MB 019

TO: Executive Council
FROM: JSC on Mission Beyond TEC
DATE: June 9, 2020
RE: Courtesy resolution for Young Adult Service Corps & Episcopal Volunteers in Mission participants

Resolved, That as all participants in the 2019-2020 year of the Young Adult Service Corps program and the Episcopal Volunteers in Mission program have been significantly impacted by the Coronavirus Pandemic; and be it further

Resolved, That the Executive Council gives its utmost thanks to all Young Adult Service Corps and Episcopal Volunteers in Mission participants, whether returned to their homes or remaining in their mission sites, and commends all participants for their continual excellence in fulfilling the duties of this ministry while sharing the love of God with people around the world; and be it further

Resolved, That the Executive Council further gives great appreciation to the Domestic and Foreign Missionary Society staff and all who support the Young Adult Service Corps program and the Episcopal Volunteers in Mission program, for their continual dedication, flexibility and steadfast leadership throughout extraordinarily challenging times.

The consent calendar was adopted with one abstention (Lloyd Allen)

Closing Remarks

In her closing remarks, President Jennings thanked the Executive Council for their leadership. In his closing remarks, Bishop Curry echoed the words of Byron Rushing in his homily on Monday, and reminded everyone to keep following the way of Jesus.

Bishop Curry asked for a motion to adjourn, which was moved, seconded and carried. The meeting was adjourned at 1:15 p.m. EDT.

Executive Council
June 8, 2020
Bishop Curry Opening Remarks

In the context in which we find ourselves, allow me to offer some opening remarks. Before I do that I want to say a word of thanks to Secretary Barlowe and the General Convention Office. Members of Council may note this is a massive undertaking to be able to enable us to meet this way. We are blessed and privileged to have a team such as this, to do this, and on your behalf I thank them and thank God for them.

Allow me also to offer a text. It comes from Isaiah Chapter 40:

*Have you not known? Have you not heard?
The Lord is the everlasting God,
the Creator of the ends of the earth.
He does not faint or grow weary;
his understanding is unsearchable.
He gives power to the faint,
and strengthens the powerless.
Even youths will faint and be weary,
and the young will fall exhausted;
but those who wait upon the Lord shall renew their strength,
they shall mount up on wings like eagles,
they shall run and not be weary,
they shall walk and not faint.*

When the cameras are gone, when public attention has moved elsewhere, we must not be distracted. The work goes on. The struggle continues. God is still God. And we must keep the faith. I am profoundly grateful and thankful for the continued witness, not only of Episcopalians, but people of all faiths and people of goodwill and decency in this time in which we live. But I have to say I am particularly thankful for the people of this Episcopal Church, many of whom, bishops, clergy, and lay people who have gone on to witness to Jesus and his way of love in public protests, in political actions, and willingness to stand and speak when it might be more convenient and comfortable to remain silent.

I want to note in particular the people of the Dioceses of Georgia and Atlanta in light of Ahmaud Arbery's death. The people of the Diocese of Kentucky, and the particular quiet courage of Bishop Terry White in light of Breonna Taylor's death. The people of the Diocese of Minnesota in light of George Floyd's death. The people of Washington, the Diocese of Washington and St. John's Church in particular, Bishop Mariann Budde. She reminds me of the courage of Queen Esther. The people of the Diocese of Southwestern Virginia, and many of our dioceses that ENS and others have covered how they have borne witness to Jesus, his teachings, his example, his spirit, and his way of love in our personal relationships, our interpersonal relationships, in our social and in our political. I want to thank God for them.

But it is important to remember the cameras will go away. Public attention will go elsewhere. And we must not be distracted. God is still God. The work must go on. The struggle must continue. And we must keep the faith. These words from Isaiah 40, if I've got the context correct, come from a moment when the people of God had been set free. Abraham Lincoln of the ancient world, otherwise known as Cyrus of Persia, set the Jewish people free from their captivity in Babylon. And they were then free, if you will, to go home. Like that biography of Nelson Mandela, it was a long walk to freedom. And many gave up. Many didn't leave Babylon and just stayed. And a smaller number stayed the course and went on that long walk to freedom.

Freedom's walk is always a long, arduous walk, fraught with setbacks, filled with hardship. It is that walk like Jesus walking the Via Dolorosa, the Way of Sorrows. It is that walk, like those who walked at Selma. It is that walk of those who had to walk the Trail of Tears. It is the walk of those who have stayed and stood for the freedom of any human child of God from any kind of captivity that would hold them down. It is a long walk to freedom, but we must remember they that wait upon the Lord will renew their strength. They will mount up on wings like eagles. They will run and not be weary. And more importantly, they will walk and not faint. When the cameras are gone, and the attention has moved elsewhere, God is still God and our work goes on. The struggle continues. And sisters and brothers and siblings, we must keep the faith.

At our General Convention in 2015, we kind of had sort of a covenant renewal, if you will, sort of like Joshua in Joshua 24, when all the tribes of Israel were gathered at the river entering the promised land. It was a covenant renewal to work that this church has engaged in for years, the work of racial justice and reconciliation. We recommitted in some deeper ways to that work. And we said we're not going to quit. We're going to stay the course. We likewise made a commitment to the work of evangelism, a particular way of lifting up Jesus of Nazareth, his teachings, his example, and his spirit as the way and the face of what it is to be a Christian. We said we were going to do that work and continue to do that work. And even in addition to that, knowing that our arms are short, and our hands are small, we made a commitment to do everything we can to save God's creation, to save this world. We made a commitment to that being the shape for all of us together embodying a Jesus movement in our time, that would dare to lift up Jesus of Nazareth as the face of what it is to be a Christian, what it is to follow in the way of God's love.

But in our time, we have seen false representations of Christianity and Christian nationalism on display for all the world to see. We have seen the blatant face of brutality, of the brutality of racism that is very often far more subtle, and pernicious, and systemic, and institutional. But we have seen its brutal face. We have seen fundamental challenges to the ideals of freedom, justice, and human equality that are foundational ideals of the United States. In spite of the fact that the United States has not always lived up to it, the ideals were there. We have seen fundamental challenges to the democratic fabric of American society, something I never thought I would live to see. We have seen a ruthless virus, a plague in the land, sickness and death and hardship visited to one degree or another on all of us, but particularly on the most vulnerable among us. And it has exposed inequities and moral wrongs that shouldn't be in our land or in our world. We have seen increased danger to the very earth itself. And the failure of the nations, including this one that I love, to stand up for our mother the earth. Thank God there's a little girl in Scandinavia who is willing to stand up. When the cameras are gone, when public attention has gone elsewhere, God will still be God, and we must not be distracted. The work goes on, the struggle continues, and we must keep the faith.

Earlier this week, I was being interviewed and I've forgotten who the interviewer was, and they caught me off guard with a question I hadn't actually anticipated. The interviewer said, "In light of all of this in, in light of the fact that, that George Floyd was a black man just like Barack Obama, one was president of the United States and one was killed by an officer of the United States. In light of that horrible paradox of our reality, what gives you hope?" And for a second, I didn't have an answer except that I remember my grandma used to say, "God will always have a witness. God will always have a witness."

And I've seen a few witnesses. I've seen witnesses in those protestors. Most of them peaceful, non-violent, exercising their constitutional right for freedom of assembly and to give voice to their concerns. I've seen them. But more than that, we've protested before. This is not the first time there have been... There were protests after Ferguson. There were protests after Eric Garner. There were protests after Trayvon Martin. There've been protests before. But something's different about this one. This time it's not just black folk and a few white folk protesting. This time it is the rainbow children of God. This time they are black and white and Anglo and Latino. It's amazing. They're gay, they're straight. They're Mitt Romney, a Republican. This is something different going on. And that gives me hope. God's got a witness and it is a multiethnic, it is e pluribus unum. It is the rainbow children of God coming together to bear witness that we don't want to be like this anymore. We want a better world. We want a better America. Let the true America rise up. Let America

really be America. One nation, under God, indivisible with liberty and justice, not for some, but for all.

But even if the crowds and protestors weren't there, even when the cameras have gone away, even when the public attention has moved elsewhere, God will still be God, and our work goes on. Our struggle continues. And we will not quit. We will, like Simon of Cyrene in the New Testament, who when Jesus fell under the weight of the cross, picked up that cross, followed him, and carried the cross.

Amen.

Executive Council Opening Remarks
The Rev. Gay Clark Jennings
June 8, 2020

Good morning. I'm glad to be with you all this morning and I want to welcome, for the first time, people from across the Episcopal Church via live stream on YouTube.

Twice in recent years, I have traveled to Cape Coast, Ghana, and both times, I visited Cape Coast Castle, where thousands of enslaved Africans were held and then forced to board ships bound across the Atlantic Ocean. Perhaps you know about this fort, which was home to an Anglican church built directly above the dungeons where enslaved African men were held. The women were held on the other side of the fort, closer to the sleeping quarters of the white men who enslaved them.

At this moment in the United States, when people across the nation are rising up against racial injustice, police brutality and systemic racism, we must not turn away from this deeply painful history, our history. There in that fort, our church literally stood on the bodies of enslaved black men, and white people on both sides of the ocean who proclaimed our faith profited mightily, building fortunes that have benefitted our church for centuries.¹

Especially now, we must not turn away from that Anglican church built over the slave dungeon. It is an egregious symbol of what happens when a predominantly white institution like ours values its proximity to power and wealth more than it values the gospel. In our case, what has happened is centuries of institutional complicity in slavery, in Jim Crow, in mass incarceration, and the economic and social practices of systemic racism.

¹ [Resolution 2006-A123](#) has guided important work, particularly in the Diocese of New York, in coming to terms with the economic legacy of slavery that benefits us to this day.

Too often, we are too proud that eleven presidents have been Episcopalians, that presidents and members of Congress and Supreme Court justices worship at our churches, and that we bury them with pomp and circumstance when they die. We are proud that, in Episcopal pews across the country, you can find civic leaders and business tycoons and media superstars. We still like our access to power and wealth.

Now, there are many places in the church where the great wealth to which we have access is doing great good. And we are justifiably proud that our history also includes prophets and martyrs like Absalom Jones, Pauli Murray, Thurgood Marshall, and Jonathan Daniels. But in recent years, our identity as the church of the establishment has sometimes hindered our collective willingness to speak the truth about racist, xenophobic, anti-democratic policies and actions and the brutal policing and enforcement practices that undergird them. Like the Anglicans who worshipped at Cape Coast Castle, we have helped normalize oppression and racism and the people who enforce it, because we have been too comfortable with our relationship to temporal power.

Last week, we published on the House of Deputies website an essay by Dr. Ruben Varghese, a member of the Task Force of the Theology of Social Justice Advocacy, created by General Convention Resolution 2018-A056, and a member of St. John's, Georgetown in the Diocese of Washington. In this essay, Ruben says that too often, white Episcopalians behave as if our baptismal promises—which all concern ways to dismantle systemic and institutional racism—are a choice, not a mandate.

“The question for us,” he writes, “is how we as members of the Episcopal Church help each other to strive for justice, not making it optional to *do* something to help dismantle systemic and institutional racism.

“Lamentations are part of our tradition,” he continues. “God has heard this lamentation from the oppressed over millennia: ‘How long, Lord, how long?’ I am changing this to ‘How long, white Episcopalians, how long?’ That is, how long before white Episcopalians take on the emotional labor of those oppressed by white supremacy in the

church and outside of it because it is your bound and right duty as part of the baptismal covenant, as baptized persons. There are many who are weary, including me. So I ask again: 'How long, white Episcopalians, how long?'"

It has been a long time since Anglicans worshipped in that church built atop the slave dungeon. Let us not take our eyes off it until we have repented of the evil done there, and countless other places much closer to home, on our behalf. There is nothing more important than this on our Executive Council agenda.

Executive Council

A Plan for Emergency Management of the Current General Convention Budget (2019-2021) June 8, 2020

Introduction

The Joint Standing Committee on Program, Budget & Finance presented a budget to the 79th General Convention for the 2019-2021 triennium based on

- the Jesus Movement framework;
- the budget as a missionary document that funds the Episcopal branch of the Jesus Movement; the three pillars of the Jesus “house” are evangelism, racial reconciliation and justice, and creation care;
- the foundation of our continuing ministries as a church and our commitments to others both within and beyond our church;
- an ongoing commitment to conciliar governance, and the legal, financial, and other services of the Domestic & Foreign Missionary Society;
- income based on a 15% diocesan assessment rate, with provision made for possible waivers; a 5% endowment draw; rental income from leases at the Church Center; an Annual Appeal; and income from fees and other sources.

Guiding Principles and Strategies

- The Executive Council commits to following the above-named foundations of the General Convention Budget recognizing that financial realities will likely require comprehensive yet painful choices among equal goods.
- The Executive Council commits to deliberations and decision-making marked by integrity, courage, creativity, prudence, focus, clarity, and devout prayer.
- The Executive Council commits to making necessary budget reductions in stages and only when necessary due to loss of income related to the Covid-19 pandemic and the resulting economic dislocation experienced by dioceses, congregations, organizations, and individuals. A plan for staged reductions is being developed by Executive Council’s Joint Standing Committee on Finance for Executive Council’s consideration and adoption.

- During this period of heightened budget scrutiny and revision, the Executive Council renews its commitment to use its human and financial resources to support the most vulnerable, the marginalized, and the under-served and under-resourced within our church and beyond. At no time in our recent history have the results of racist injustice been so apparent, and we pledge to keep this truth in our sight as we make decisions about the budget.
- The Executive Council commits to exploring all aspects of the budget including income, revenue, reserves, endowments, funding and process for waivers of diocesan assessments, and development strategies and potential donors to fund priorities identified by Executive Council.
- In light of the innovations and adaptations called for by current challenges, the Executive Council commits to rigorous scrutiny of all programs, grants, and other initiatives and the ways in which they provide relevant resources to the churchwide community
- The Executive Council commits to rigorous scrutiny of all other expenses including, but not limited to, administrative, financial, legal, technological, travel and meetings, operational, and other expenses which create and support the infrastructure of the DFMS so it can support mission.
- The choices will be difficult, and reductions will be hard to make. Recognizing that every decision made directly affects individuals who are created in the image of God, we commit to being kind, loving, fair, and equitable.
- With deep regret, the Executive Council recognizes that depending on the length and duration of the Covid-19 pandemic and resulting economic upheaval, there may be reductions required in staffing.
- The Executive Council commits itself to a renewed search for collaborative partners such as ecumenical partners, dioceses and congregations, and other entities.
- The Executive Council commits to transparency by keeping the wider church informed about our process and decision-making regarding budget revisions.

Desired Outcomes

The Executive Council approaches budget reductions with a collective sense of regret that such cuts are necessary. We hope and pray that the strategies employed will reflect our collective commitment to the way of love as embodied by Jesus of Nazareth. We pledge to respect the dignity of every person and strive for justice and peace among all people as we are called to do by the promises we renew in the Baptismal Covenant.

93 We know that revisions to our faith-based General Convention budget will be necessary.
94 Remembering that we are the people of God, we are open to and heartened by the
95 presence of the Holy Spirit who is calling us out of the wilderness to become the church
96 we are called to be during this time.

97
98
99 Everliving God, whose will it is that all should
100 come to you through your Son Jesus Christ:
101 Inspire our witness to him, that all may know
102 the power of his forgiveness and the hope of his resurrection;
103 who lives and reigns with you and the Holy Spirit,
104 one God, now and for ever. Amen.

105
106 *Book of Common Prayer, pp. 816-817*
107
108

Table 1

Facilitator: Aaron.

Note Takers: Thomas and Cornelia

Cornelia read the scripture.

What jumps out at you?

Thomas: Jealousy. Jealousy of where the spirit is pulling us right now. Jealous of other people's priorities? Jealousy of losing our own priorities.

Jane: There are some in and some out people. Have and have not. Ordained or not. Educated or not. There's a division that comes out.

Joanne: "Would all the Lord's people be prophets?" The Pentecost story — the spirit poured out on all flesh. The need for all of the church to listen rather than speak.

Cornelia: Divisions. Only certain people were allowed to speak. For me, it seems like there are certain classes. It's a form of discrimination. I heard earlier that we're all prophets. What keeps us from being prophets? Why is it that for some people, it flows, but for others, it's a struggle? That struggle is, often, to listen deeply. Moses was very courageous in his ability to ask the question.

Noreen: Two major pandemics: an incredibly serious health issue, but also racial divisions. The whole world is looking to us. Maybe the nation has woken up, looking now to prophets in our circles. In the diocese, an overwhelming amount of conversation, with many white people asking, "What do I now?" People of color have said "please, just stop and listen."

Cornelia: Thinking back to Stand Rock and the fight for water rights...I was going to get on the plane and head there. I got as far as to Chicago. My flights were canceled one after another to the point where I couldn't get there. I was profiled at the gate — they asked for my license, and then asked for my passport because they don't accept "New Mexico," not understanding the difference between it and Mexico itself. I looked to my white seminarian friends because they could use their voice and people would listen. Now, it's a different time.

Read through a second time

Jane: We, in fact, share the work.

Thomas: Looking to the horizon. Don't rest in jealousy. There's no way to predict or place the Spirit — it's work is far further than we can imagine. "The spirit floweth free."

Aaron: Moses sets them straight. They need to prophecy. There's something unconventional that we need to be called to look at.

Cornelia: It's interesting that it said that they remained in the camp.

What are you afraid of?

Jane: I'm afraid of losing normalcy. But now, I'm comforted in that normalcy isn't actually as good as we thought it was.

Noreen: I was afraid of losing someone. But now I heard people saying, "I'm not in charge anymore." But truly, we never were in charge.

Cornelia: I'm clinging to hope, however it will come or whatever it will look like. It's a both/and reality — sometimes what we hope for doesn't always come as what we hope for, but of what God hopes for. I had to bury a whole family just recently — my hope is, "how does one hope in an experience like that?"

Joanne: What I hold onto is community — the sharing and the discussing and the community is what grounds me. I fear that we go back to normal. The call of the spirit is that we change.

Table 1 Notes from Monday table discussion

- Stay away from competition
- Focus on the priorities in the voices of minorities
- The Scripture passage addresses those who are registered are in. There are in and out people that also is a source that cause divisions (classes) in the church
- What is feared? We won't learn from this. That we will go back to normalcy—pre-Covid and George Floyd. It is time to change- and – which areas of the church needs change. We don't know how to respond.
- Change structure of General Convention—invite all people from all classes
- Local level -having 100 people is not the big goal anymore- being creative as how we become a new community in a new time
- Direction our church is going—not a safe place to speak. There already an agenda without any definition
- Anything contrary to the agenda will be attacked and demeaning
- We are fueling being divided even more.
- We need to listen and be ready for tension
- We need to bring people together not divide them- we need to look at ways to deal with these changes in someway
- Develop strategy to focus on the present realities- Covid, racism (at all levels, keep talking and sharing) focus on priorities

Break out Group #2

THOSE ON IN THE BREAK OUT: Lloyd, Bianca, Mayra Lisbeth, Mark, Zena, Diane, Sarah

First reading from Bishop Mark -

Second reading from Diane Pollard

WHAT PHRASE OR WORDS STAND OUT FOR YOU?

Mayra phrase – prophesied in the camp

Mark – camp

Lloyd – stopped them

Bianca – the whole town

Diana – jealous

Sarah – them

Zena – All the Lord's people were prophets

5. WHAT COMES UP FOR YOU PERSONALLY?

Mayra – the pandemic we are dealing with; means the way that we feel, and we are locked in and can't go for any reason; so, they can go out during the pandemic that is how we are and doesn't stop us from being Christians. The Lord is not in quarantine; there is a God with us who is never

Mark – it seems very strange; prophesizing without being part of the communal setting

Lloyd – why were they not with rest; sometimes I think we can hide from the Lord, but the spirit always looks for them; Lord prophesized from them; nevertheless, someone ran and told Moses to stop them. Especially if we are trying to do something to please the Lord if you can't win then you have to join them

Bianca – when I read the passage it speaks of two men but doesn't explain who they are and the spirit came upon them; The spirit found them and was with them and gave them the opportunity to be in the presence and allows us to reach to the spirit of God and the Holy Spirit moves me because it is really speaking to me; sometimes we will unworthy and God and select unworthy people to do his will

Diana – two men staying together; in convention we see people who are different that stay together so I try to relate to this; thought that I had to be saying something wrong makes me think of relationships

Sarah

Zena

3. WHAT DOES THE CHURCH NEED - what do you fear?

Mark – what does the Church need to let go of to move forward; There is lot worth letting go and a lot of worth holding on to. The power of technology allowing technology to continue could in habit how we let technology limit our ability to be together

Lloyd – every morning I sing as if I am in church but if I was in the traditional setting I there would be eucharist. My fear is what will the new normal bring? I fear that I will not be able to share the bread and wine.

Diane – now they more people in the new church that is emerge; what will the new church look like; aware of the many COVID death within Black Community. There have many deaths;

7. WHAT DO WE NEED TO MOVE FORWARD

Diane - One of the things that I truly needed was one of the resources with clergy with a proper training and stay engaged

Lloyd Fifty percent of the students will not be able to make their education because they can't go on line to complete their coursework

Sarah – the things they fear are also bringing the hope; go forward that the onboarding will be abandoned; revitalizing the church

Zena – the understanding that people are operating in fear and uncertainty, sports, classes, jobs and all cancelled

Bianca – a church where we are able to implement and have a calling that has strategies for equal and economic equality; I want to see my church in the fight; INCLUSIVE is a word that needs to include the most vulnerable in the society

10. STATEMENT AT THE HIM OF THE STATEMENT

Community, We Can Do Better, Social Justice, Learn, Inclusive, Benefits and Challenges of Advanced Technology

FEAR IS AN UNDERLYING CONSISTENT in all that we addressing right now including the increased church participation and participation in national actions is happening is embedded in the mist of unprecedented pandemic

That there also a fear that the onboarding of technology would somehow be abandoned good things that

The Eucharist has generated a sense of loss in community and the new normal should

1. Strategies for equality and economic equity
2. Strategies for being more inclusive (leadership, dialogue and action)
3. Strategies for the recapturing the power of the eucharist

Table 3

Words that Stuck Out:

- prophesying
- rested
- his spirit on them
- would that all the Lord's people were prophets
- jealous

Thoughts:

- emphasis put on where the prophesying is happening, not what they are saying--similar to how we are trying to be church outside of our church buildings now
- God always shows up where we don't expect God
- How did those people get appointed?
- Protestors = prophesying

Fears:

- new civil war?
- we care more about maintaining our way of life than people dying
- we will go through all this pain and nothing will change
- I'll say the wrong thing and hurt someone
- the Black church as an institution will die

We don't want to write another statement. We want to take action. Our actions will speak louder than our words.

What we can do as EC:

- Equipping Black people, Black churches and church organizations, and HBCUs in our sphere with the resources they need to thrive (without pitting them against other "ethnic ministries". Black people should not have to fight against Latino and Native people for resources. There is enough!)
- Drawing the people who don't typically have access to Executive Council conversations into our conversations. Making sure we're really addressing the needs.
- Joining in the good work already begun, amplifying Black voices for change, not reinventing the wheel.
- Giving up our own power, giving up our own money--doing something radical (paying reparations out of our endowment came up multiple times), and doing the hard work of cutting back the parts of our current structure that feel good but are no longer relevant to the church of the future.

Group 4 Notes

Russ Randle - Facilitator

Scott Hayashi - Scribe

Scripture was read - responses given

3 things for EC Focus

Points for EC Statement

5. Does this passage speak to you personally or in your role as EC member? How?

This is something that we have talked about before but it is something that we have not been comfortable doing.

As leaders, we have to be comfortable enough to make suggestions that would open us up to more people.

We have to create an atmosphere where people will open up.

We have been uncomfortable for a long time talking about structure and racism.

We have, as the EC, been collectively drenched by the Holy Spirit.

Feeling being nudged along by the Holy Spirit to do the work.

We need to be prepared to be very uncomfortable. It is not going to be tidy.

6. In this uncertain time, what do you find yourself holding onto? What do you fear?

Raise up the advantages of what we are going through. Improve the way we are doing this online worship.

Loosening geographic ties to participation.

What does membership mean?

People who are doing online worship well teach others.

Need to learn how to be open up to the spiritual gifts and recognize that they are not all common to all people.

Have Executive Council lead a worship that demonstrates the Beloved Community.

Restructure the Church to get at the important things. What things are necessary and what is not.

Change Parochial Reports - rethink etc.

Virtual congregations.

9. Name three things that Executive Council could focus on to help create or welcome the new church, and contribute to the new world:

1. People who are doing online worship well teach others.

2. Need to learn how to be open up to the spiritual gifts and recognize that they are not all common to all people.
3. Have Executive Council lead a worship that demonstrates the Beloved Community.
4. Restructure the Church to get at the important things. What things are necessary and what is not. Change Parochial Reports - rethink etc.
5. Support prophetic voice of The Presiding Bishop

10. If EC were to make a statement to the Church at the end of this meeting, what points should we be sure to include?

1. Need to say that we are willing to make changes. And demonstrating this by actions at this meeting.
2. Identify what normal meant and what was good and should be kept.

Table 5 Notes

Overview of Discussion:

Context of the passage is important in understanding its relevance for us. Early in Numbers 11, God had burned the outskirts of the camp with fire, so going out is dangerous. Why did Eldad and Medad stay in the camp? 72 men (6 for each of the 12 tribes) had been chosen, but verse 24 says that Moses gathered together 70 of them and took them out to the tent, suggesting that these two had been disinclined for some reason. (some kind of structural inclusion? insurance policy just in case all 70 of the others got burned up?) verse 25 says that the 70 elders prophesied when the spirit that had been with Moses came upon them...but then they stopped when the spirit returned to Moses and they never did so again. The implication is that Eldad and Medad kept prophesying, having received that spirit permanently despite not being allowed to go out with the others. Although Moses says "would that all the Lord's people were prophets", it is also clear that NOT all of the Lord's people are prophets, but very specifically the two people who had been called into leadership but against whom human beings had tried to set up barriers.

We talked a lot about the really great local work that is happening in dioceses and parishes in many parts of the country, including models that could be shared like diocesan-level councils of advice on public policy, and the importance of ecumenical and community partnerships for a lot of that work. For big, systemic problems we need to work with broad coalitions of people rather than just trying to address them from an Episcopal silo. Although the Episcopal Church has generally responded positively to this movement for justice, most of the leadership is coming from young people completely independently of any church, and the church may need to follow and support them rather than trying to step in and take the lead.

Things Executive Council could focus on:

1. Money talks, much more loudly than words. Even as we need to look hard at cutting budgets, be willing to make hard sacrifices to show that our money is reflecting the values we claim to espouse.

2. There are a lot of good General Convention resolutions on the books, about things like anti-racism training or asking dioceses to study their own complicity in slavery. However, it was widely shared that these lack "teeth", and many dioceses have done nothing to respond to them. Could we propose consequences for dioceses that don't follow through on these? (Or, alternatively, could we actually make it easier for them, especially since everything may be online for the foreseeable future anyway? When I did diocesan anti-racism training I remember it as being very prohibitively expensive and very difficult to mesh with having a full time work schedule.) Some dioceses also have a lot more racial diversity than others, so having something produced at the churchwide level might be worthwhile.

3. As we look to trim governance and travel, at least in the short term future and maybe longer, it is worth being mindful of the fact that right now it is our governance structures that do lot of the work in this church for relationship building, particularly across lines of difference (race, theology, politics, worship, nationality, language, etc.) Most other networks tend to be organized around common interests and common identities. It is not necessarily a bad thing to use something other than our governance structures to do that work, since that was arguably always using a tool for something other than its intended purpose. But it is worth thinking about how we can continue to foster those kinds of relationships in the church outside of a lot of travel to in-person meetings, since a lot of the hard work we need to do together over the coming months, years, and decades is really going to depend upon the quality of the relationships we have with one another, and our ability to have some of these difficult conversations is going to require that we really know and trust one another.

Thoughts for a possible statement:

Some raised the thought that the time for a statement has in some ways already passed. We have all been inundated with a LOT of statements in recent weeks, some better than others. Other people felt that we nevertheless still did need to say something, but there was general agreement that our actions will speak more loudly than our words. We don't want a statement that is mere rhetoric, or one that tells other people how they should act without doing our own work to see where WE need to change, with plans for concrete steps on how we are going to do so.

If we are making statements, we may want to think about more than one statement. The problem of systemic racism arguably deserves its own statement, without bringing any other issues into it. But we may ALSO wish to make some kind of separate statement about the broader challenges presented by covid-19 and its economic fallout, and the church's response to that.

Table 6

1. Andrew Asbil, Facilitator; Steve Pankey, Scribe
2. Gay Jennings
3. Word or phrase?
 - a. Kurt – camp – French word for camp is field, the tent was the holy of holies, but these two were prophesying out in the fields, not in the “chosen area.” Speaking to a larger group of people
 - b. Anne – the spirit rested on them
 - c. Mike – But they had not gone out to the tent – why? Are you jealous for my sake?
 - d. PHoD – Would that all the Lord’s people were prophets
 - e. Michael – registered
 - f. PB – jealous for my sake
 - g. Steve – all the Lord’s people
 - h. Andrew – jealous for my sake
4. Kurt Barnes
5. Speak to you personally?
 - a. Kurt – I like to be in the tent, but maybe I’m called to get out into the field
 - b. PB – As a Bishop, I wondered “am I quenching the spirit?” The hairbrained stuff might be Spirit inspired. How often have I kept the Lord from doing something.
 - c. Anne – trouble sorting out the good witches from the bad witches the last few weeks. What do you do when you are aching for the Spirit to rest upon you and you don’t know what to do? How much I appreciate the leadership of EC as I don’t experience a lot of good leadership anywhere else due to anxiety echo chambers. “Would that the Lord put his spirit on” them/me/us
 - d. Michael – we need one another, and everyone has different roles. For Moses to say what he said takes everyone else doing and saying what they did. They were all necessary parts of the body so that Moses could be the mouthpiece of God. At EC, we are always learning that every voice must be heard. Every contribution helps us understand how God is speaking
 - e. PHoD – I need to be reminded that we are all in the tent here at EC. We are in a very privileged position. I don’t know why Eldad and Medad weren’t in the tent, but as people in the tent, it calls us/me to find the voices at the edges that we have to listen to. Voices that have been silenced or drowned out both inside and outside the church. Moses is saying, “we aren’t the only ones who are the prophets. There are prophets in places we scorn, ignore, and try to silence.”
 - f. Mike – Realizing there are other people to speak – and there are many in the tent who don’t speak, who don’t want to prophesy, but who have a responsibility to speak.
 - g. Steve – As the newest person to the tent, I’m wondering what I’m being called to say and to bring in with me. Rather than sitting back and learning the lay of the land, maybe I need to speak up.
 - h. Andrew – We’ve been both inside and outside the tent. During COVID-19 in Canada, we’ve been tossed from the tent and are now reaching more people via livestream than we did in the comfort of our own buildings. The discomfort is challenging to our sense of order. Envy and jealousy is the natural response when prophesy comes from outside the “chain of command,” and we are learning to live into the discomfort of hearing new voices.
6. What are you holding onto? What do you fear?

- a. PB – the illusion that I have any grasp on the future. I’m holding on to the ability/desire to plan.
 - b. Mike – holding on to hope. My plans might go to hell in a handbasket, but I have to hope that it is going to work out. My fear is the new normal won’t be close enough to the old normal to make me happy.
 - c. PHoD – My term is near the end, not coasting, but maybe a bit. John O’Donahue quote on vocation – “the nature of the calling can change over time, in ways we never anticipated. The calling opens new territories in the heart...” Rich territories of risk and promise.
 - d. Michael – I thought there was so much fear in these questions, and it isn’t that I don’t have fears, but the only reason I’m here is that I have lived not in fear, but in hope. God is in charge. All shall be well. I have always found a place
 - e. Kurt – I tend not to fear most things, but what I’m holding on to is the assumption that I will be able to visit my 97-year-old mother in Washington. The backdoor fear is that I won’t be able to travel to visit her while she’s still alive.
 - f. Steve – In April, I was afraid we wouldn’t have money, but it came in abundance. Now I hold on to that when I preach sermons to people who I know disagree with me and might take their ball and go home.
 - g. Andrew – As a rookie bishop (18 months), I’m holding on the dream of stepping back into the tent and singing together. I imagine that first hymn that breaks COVID-19. I fear that we won’t change. That we will squander this time and not learn from it.
 - h. Anne – I’m holding on to my trust in God. We will come out the other side of this vortex and it will be beautiful and we will be changed. That the church will be a better place. My biggest fear is that I’m not going to make it.
7. What do we need to let go of?
- a. Mike – let go of the old normal. How we worship, how we treat one another, how we meet. Not everyone is going to be fine, but the world will be fine.
 - b. Michael – let go of thinking there are simple answers to anything in the midst of this.
 - c. Kurt – I think the better question is “what can we build on?”
 - d. PHoD – Let go of couching everything in fear because all that will do is make me self-protective and hesitant and rather to stand with those who are lost, vulnerable, hurting, unemployed, dispossessed, and brutalized
8. Skipped
9. Focus on to welcome the new church
- a. PHoD – commitment to the vulnerable, marginalized, dispossessed – go find Eldad and Medad – What can 1969 special convention teach us?
 - b. PB – listen to indications of where new church is emerging
 - c. Kurt – Being an anti-racist church
 - d. Michael – We’ve been weak in challenging the economic order of this world. The service economy on which we are based is not sustainable for a planet and a people in crisis.
 - e. Steve – how can we model the flexibility of Moses?
 - f.

EC REVISED BUDGET 2020 adopted October 2019							
2019-2021 TRIENNIUM							
SUMMARY							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
1	INCOME						
2							
3	Diocesan Commitments	30,052,000	30,052,000	-	30,052,000	-	
4	Diocesan expected waivers	(1,533,950)	(1,533,950)	-	(1,533,950)	-	\$1.1 mil already approved. See bottom line 701
5	Income from Unrestricted Assets for General budget	10,706,086	10,706,086	-	10,706,086	-	Dividend income established end of 2018
6	Income from Outside trusts where DFMS is beneficiary	225,000	225,000	-	225,000	-	Dividend income established end of 2018
7	Economic Justice Loan income	210,000	200,000	(10,000)	200,000	(10,000)	Slow payment deferred until 2021; not eliminated
8	EMM Non-Govt Fundraising	200,000	200,000	-	200,000	-	Donor cultivation continues
9	Annual Appeal Campaign	350,000	350,000	-	350,000	-	
10	Income from Unrestricted Assets to support the	-	-	-		-	
11a	Short-term reserves for Racial Reconciliation	333,333	333,333	-	333,333	-	Using the reserves reduces the potential shortfall
11b	Short-term reserves for Title IV Website and GC	-		-		-	
12	Unrestricted reserves for additional Evangelism	-		-		-	
13a	Unrestricted reserves for committees established by Executive Council late in 2015	-		-		-	
13b	Restricted reserves for pension improvements	317,793	317,793.00	-	317,793.00	-	
14	Rental Base Income (incl CUAC, ERD, NAES)	2,954,434	2,954,434.14	-	2,854,000.00	(100,434)	Slow payment deferred until 2021; not eliminated
15	Program and Event Related Fees:			-		-	
16	General Convention Income	-		-		-	
17	Multimedia Services Income			-		-	
18	Episcopal Digital Network Income	200,000	210,000	10,000	210,000	10,000	
19	Episcopal Migration Min N-G Income			-		-	
20	College for Bishops Reimbursement Income			-		-	
21	Refugee Loan Collection Income	650,000	650,000	-	650,000	-	No decline in early 2020
22	Mission Technology Income	44,520	44,520	-	44,520	-	
23	ECF Reimbursement for Services	-		-		-	
24	NAES Reimbursement for Services	-		-		-	
25	Facilities Management Income	220,000	220,000	-	210,000	(10,000)	Tenants continuing to use services
26	Total Program and Event Fees	1,114,520	1,124,520	10,000	1,114,520	-	
27							
28	Other Income						

EC REVISED BUDGET 2020 adopted October 2019							
2019-2021 TRIENNIUM							
SUMMARY							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
29	House of Bishops reimbursements	100,000	-	(100,000)	-	(100,000)	
30	Episcopal Youth Event fees	-		-			Income was budgeted in 2019; expenses in 2020.
31	General Board of Exam. Chaplains	132,000	132,000	-	132,000	-	
32	TOTAL INCOME	45,161,217	45,061,217	(100,000)	44,950,782	(210,434)	
34	EXPENSES						
35-65	Evangelism	1,831,506	1,424,504	(407,002)	671,172	(18,667)	
66-162	Reconciliation & Justice	3,228,957	2,539,457	(667,000)	1,365,272	(70,499)	
163-174	Creation Care	363,731	234,563	(129,168)	152,731	(35,000)	
175-218	PB Office	4,378,788	4,213,121	(165,667)	4,098,621	(280,167)	
219-410	Mission Within the Episcopal Church	9,641,451	8,892,042	(727,459)	8,860,392	(710,442)	
411-511	Mission Beyond the Episcopal Church	6,039,821	5,077,129	(962,692)	5,105,129	(830,359)	
512-	Governance	6,696,896	6,145,905	(550,991)	6,111,046	(585,850)	
568-611	Finance and Development	6,682,775	6,416,215	(266,560)	6,416,215	(266,560)	
612-623	Legal	1,210,786	1,179,241	(31,545)	1,179,241	54,770	
624-695	Operations (HR, IT, Facilities, Purchasing)	6,885,816	6,734,966	(150,850)	6,739,966	(75,850)	
696a	Adjustments in Finance, Legal, Operations to balance	-	-				
700	Undetermined GC2018 Resolutions (e.g., Prayer Book Revisions)	-	-				
700	TOTAL EXPENSES	46,960,528	42,857,144	(4,058,934)	40,699,786	(2,818,625)	
701	SURPLUS/(DEFICIT)	(1,799,312)	2,204,073	3,958,934	4,250,996	2,608,190	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: EVANGELISM							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
					green areas are cost savings to be voted by EC and implemented by staff ASAP		
35	Starting New Congregations				All grey areas are subject to further discussion		
36	Mission Enterprise Zones and New Church Start Grants and Redevelopment	833,333	541,666	(291,667)			35% reduction. \$242,000 allocated at Feb Exec Co meeting. If follow policy of no additional grants for 2020, would realize additional \$300,000 in savings.
37	Congregational Redevelopment	166,667	108,333	(58,334)			Look at what 2nd and 3rd tranche commitments are
38	Starting New Congregations	1,000,000	649,999	(350,001)	-	-	
39							
40	Evangelism Initiatives						
41	Miscellaneous						
42	Church Planting Training & Resources: Partnerships	66,667	43,333	(23,334)			
43	Program, travel, budget - Church Planting and Missional Initiatives Staff	53,333	34,666	(18,667)	34,666	(18,667)	staff to check for further reductions
44	Formation and leadership development resources and programs (formerly "Academia for Lay Leadership Formation & Development")						
45	Congregational development and redevelopment for diocesan staff, clergy, laity exploring Latino/Hispanic ministry (formerly "Education for Ministry Bilingual/Bicultural Program")						
46	Mentoring and coaching clergy in Latino/Hispanic ministries (formerly "Developing a coaching network for planting clergy")						
47	Intensive cultural competency training for diocesan staff, seminarians, clergy, laity (formerly "Seminary continuing ed cultural competency program")						

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: EVANGELISM							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
					green areas are cost savings to be voted by EC and implemented by staff ASAP		
48	Churchwide network of partners on Latino/Hispanic congregational development (formerly "Church planter training in partnership with ELCA")						
49	Annual evaluation of programs and resources (formerly "Scholarships for Spanish language immersion school")						
44-49	Lines reserved						
50	Latino Ministries						
51	Half-time Evangelist-Missioner (consultant work)						
52	Evangelists' Summit and Network	17,000	17,000	-	17,000	-	Evangelism Matters/Rooted in Jesus event in Jan.
53	Formation Resources for Evangelism	5,000	5,000	-	5,000	-	Used for Embracing Evangelism video series
54	"Episcopal Revival" Gatherings	75,000	60,000	(15,000)			20% reduction (2 revivals in January, contract w/ NYC revival event producer)
55	Program, travel, office - Evangelism Staff	45,000	29,000	(16,000)	29,000	(16,000)	staff to check for further reductions
56	Evangelism Grants Program	50,000	66,000	16,000	66,000	16,000	Granted at February Exec Council meeting (committee voted to distribute half of \$125,000 total grant funding. 1 more cycle in triennium, could be reduced.)SPENT
57	Evangelistic Work						
58	Grant to Diocese of Ft. Worth						
59	Evangelism & Church Planting						
60	Congregational Vitality						
61	Stewardship Development (TENS)						
62	Evangelism Initiatives	312,000	254,999	(57,001)	151,666	(18,667)	
63							
64	Staff Costs	519,506	519,506	-	519,506	-	
65	Evangelism Total	1,831,506	1,424,504	(407,002)	671,172	(18,667)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
66	Poverty and Social Justice						
67							
68	Asset Mapping						
69	Incarnational Encounter					-	
70	Asset Based Community Development Training (ABCD)	30,000	12,000	(18,000)	12,000	(18,000)	prior commitment to creating online ABCD training, but otherwise no events in 2020
71	Internships			-		-	
72	Jubilee Ministry Grants	60,000	39,000	(21,000)			35% reduction; Jubilee Ministries key to COVID response????
80	Jubilee Ministry Networking	12,500	5,000	(7,500)			60% reduction
73	New Materials			-		-	
74	Program, travel and office - Staff	38,000	20,000	(18,000)	20,000	(18,000)	nearly 50% reduction - staff to check for further reductions
75						-	
76						-	
77	Advocacy and Social Justice					-	
78	State Advocacy Networks Support	20,000	20,000	-	20,000	-	previously committed
79	Cross-class Congregational Engagement	12,500	-				can be eliminated???
80							
81	Event on Human Trafficking						
82	Total Poverty, Advocacy & Social Justice	173,000	96,000	(64,500)	52,000	(36,000)	45% reduction
83				-			
84	Racial Justice and Reconciliation	300,000	60,000	(240,000)			\$350,000 approved at end of 2019; group planned to distribute another \$150,000 in grants and host a \$50,000 conference in 2020. Advisory Council recommends \$50,000 in COVID-related grants and online conference.
85	General Racial Justice and Reconciliation						
86	Census of The Episcopal Church						
87	Racial Injustice/Justice Audit	20,000	25,000	5,000	25,000	5,000	Already committed
88	Sacred Listening and Learning Events	25,000	20,000	(5,000)			Katrina Browne consulting (now reduced), plus events already hosted

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
89	Churchwide Story-sharing and Relationship-building	15,000	7,500	(7,500)			event-based work now moved online; support for storysharing efforts around COVID-19 and race
90	Lifelong Formation and Worship						
91	Resource development and distribution: essay collections, leadership resources, all-ages resources	5,000	5,000	-	5,000	-	small amount cannot be further reduced
92	Young Adult Pilgrimage	20,000	5,000	(15,000)	5,000		support for developing online pilgrimage platforms, in absence of physical travel
93	ERD-Reconciliation-Pilgrimage						
94	Program, travel and office - Staff Officers	60,000	32,000	(28,000)	32,000	(28,000)	47% reduction in travel and program - staff to check for further reductions
95	Partnering with Episcopal HBCUs		-			-	No additional funding
96	Racial Justice Engagement	55,000	20,000	(35,000)			\$10K committed to consultant; another \$10K for responding to racial implications of COVID
97	Networks, capacity building and racial justice engagement related to implementation of C019 - Officer for Social Justice and Advocacy Engagement					-	
98	Program travel and office - Canon	20,000	12,000	(8,000)	12,000	(8,000)	40% reduction - staff to check for further reductions
99	National Association of Episcopal Schools partnership		-			-	spreadsheet said \$220K approved for 2020, but that must've been a mistake. 0 in this line.
100	Staff Costs	478,180	478,180	-	478,180	-	72% reduction
101	Racial Justice Total	998,180	664,680	(333,500)	557,180	(31,000)	
102							37% reduction
103	Ethnic Ministries:						
104	Indigenous Ministries						
105	Clergy and Lay Leadership Development Project (requested title change: Support for Indigenous Theological Education and Training)	30,000	5,000	(25,000)			2020 program primarily online or funded in other lines
106	Church-wide Indigenous Winter Talk gathering	32,500	85,000	52,500	85,000	52,500	Winter Talk already happened
107	Native Youth Development Project					-	
108	Assessment study for outreach to and networking with Province 9					-	
109	Collaborative Projects	32,917	15,000	(17,917)	15,000	(17,917)	mostly travel-dependent programs
110	Program, office and travel	26,667	17,085	(9,582)	17,085	(9,582)	staff to check for further reductions
111	Consultants						

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
112	Indigenous Ministries Total	122,084	122,085	1.000	117,085	25,001	A large portion of Indigenous Ministries' budget was spent in January due to WinterTalk, and the remainder of the budget is only \$21,541.03. The other 3 missionaries agreed to adjust their budgets accordingly.
113							
114	Asiamerican Ministries						
115	Ethnic Convocational Leadership Gatherings	20,000	7,500	(12,500)	7,500		Events moved online
116	Asiamerica & Pacific Islanders Churchwide Consultation						
117	ANDREWS - Asiamerica Mentoring Program	30,000	10,000	(20,000)	10,000		online program with curriculum developer and trainer fees
118	Consultants	10,000	-		-		
119	Collaborative Projects	32,000	20,000	(12,000)	20,000		
120	Program, office and travel	25,000	15,000	(10,000)	15,000	(10,000)	staff to check for further reductions
121	Episcopal Asia America Ministries Total	117,000	52,500	(54,500)	52,500	(10,000)	55% reduction
122							
123	Black Ministries						
124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	30,000	30,000	-	30,000	-	\$6,200 expensed as of March 31,
125	African Diaspora Ministry Development [formerly Sudanese/African Ministry Development]	10,000	10,000	-	10,000	-	Event postponed until September (?) - small gathering
126	SOUL Conference	-	-				Event Cancelled
127	Black Women's Ministry Initiative						
128	International Black Clergy Conference	60,000	6,000	(54,000)	6,000		Event moved online
129	Historically Black Colleges Recognition Event	3,500	-	(3,500)	-		Event Cancelled
130	Program, office and travel	26,000	19,500	(6,500)	19,500	(6,500)	\$13,240 expensed as March 31, Revised budget reflects \$12,760 for remainder of the year. staff to check for further reductions

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
131	Collaborative Projects	32,917	15,000	(17,917)	15,000		\$9,830 expensed as March 31 - Revised budget
132	Consultants	12,000	3,417	(8,583)	3,417	(8,583)	Expensed \$930 as March 31
133	Black Ministries Total	174,417	83,917	(90,500)	83,917	(15,083)	52% reduction - Total Expensed as of March 31 \$33,917
134							
135	Hispanic / Latino Ministries						
136	Academia	15,000	17,000	2,000	17,000	2,000	previously held; also online components
137	New Camino	15,500	10,000	(5,500)	10,000	(5,500)	33% reduction; previously held; also online components
138	Social Media/Digital Resource Training	3,000	3,000	-	3,000	-	
139	ABCD Training (Asset-based Community Development)			-			
140	Nuevo Amanecer	37,500	13,500	(24,000)	13,500		moved online - 64% reduction
141	Cultural Competency	20,000	8,000	(12,000)	8,000		60% reduction - mostly travel events
142	Coordinator for Latino Mission Development			-			
143	Staff Travel	46,667	20,000	(26,667)	20,000		58% reduction - staff to check for further reduction
144	Collaborative Projects	32,917	15,000	(17,917)	15,000		55% reduction

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
145	Consultants	40,000	30,000	(10,000)	30,000	(10,000)	25% reduction
146	Translation/Interpretation	-	10,083	10,083	10,083	10,083	
147	Hispanic/Latino Ministries Total	210,584	126,583	(84,001)	126,583	(3,417)	37% reduction
148							
149	Ethnic Ministry-Related Social Justice and Advocacy	40,000	-	(40,000)			
150	Staff Costs	1,017,684	1,017,684	-			
151	Total Ethnic Ministries	1,681,769	1,402,769	(269,000)	380,085	(3,499)	
152							17% reduction
153	Historically Black Episcopal Colleges + Universities	274,167	274,167	-	274,167	0	
154	Educational Enterprise Grants	50,000	50,000	-	50,000	-	
155				-			
156	United Thank Offering			-			
157	UTO Other	148,000	148,000	-	148,000	-	less travel
158	Staff Costs	253,840	253,840	-	253,840	(0)	staff vacancy
159	Less Offset from trust funds	(350,000)	(350,000)	-	(350,000)	-	
160	Total United Thank Offering	51,840	51,840	-	51,840	(0)	
161							
162	Total Racial Justice and Reconciliation	3,228,957	2,539,457	(667,000)	1,365,272	(70,499)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: CREATION CARE					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
163	Creation Care						
164	Creation Care Green Initiatives						
165	EcoJustice site grants	25,000	20,000	(5,000)			Already disbursed \$20K for Asset Map development to track creation justice opportunities. Recommend no other spending from this area.
166	Other grants	116,000	61,832	(54,168)			\$179,832 approved by EC in Feb 2020. Covered by \$118K accrued from 2019 grant allocation. That total was added to the \$116K originally budgeted for 2020. If no additional grant cycle in 2020, savings of \$54K.??? Julia
167	Advisory Council meetings	15,000	-	(15,000)	-		April 2020 meeting to occur virtually
168	Regional Consultative Groups	20,000	-	(20,000)			Network gatherings and support to occur virtually
169	Other Initiatives		-	-	-		
170	Conference of Parties		-	-			Conference of Parties cancelled for 2020
171	Staff and Program Engagement	30,000	15,000	(15,000)	15,000	(15,000)	Staff travel and program will be held to 50% of total 2020 allocation - staff to check for further reductions
172	Staff costs	98,731	98,731	-	98,731	-	
173a	Additional Creation Care program	45,000	35,000	(10,000)	35,000	(10,000)	Exec Council approved \$30K in spending at Feb 2020 meeting. Recommend \$5,000 for other work in 2020. Also recommend not hiring consultant on carbon offsets for DFMS travel, a task force resolution approved by EC in Feb 2020.
173b	Office rental	14,000	4,000	(10,000)	4,000	(10,000)	Cancel Epiphany office rental for remainder of 2020
174	Total Creation Care	363,731	234,563	(129,168)	152,731	(35,000)	
				-			

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
175	Presiding Bishop's Office						
176	Governance-Related Costs	130,000	130,000	-	109,000	(21,000)	Reserve for Lambeth; CofA in December??
177	Title IV Disciplinary Actions relative to Bishops	125,000	100,000	(25,000)	100,000	(25,000)	
178	Convocation Episcopal Churches In Europe			-		-	
179	Bishop in Charge of Europe	66,000	66,000	-	66,000	-	
180	Bishop in Charge of Navajoland	266,667	266,667	-	266,667	-	
181	Hospitality and Entertainment	14,000	14,000	-	8,000	(6,000)	
182	Official & Discretionary Expenses	18,000	18,000	-	12,000	(6,000)	
183	Travel	270,000	270,000	-	270,000	-	This number is unlikely to rise during the remainder of the year. Includes Travel for all PB Office staff plus occasional staff from all other areas of ministry.
184	Haiti Partnership Committee	-	-	-	-	-	
185	Other departmental costs			-		-	
186	Staff Costs	1,816,344	1,816,344	-	1,816,344	-	
				-			
187	Total Presiding Bishop's Office	2,706,010	2,681,010	(25,000)	2,648,010	(58,000)	
188				-			
189	House of Bishops	155,000	120,000	(35,000)	120,000	(35,000)	Cancellation of Spring HOB; Camp Allen paid its staff
190	House of Bishops Theology Cte			-		-	
191	College for Bishops Grant	83,333	83,333	-	83,333	-	
192	Total House of Bishops	238,333	203,333	(35,000)	203,333	(35,000)	
193				-			

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
194	Pastoral Development			-			
195a	Pastoral Development Other Costs	163,667	70,000	(93,667)	70,000	(93,667)	
195b	Title IV Training Website (translation)	125,000	125,000	-	125,000	-	
				-		-	
				-		-	
				-		-	
196	Staff Costs	350,078	350,078	-	350,078	-	
197	Total Pastoral Development	638,745	545,078	(93,667)	545,078	(93,667)	
198							
199							
200	Armed Forces and Federal Ministries			-			
201	Departmental Costs			-			
202	Seminars/Conferences	73,500	67,500	(6,000)	30,000	(43,500)	per PBO
203	Selection of Chaplains	10,000	10,000	-	5,000	(5,000)	per PBO
204	Supplies/Services	1,500	1,500	-	1,500	-	per PBO
205	Chaplain Care	25,000	25,000	-	30,000	5,000	per PBO
206	Travel Bishop Suffragan	75,000	69,000	(6,000)	25,000	(50,000)	per PBO
207	Rent	26,666	26,666	-	26,666	-	
208	Office costs	6,500	6,500	-	6,500	-	per PBO
				-		-	
209	Staff Costs	434,340	434,340	-	434,340	-	
210	Total Federal Ministries	652,506	640,506	(12,000)	559,006	(93,500)	
211							
212	General Board of Exam. Chaplains						
213	GBEC Income						
214	GBEC Non-staff	42,916	42,916	-	42,916	-	Readers' conference preceded Cov-19 shutdown

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
215	GBEC Staff costs	100,278	100,278	-	100,278	-	
216	GBEC Total	143,194	143,194	-	143,194	-	
217							
218	Total PBO Ministry	4,378,788	4,213,121	(165,667)	4,098,621	(280,167)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
219	Communications						
220							
221	Director's Office						
222	Communication Operations						
223	General Convention travel and fees						
224	Freelancers	49,870	10,000	(39,870)	10,000	(39,870)	These are really Departmental Expenses. (travel, phone, postage, etc.)
225				-		-	
226	Conferences and Workshops	3,000	-	(3,000)	-	(3,000)	
227	Presiding Bishop's Installation Expenses	8,200	8,200	-	8,200	-	
228-231	Intentionally left blank			-		-	
232	Director's Office Total	61,070	18,200	(42,870)	18,200	(42,870)	
233							
234	Communications Creative Services						
235	Brand Strategy Support	10,000	5,000	(5,000)	5,000	(5,000)	
236	General Convention travel and fees			-		-	
237	Freelancers	20,000	20,000	-	20,000	-	
238	New Media Development	5,000	5,000	-	5,000	-	
239	Travel	7,000	2,000	(5,000)	2,000	(5,000)	Staff to check for further reductions
240	Conferences and Workshops	3,000	-	(3,000)	-	(3,000)	
241	Memberships and Subscriptions	2,000	2,000	-	2,000	-	
242	General Office Expenses	700	700	-	700	-	
243	Computer Hardware and Software	3,500	3,500	-	3,500	-	
244	Telephone telecom	1,500	1,500	-	1,500	-	
245	Communications Creative Services Total	52,700	39,700	(13,000)	39,700	(13,000)	
246				-			
247	Multimedia Services			-			Mike C.
248	General Convention travel and fees	-	-	-	-		
249	Consultants	99,792	56,528	(43,264)	56,528	(43,264)	43% reduction \$30K already spent
250	Travel	50,000	20,000	(30,000)	20,000	(30,000)	staff to check for further reductions
251	Conference & Registration Fees	2,000	-	(2,000)	-	(2,000)	
252	Equipment Support	10,000	10,000	-	10,000	-	
253	Website: Livestreaming	21,000	21,000	-	21,000	-	
254	Memberships & Subscriptions	2,500	2,500	-	2,500	-	
255	General Office Expenses	1,500	1,500	-	1,500	-	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
256	Computer Hardware and software	3,500	3,500	-	3,500	-	
257	Telephone telecom	2,000	2,000	-	2,000	-	
258	Multimedia Services Total	192,292	117,028	(75,264)	117,028	(75,264)	How might we increase help teaching dioceses and others to how to produce and communicate electronically?
259							
260	Public Affairs						
261	General Convention travel and fees						
262	Initiatives/Collaboration	1,500	1,500	-	1,500	-	
263	Freelancers	12,000	9,600	(2,400)	9,600	(2,400)	Will cover external PR firm
264	Travel	26,383	19,787	(6,596)	19,787	(6,596)	Reduction in PB travel carries through to Public Affairs - staff to check for further reductions
265	Conferences and Workshops	3,000	3,600	600	3,600	600	Already spent
266	Memberships and Subscriptions	13,500	13,500	-	13,500	-	
267	General Office Expenses	600	600	-	600	-	
268	Computer Hardware and Software	5,500	1,200	(4,300)	1,200	(4,300)	
269	Telephone telecom	4,000	4,000	-	4,000	-	
270	Public Affairs Total	66,483	53,787	(12,696)	53,787	(12,696)	
271							
272	Web & Social Media Services						Barry
273	General Convention travel and fees						
274	Travel	25,000	6,250	(18,750)	6,250	(18,750)	75% reduction - staff to check for further reductions
275	Conference & Registration Fees	2,500	-	(2,500)	-	(2,500)	
276	Website Development, Maintenance & Upgrades	221,850	180,000	(41,850)	180,000	(41,850)	Duo Consulting work has ended
277	Asset Mapping	30,000	30,000	-	30,000	-	
278	Memberships & Subscriptions	1,000	1,125	125	1,125	125	
279	General Office Expenses	300	300	-	300	-	
280	Computer Software	500	500	-	500	-	
281	Computer Hardware	7,000	3,500	(3,500)	3,500	(3,500)	
282	Telephone telecom	2,500	2,500	-	2,500	-	
283	Web & Social Media Services Total	290,650	224,175	(66,475)	224,175	(66,475)	
284							
285	Episcopal News Service						
286	General Convention travel and fees						

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
287	Consultants	40,000	40,000	-	40,000	-	
288	Travel Expenses	68,000	57,800	(10,200)	57,800	(10,200)	staff to check for further reductions
289	Conferences and Workshops	3,900	1,000	(2,900)	1,000	(2,900)	
290	Postage	200	200	-	200	-	
291	Memberships and Subscriptions	3,000	3,000	-	3,000	-	
292	General Office Expenses	1,000	1,000	-	1,000	-	
293	Computer Software	1,000	1,000	-	1,000	-	
294	Computer Hardware	7,000	-	(7,000)	-	(7,000)	
295	Telephone telecom	6,300	6,300	-	6,300	-	
296	Episcopal News Service Total	130,400	110,300	(20,100)	110,300	(20,100)	
297							
298	Episcopal Digital Network						
299	General Convention travel and fees	-	-	-	-	-	
300	Consultants	-	-	-	-	-	
301	Travel	7,500	5,500	(2,000)	5,500	(2,000)	\$4,000 already spent - staff to check for further reductions
302	Conferences and Registration Fees	1,000	-	(1,000)	-	(1,000)	
303	Marketing & Advertising	26,700	26,700	-	26,700	-	
304	Web Hosting	-	-	-	-	-	
305	Memberships and Subscriptions	1,000	1,000	-	1,000	-	
306	General Office Expenses	-	-	-	-	-	
307	Computer Hardware and software	3,500	1,500	(2,000)	1,500	(2,000)	
308	Telephone telecom	3,000	3,000	-	3,000	-	
309	Episcopal Digital Network Total	42,700	37,700	(5,000)	37,700	(5,000)	
310							
311	Digital Evangelism						
312	Training materials and curricula for digital storytellers (A172)						
313	"Evergreen" content for download	5,000	3,250	(1,750)	3,250	(1,750)	
314		-	-	-	-	-	
315	1 part-time marketing specialist (contractor)	-	-	-	-	-	
316	Original images and art work	5,000	3,250	(1,750)	3,250	(1,750)	
317	Original video	10,000	7,500	(2,500)	7,500	(2,500)	
318	Software platforms	-	-	-	-	-	
319	Latino and Spanish-speaking digital evangelism efforts	18,311	18,311	-	18,311	-	
320	Advertising	-	-	-	-	-	
321	Additional initiatives	10,000	3,000	(7,000)	3,000	(7,000)	
322	General Convention travel and fees	-	-	-	-	-	
323	Printing Costs	2,000	500	(1,500)	500	(1,500)	
324	Consultants	50,000	25,000	(25,000)	25,000	(25,000)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
325	Travel	95,000	45,000	(50,000)	45,000	(50,000)	\$24,000 already spent - staff to check for further reduction
326	Conferences and Registration Fees	2,000	-	(2,000)	-	(2,000)	
327	Marketing & Advertising (HubSpot, etc.)	7,000	3,500	(3,500)	3,500	(3,500)	
328	Web Hosting	-	-	-	-	-	
329	Memberships and Subscriptions	2,000	1,000	(1,000)	1,000	(1,000)	
330	General Office Expenses	8,500	8,500	-	8,500	-	
331	Computer Hardware and software	18,000	18,000	-	18,000	-	
332	Telephone telecom	2,500	2,500	-	2,500	-	
333	Sermons that Work (Eng. Sp)	13,000	13,000	-	13,000	-	
334	Bulletin Inserts	-	-	-	-	-	
335	Bible Study: Eng. Spanish	16,000	16,000	-	16,000	-	
336	Digital Evangelism Total	264,311	168,311	(96,000)	168,311	(96,000)	
337							
338	Language (Translation) Services						
339	General Convention travel and fees						
340	Translation Services	84,000	84,000		84,000	-	
341						-	
342	Travel	5,000	3,750	(1,250)	3,750	(1,250)	25% travel reduction - staff to check for further reductions
343	Equipment Purchases	30,200	10,000	(20,200)	10,000	(20,200)	
344	Conference and Registration Fees	500	-	(500)	-	(500)	
345	Memberships and Subscriptions	1,500	1,500	-	1,500	-	
346	General Office Expenses	1,000	1,000	-	1,000	-	
347	Computer Hardware and software	4,300	4,300	-	4,300	-	
348	Mobile Communication Devices	1,500	1,500	-	1,500	-	
349	Language Services Total	128,000	106,050		106,050		
350	Staff Costs	2,275,218	2,195,078	(80,140)	2,195,078	(80,140)	Defer of Copywriter/Editor position out of Deptmtal Expenses
351	Communications - to be allocated						
352	Total Communications	3,503,823	3,070,329	(411,544)	3,070,329	(411,544)	
353							
354	Formation Department						
355	Grant for Forma						
356	Departmental Costs:						

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
357a	Resource Creation, Curriculum and Partnerships	93,333	40,000	(53,333)	40,000	(53,333)	Reduction in LPTW consultants, scaled back on print materials, some ESC resource funding covered by constable, C014 will not meet in person this year, but will meet online
357b	Safe Church Training	50,000	50,000	-	50,000	-	Cannot be reduced
358	Formation Networks and Leadership Development	48,667	31,650	(17,017)			
359	Campus Ministry Grants	133,333	132,638	(695)	132,638	(695)	Already spent
360	Young Adult & Campus Ministry Events and Gatherings	80,000	15,000	(65,000)	15,000	(65,000)	Moving the Annual Conference online. Moving creation YACM discernment curriculum work to 2021. Add \$20K to 2021 if possible.
361a	Episcopal Youth Event (triennial)	-		-		-	
361b	Episcopal Youth Event	832,000	832,000	-	832,000	-	Part is on deposit for next year, with balance to be spent then. Some funds will be needed in 2021.
361c	Evento de Jovenes Episcopales	100,000	-	(100,000)	-	(100,000)	Push Expense to FY2021
362	Youth Events and Gatherings			-		-	
363	Other Events and Gatherings	20,000	4,000	(16,000)	4,000	(16,000)	
364	Other Departmental Costs	67,000	42,000	(25,000)	42,000	(25,000)	Includes cutting travel budget from 55k to 35k - staff to check for further reductions
365	Staff Costs	551,895	551,895	0	551,895	-	
366	Total Formation & Vocation	1,976,228	1,699,183	(277,046)	1,667,533	(260,029)	
367							
368	Transition Ministries & Vocation						
369	Program/Tech (Transition Min)	34,869	34,000	(869)	34,000	(869)	
370	Research & Dev (Transition Min)	28,000	20,000	(8,000)	20,000	(8,000)	
371	Other OTM office, travel, training	45,000	15,000	(30,000)	15,000	(30,000)	staff to check for further reductions
372	Staff costs	265,823	265,823	0	265,823	-	
373	Total Transition & Vocation	373,692	334,823	(38,869)	334,823	(38,869)	
374							
375	TEC Block Grants						
376	Haiti	319,725	319,725	-	319,725	-	
377	Virgin Islands	171,171	171,171	-	171,171	-	
378	Province 2 Total	490,896	490,896	-	490,896	-	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
379							
380	North Dakota	231,333	231,333	-	231,333	-	
381	South Dakota	763,550	763,550	-	763,550	-	
382	Province 6 Total	994,883	994,883	-	994,883	-	
383							
384	Alaska	433,333	433,333	-	433,333	-	
385	Navajoland	290,833	290,833	-	290,833	-	
386	Guam	50,000	50,000	-	50,000	-	
387	Taiwan	68,250	68,250	-	68,250	-	
388	Province 8 Total	842,416	842,416	-	842,416	-	
389							
390	Consultation & Planning Prov IX						
391	Implementation of Prov IX self-sustainability plan						
392							
393	Unallocated for Task Force and Consultants	21,333	21,333	-	21,333	-	
394	Colombia	127,400	127,400	-	127,400	-	
395	Dominican Republic	33,333	33,333	-	33,333	-	
396	Ecuador Central	334,930	334,930	-	334,930	-	
397	Ecuador Litoral	115,610	115,610	-	115,610	-	
398	Honduras	193,333	193,333	-	193,333	-	
399	Venezuela	131,670	131,670	-	131,670	-	
400	Province 9 Total Block Grants	957,610	957,610		957,610		
401							
402	Long-term Development Grants - Domestic Dioceses	155,690	155,690	-	155,690	-	
403	Block Grant to ERD	346,212	346,212	-	346,212	-	
404	Total TEC Block Grants	3,787,708	3,787,708	-	3,787,708	-	
405							
406	Director of Mission's Office						
407	Departmental Costs			-			
408	Total Director of Mission's Office	-	-	-	-		
409							
410	Total Mission Within the Episcopal Church	9,641,451	8,892,042	(727,459)	8,860,392	(710,442)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
411	Anglican Communion						
412	Inter-Anglican Budget/Secretariat	383,333	383,333	-	383,333	-	
413	International Visitors	12,500	500	(12,000)	500	(12,000)	Cancelling all international visitor support for 2020
414	Other departmental cost	128,000	30,000	(98,000)	30,000	(98,000)	cancelling all international travel - staff to check for fu
415	Global Mission Development	43,000	12,000	(31,000)			Cancelling all development programing. Ask Copley and Chuck
416	Staff costs	768,125	768,125	0	768,125	0	NOTE: There will be saving here if we do not hire an Africa officer in 2020
417	Total Anglican Communion	1,334,958	1,193,958	(141,000)	1,181,958	(110,000)	
418							
419	Block Grants w/in Anglican Communion						Maintaining all Block grants
420	Burundi	4,000	4,000	-	4,000	-	
421	Central Africa	3,000	3,000	-	3,000	-	
422	Congo	7,000	7,000	-	7,000	-	
423	Sudan	12,000	12,000	-	12,000	-	
424	Conf of Angl Prov in Africa (CAPA)	8,333	8,333	-	8,333	-	
425	African Network Theol Ed (ANITEPAM)	4,000	4,000	-	4,000	-	
426	Epis Church of Philippines	15,000	15,000	-	15,000	-	
427	Jt Cte Philippines			-		-	
428	Caribbean	2,000	2,000	-	2,000	-	
429	Cuba	116,667	116,667	-	116,667	-	Move to Mission Within
430	Other Angl Communion Costs			-		-	
431	Brazil Secretariat	14,000	14,000	-	14,000	-	
432	To be allocated	-		-		-	
433	Total Grants w/in Angl Communion	186,000	186,000	-	186,000	-	
434				-		-	
435	Covenants w/in Angl Communion			-		-	
436	Covenant Long-term Development Fund	61,333	-	(61,333)			Cancelling all granting for the year. Type of grants and to whom?
437	IARCA (Central America)	401,495	401,495	-	401,495	-	
438	Liberia	118,040	118,040	-	118,040	-	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
439	Mexico	-		-		-	
440				-		-	
441	Covenant Committees	90,000	3,000	(87,000)	3,000	(87,000)	Cancelling all committee meetings for the year
442	Total Covenants Anglican Comm.	670,868	522,535	(148,333)	522,535	(87,000)	
443	Total Grants, Covenants w/in Anglican Communion	856,868	708,535	(148,333)	708,535	(87,000)	
444							
445	Internat'l Justice & Peacemaking/UN Presence						
446	Grants to Partner Organizations	3,333	3,333	-	3,333	-	
447	Anglican Peace & Justice Network			-		-	
448	Other departmental Costs	37,000	-	(37,000)	-	(37,000)	Cancelling all UN event funding for the year
449	Internat'l Justice & Peacemaking Total	40,333	3,333	(37,000)	3,333	(37,000)	
450							
451	Refugee Ministry (Non-Government)						
452	Departmental Costs Miami					-	
453	Departmental Costs New York					-	
454	Departmental Costs	50,000	32,000	(18,000)	32,000	(18,000)	Eliminate travel and limit printed resource materials - staff to check for further reductions
457	Refugee Non-Govt Staff Cost	257,950	257,950	-	257,950	-	
455	Refugee Loan Collection Other	120,000	110,000	(10,000)	110,000	(10,000)	
456	Refugee Loan Collection Staff Cost	263,669	263,669	-	263,669	-	
458	Staff Costs Miami			-		-	
459	Total Refugee Ministry (Non-Government)	691,619	663,619	(28,000)	663,619	(28,000)	
460							
461	Missionary Service						
462	Appointed Missionaries	90,000	70,000	(20,000)	70,000	(20,000)	
463	Volunteers for Mission	170,000	120,000	(50,000)	120,000	(50,000)	
464	Young Adult Service Corps	160,000	100,000	(60,000)	100,000	(60,000)	AHK will discuss with Copley Robertson
465	Other departmental costs	86,667	35,000	(51,667)	35,000	(51,667)	
466	Staff Costs	1,158,444	887,333	(271,111)	887,333	(271,111)	
467	Less Income	(112,333)	(112,333)	-	(112,333)	-	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
468	Total Mission Personnel	1,552,778	1,100,000	(452,778)	1,100,000	(452,778)	Cancelling YASC for 2020 and no new EVIM for the year
469							
470	Office of Government Relations						
471	Program, office and miscellaneous	105,000	75,000	(30,000)	90,000	(15,000)	All program and office costs, intern stipends, consultants and coalition memberships
472	Rent	98,000	98,000	-	98,000	-	Fixed cost
473	EPPN	23,000	23,000	-	23,000	-	Fixed cost for EPPN software based on contract with service provider
474	Phones, telecommunications	5,000	5,000	-	5,000	-	Fixed costs for office internet and phones
475	Travel	45,000	15,000	(30,000)	15,000	(30,000)	Budgeting only \$5000 for 5 staff travel for the rest of the year - \$10,000 already spent - staff to check for
476	Staff Costs	633,315	633,315	-	633,315	-	Will be using consultants during 2H2020
477	OGR Total	909,315	849,315	(60,000)	864,315	(45,000)	
478							
479	Ecumenical, Interfaith, Global Relations						
480	Anglican Communion Reconciliation and Development Initiatives	50,000	5,000	(45,000)	30,000	(20,000)	Under Global Partnerships programming. Cancel all development initiatives for the year. Amounts agreed by MB. AHK will discuss
481	Global Networking	10,000	10,000	-	10,000	-	Under Global Partnerships Programming. Funds already allocated and mostly spent
482	Support for Ecumenical Reps	14,520	9,438	(5,082)	9,438	(5,082)	Largely travel for meetings
483	Coordinating Committees	8,463	4,463	(4,000)	4,463	(4,000)	
484	Interfaith Relations	12,497	8,497	(4,000)	8,497	(4,000)	
485	Dialogues	15,855	12,855	(3,000)	12,855	(3,000)	
486	Churches Uniting in Christ	5,000	1,000	(4,000)	1,000	(4,000)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
487	PB Deputy for Ecumenical Relations	30,000	23,000	(7,000)	23,000	(7,000)	
488	WCC Assembly	5,000	3,000	(2,000)	3,000	(2,000)	Accrual for meeting in 2021
489	Other Departmental Costs	5,000		(5,000)		(5,000)	
490	New projects	6,500	3,000	(3,500)	3,000	(3,500)	
491	Staff Costs	394,450	394,450	-	394,450	-	
492	Total Ecum., Interf., Global Relations	557,284	474,703	(82,582)	499,703	(57,582)	
493							
494	Ecumenical Dues						
495	World Council of Churches	33,667	33,667	0	33,667	0	Already paid
496	National Ministries Unit NCC			-		-	
497	NCC Ecumenical Commitment Fund	50,000	40,000	(10,000)	40,000	(10,000)	
498	Christian Churches Together US	10,000	10,000	-	10,000	-	Already paid
499	Ecumenical bodies on Climate Change	3,000	-	(3,000)	-	(3,000)	Will await engagement for 2021
500	Total Ecumenical Dues	96,667	83,667	(13,000)	83,667	(13,000)	
501							
502	Grants in form of Contributed Services Support to Affiliated Organizations						
503	Episcopal Relief & Development	1,037,286	1,037,286	-	1,037,286	-	
504	Anglican UN Office	27,128	27,128	-	27,128	-	
505	Coll/Universities Angl Communion	-	-	-	-	-	
506	Episcopal Church Foundation	1	1	-	1	-	
507	Natl Assoc. Episcopal Schools	-	-	-	-	-	
508	Ch Periodical Club/BCP Society	1	1	-	1	-	
509	Total Supp. Affiliated Organizations	1,064,416	1,064,416	-	1,064,416	-	
510	Less: Offset of Support	(1,064,416)	(1,064,416)	-	(1,064,416)	-	
511	Total Mission Beyond the Episcopal Church	6,039,821	5,077,129	(962,692)	5,105,129	(830,359)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
512	General Convention Office						
513	Meeting of the General Convention	325,000	325,000	-	325,000	-	Deposits for contracts
514	Executive Council	505,500	397,500	(108,000)	397,500	(108,000)	Cancelled meeting in Puerto Rico (deposit paid for meeting to be moved to 2022. Meetings converting to Zoom, less liaison travel. Staff to check for further savings if fall F2F meetings
515	EC Investment Committee			-		-	
519	Interim Bodies of the General Convention	950,000	630,000	(320,000)	630,000	(320,000)	Cancelled joint meeting in April and other fringe meetings. Still want to meet F2F in the fall. Staff to check for savings if no fall F2F
520-521	Intentionally left blank			-			
522	Board to assist Office of Pastoral Development for bishop calling	115,000	115,000	-	115,000	-	Work on best practices. GCO to identify potential savings
523	Accrual for PB Nomination, Election, Transition, Installation	30,000	30,000	-	30,000	-	
524-530	Left intentionally blank			-		-	
531a	SC SCLM Prayer Book Revision			-		-	
531b	Current Prayer Book Translation	110,000	110,000	-	110,000	-	Consultants under contract for this work, possible saving based on their work
532	Canonical Reporting	70,000	20,000	(50,000)	20,000	(50,000)	Plans on hold for the development of programs to support reporting

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
533	Technology for General Convention Governance	734,000	734,000	-	734,000	-	
534	Translation and Interpretation for Governance	108,500	121,500	13,000	121,500	13,000	Some savings in travel for interpreters to Executive Council and Interim Bodies meetings. Increase in the needs for interpretation and translations to support virtual meetings
535	Research (Parochial and Diocesan Reports)	25,000	10,000	(15,000)	10,000	(15,000)	
536	Operation and Other Expenses of the GC Office	163,500	148,500	(15,000)	148,500	(15,000)	Less travel - staff to check for further reductions
537	Staff Costs	1,739,603	1,739,603	-	1,739,603	-	
538	Other cost reductions	-		-		-	
539	Total Office of General Convention	4,876,103	4,381,103	(495,000)	4,381,103	(495,000)	
540							
541							
542	Provincial Coordination						
543	Support for Provinces I-VIII Coordination	5,000	5,000	-	5,000	-	
544	Support for Province IX Coordination	16,667	16,667	-	16,667	-	
545	Support for Provincial Coordination Total	21,667	21,667	-	21,667	-	
546							
547	House of Deputies						
548	Council of Advice	32,000	16,000	(16,000)	-	(32,000)	Per PHOD, Defer \$16,000 to 2021
549	Discretionary Fund	2,000	2,000	-	2,000	-	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
550	Chancellor Consulting and expenses	89,500	89,500	-	89,500	-	
551	Communications Consultants	41,097	88,106	47,009	93,247	52,150	Original budget incorrect
552	Travel	60,000	48,000	(12,000)	24,000	(36,000)	Per PHOD, further travel reductions
553	GC 2021	0	0	-	0	-	
554	Phone/Telecom	6,500	6,500	-	6,500	-	
555	Parliamentarians	4,600	4,600	-	4,600	-	Might be more savings
556	Other Departmental Costs	4,550	4,550	-	4,550	-	
557	Staff Costs	336,114	336,114	-	336,114	-	
558	Total House of Deputies	576,361	595,370	19,009	560,511	(15,850)	
559							
560	Archives						
561	Digital Archives/Electronic Records	125,000	125,000	-	125,000		
562	Rent and storage	70,000	70,000	-	70,000	-	
563	Other costs	176,270	101,270	(75,000)	101,270	(75,000)	If includes travel, staff to check for further reductions
564	Staff costs	851,495	851,495	0	851,495	0	
565	Archives Total	1,222,766	1,147,765	(75,000)	1,147,765	(75,000)	
566							
567	Total Governance Expenses	6,696,896	6,145,905	(550,991)	6,111,046	(585,850)	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
568	Development Office						
569	Other Cost						
570	Dedicated Work in Haiti						
571	Donor Cultivation	283,000	140,000	(143,000)	140,000	(143,000)	
572	Presentation Materials, postage, database management	55,000	40,000	(15,000)	40,000	(15,000)	
573	Research	22,000	22,000	-	22,000	-	
574	Grant Writing	3,500	1,000	(2,500)	1,000	(2,500)	Grant writing being done in-house
575	Special Events	30,000	20,000	(10,000)	20,000	(10,000)	
576	Annual Campaign	115,000	115,000	-	115,000	-	
577	Project Resource	15,000	-	(15,000)	-	(15,000)	
578	Cuba fundraising	5,000	-	(5,000)	-	(5,000)	
579	Conferences	5,000	4,000	(1,000)	4,000	(1,000)	
580	Technology, equipment	10,000	6,000	(4,000)	6,000	(4,000)	
581	Professional development	10,000	5,000	(5,000)	5,000	(5,000)	
582	Staff Cost	931,636	931,636	-	931,636	-	
583	Development Office to be allocated			-		-	
584	Total Development Office	1,485,136	1,284,636	(200,500)	1,284,636	(200,500)	
585							
586	Finance						
587	Controller's Office						
588	Travel	2,060	1,000	(1,060)	1,000	(1,060)	staff to check for further reductions
589	Audit	185,000	185,000	-	185,000	-	
590	Payroll Management	57,000	57,000	-	57,000	-	
591	Computer Software	25,000	25,000	-	25,000	-	
592	Other non-staff	23,000	23,000	-	23,000	-	
593	Controller's Office Department Total	292,060	291,000	(1,060)	291,000	(1,060)	
594				-			
595	Treasurer's Office			-			
596	Travel	20,000	10,000	(10,000)	10,000	(10,000)	staff to check for further reductions
597	Property, Casualty & Liability insurance	330,000	350,000	20,000	350,000	20,000	
598	D&O insurance	80,000	80,000	-	80,000	-	
599a	Banking Fees	9,000	9,000	-	9,000	-	
599b	Computer Software	15,000	10,000	(5,000)	10,000	(5,000)	Cancel Concur

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
600	Telephone & Telecom.	7,500	7,500	-	7,500	-	
601	Training, State registrations, misc.	11,000	11,000	-	11,000	-	
602	Consultants; temps	65,000	65,000	-	65,000	-	
603	Treasurer's Office Department Total	537,500	542,500	5,000	542,500	5,000	
604							
605	Debt Service Principal & Interest	2,192,381	2,192,381	-	2,192,381	-	
606	Controller's Office Staff Costs	983,653	913,653	(70,000)	913,653	(70,000)	Staff vacancy
607	Treasurer's Office Staff Costs	1,300,044	1,300,044	-	1,300,044	-	
608	Treas. Recovery from Unrestricted trust reserves	(108,000)	(108,000)	-	(108,000)	-	
609	Finance Other Costs	4,368,079	4,298,079	(70,000)	4,298,079	(70,000)	
610							
611	Total Finance	5,197,639	5,131,579	(66,060)	5,131,579	(66,060)	
612							
613	Legal						
614							
615	Miscellaneous Departmental Costs	30,000	25,000	(5,000)	25,000	(5,000)	
616	Legal Expense Churchwide Conflict Res.	200,000	150,000	(50,000)	150,000		Optimistic prediction of litigation costs; less use of outside counsel. Likely to rise
617	Chief Legal Officer firm contract	371,315	335,000	(36,315)	335,000		Interim legal counsel; search consultant. Likely to rise upon selection of CLO - GO suggests add 1/4 of former CLO firm fee
618	External specialized counsel	70,000	150,000	80,000	150,000	80,000	New open windows in statutes of limitations have led to new suits; insurance coverage issues requiring outside counsel
619	Travel	60,000	20,000	(40,000)	20,000	(40,000)	staff to check for further reductions
620	Telecom	3,100	3,100	-	3,100	-	
621	Office expense	2,500	2,500	-	2,500	-	
622a	Staff Costs	506,871	526,641	19,770	526,641	19,770	PT assistance added
622b	Legal Recovery from Unrestricted trust reserves	(33,000)	(33,000)	-	(33,000)	-	
623	Total Legal	1,210,786	1,179,241	(31,545)	1,179,241	54,770	
624							
625	Chief Operating Officer						
626	Other departmental costs	80,000	30,000	(50,000)	30,000	(50,000)	No ftf In House; less travel - staff to check for further reductions

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
627	Staff costs	547,650	547,650	-	547,650	-	
628	Total Chief Operating Officer	627,650	577,650	(50,000)	577,650	(50,000)	
629							
630	Human Resources						
631	Retiree Medical Costs	620,000	620,000	-	620,000	-	
632	Departmental Costs	285,000	215,000	(70,000)	215,000		Eliminate conferences, travel, freeze professional development funding to 2021. Check cost assumed - staff to check for further reductions
633	Staff Costs	532,794	532,794	-	532,794	-	
634	Total Human Resources	1,437,794	1,367,794	(70,000)	1,367,794	-	
635							
636	Information Technology						This keeps us connected
637	Total Departmental costs						
638	Consultants	100,000	100,000	-	100,000	-	
639	Travel	6,250	-	(6,250)	-	(6,250)	
640	Telephone telecom	60,480	60,480	-	60,480	-	
641	Maintenance	35,000	35,000	-	35,000	-	
642	Postage and delivery	1,500	1,500	-	1,500	-	
643	Supplies	10,000	10,000	-	10,000	-	
644	Software	35,000	35,000	-	35,000	-	
645	Hardware			-		-	
646	-- Infrastructure/Hardware - Reserve	15,000	15,000	-	15,000	-	
647	-- Hardware- Perishables	6,500	6,500	-	6,500	-	
648	Online	75,626	75,626	-	75,626	-	
649	Staff costs	882,594	882,594	-	882,594	-	

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
650	Total Information Technology	1,227,950	1,221,700	(6,250)	1,221,700	(6,250)	
651							
652	Facilities Management						
653	Building Service and Maintenance						
654	Building Management	218,000	218,000	-	218,000	-	
655	Cleaning contractor	292,000	292,000	-	292,000	-	
656	Engineers contract	389,000	389,000	-	389,000	-	
657	Security guard contract	272,000	272,000	-	272,000	-	
658	Security guard	59,000	39,000	(20,000)	44,000	(15,000)	Position eliminated probably need additional due to COVID-19
659	Utilities	460,000	460,000	-	460,000	-	
660	Office expense	2,000	2,000	-	2,000	-	
661	Decorating and remodeling	750,000	750,000	-	750,000	-	5th floor renovation; but add additional costs of distancing
662	Bulbs and lighting	5,000	5,000	-	5,000	-	
663	HVAC maintenance	120,000	139,000	19,000	139,000	19,000	Increased air flow required
664	Electrical contractors	5,000	5,000	-	5,000	-	
665	Plumbing contractors	15,000	15,000	-	15,000	-	
666	Carpentry and hardware	3,500	3,500	-	3,500	-	
667	Windows and glass	6,500	6,500	-	6,500	-	
668	Painting	4,320	4,320	-	4,320	-	
669	Fire Alarm & Safety maintenance and contractors	30,000	30,000	-	30,000	-	
670	Elevator contractors	39,500	39,500	-	39,500	-	
671	Building supplies	35,000	35,000	-	35,000	-	
672	Pest control	6,750	6,750	-	6,750	-	
673	Refuse collection	20,000	20,000	-	20,000	-	
674	Temporary staff (project work)	115,000	115,000	-	115,000	-	
675	Telephone telecom	6,000	6,000	-	6,000	-	
676	Miscellaneous services	44,000	44,000	-	44,000	-	
677	Carpet replacement			-		-	
678	Chiller repair or replacement	24,000	24,000	-	24,000	-	
679	Building Services Total	2,921,570	2,920,570	(1,000)	2,925,570	4,000	
680							
681	Mail Center						
682	Equipment rental	15,964	15,964	-	15,964	-	
683	Trucking pickup/delivery	105,000	105,000	-	105,000	-	
684	Mail and packaging	3,450	3,450	-	3,450	-	
685	Office expense	2,600	2,600	-	2,600	-	
686	Mail Center Total	127,014	127,014	-	127,014	-	
687							

EC REVISED BUDGET 2020 adopted October 2019					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
688	Purchasing						
689	Equipment rental	28,000	28,000	-	28,000	-	
690	Supplies and lettershop	118,000	94,400	(23,600)	94,400	(23,600)	20% reduction mirrors fewer meetings
691	Purchasing Total	146,000	122,400	(23,600)	122,400	(23,600)	
692							
693	Staff Costs	397,838	397,838	-	397,838		
694	Total Facilities Management	3,592,422	3,567,822	(24,600)	3,572,822	(19,600)	
695	Total Operations	6,885,816	6,734,966	(150,850)	6,739,966	(75,850)	
696a	Other cost reductions						
696b	Total Finance, Legal and Operations	14,779,378	14,330,422	(448,955)	14,335,422	(287,640)	

EC REVISED BUDGET 2020 proposed October 2019													
2019-2021 TRIENNIUM													
STAFFING													
Department	2019				2020				2021				2019-2021
	Salary	Medical	Other	Total	Salary	Medical	Other	Total	Salary	Medical	Other	Total	Total
Anglican Communion	476,299	138,451	120,397	735,147	490,588	150,912	126,625	768,125	505,305	164,494	130,329	800,129	2,303,401
Archives	556,450	148,512	105,701	810,662	573,143	161,878	116,474	851,495	590,337	176,447	123,278	890,062	2,552,220
Chief Operating Officer	387,521	43,628	95,557	526,706	399,146	47,555	100,949	547,650	411,121	51,834	103,937	566,892	1,641,248
Church Planting	304,632	116,416	74,498	495,546	313,771	126,893	78,841	519,506	323,184	138,314	81,153	542,650	1,557,702
Communication	1,448,656	367,042	289,625	2,105,323	1,526,449	421,756	327,013	2,275,218	1,572,242	459,714	336,581	2,368,537	6,749,077
Controller	607,036	205,658	121,316	934,009	625,247	224,167	134,239	983,653	644,004	244,342	138,172	1,026,518	2,944,181
Creation Care	58,000	23,868	11,740	93,608	59,740	26,016	12,975	98,731	61,532	28,358	13,351	103,241	295,580
Development Office	500,028	76,648	100,834	677,510	675,000	113,604	143,033	931,636	695,250	123,828	147,242	966,321	2,575,467
Ecumenical & Interfaith	254,845	60,996	61,725	377,567	262,491	66,486	65,473	394,450	270,365	72,469	67,397	410,232	1,182,248
EMM Government	791,507	237,224	159,025	1,187,756	815,253	258,574	175,876	1,249,703	839,710	281,846	181,004	1,302,560	3,740,018
Ethnic Ministries	642,619	158,860	176,306	977,785	661,897	173,157	182,630	1,017,684	681,754	188,742	188,014	1,058,510	3,053,979
Facilities (Bldg Svcs and Mail)	240,944	80,756	48,702	370,402	254,629	88,024	55,185	397,838	262,268	95,946	56,787	415,001	1,183,241
Federal Ministries	302,056	56,888	71,976	430,920	299,211	62,008	73,121	434,340	308,187	67,589	75,275	451,050	1,316,310
Formation	345,694	111,384	76,723	533,801	349,037	121,409	81,449	551,895	359,508	132,335	83,838	575,682	1,661,377
GBEC	59,408	23,868	11,812	95,089	61,191	26,016	13,071	100,278	63,026	28,358	13,450	104,834	300,201
General Convention	1,148,371	253,765	260,472	1,662,608	1,182,822	276,604	280,177	1,739,603	1,218,306	301,498	287,903	1,807,707	5,209,918
House of Deputies	89,821	6,500	17,935	114,256	92,516	7,085	19,847	119,448	95,291	7,723	20,429	123,443	357,146
Human Resources	352,295	84,864	69,928	507,087	362,864	92,502	77,428	532,794	373,750	100,827	79,710	554,287	1,594,168
Information Technology	599,708	121,732	119,439	840,879	617,699	132,688	132,207	882,594	636,230	144,630	136,092	916,952	2,640,425
Legal	363,441	50,388	70,859	484,688	392,544	54,923	79,175	526,641	404,320	59,866	83,836	548,022	1,559,351
Missionary Staff	605,084	413,648	179,452	1,198,184	617,237	441,876	109,429	1,168,542	635,754	481,645	143,061	1,260,460	3,627,185
OGR	365,632	97,992	72,631	536,255	434,237	106,811	92,266	633,315	447,264	116,425	94,953	658,642	1,828,211
Pastoral Development	226,950	50,388	59,130	336,468	233,759	54,923	61,397	350,078	240,771	59,866	63,212	363,849	1,050,396
Presiding Bishop	1,214,906	198,900	335,019	1,748,825	1,251,854	216,801	347,689	1,816,344	1,289,939	236,313	357,998	1,884,250	5,449,419
Rec & Justice	291,790	91,224	74,124	457,138	300,544	99,434	78,203	478,180	309,560	108,383	80,508	498,451	1,433,769
Refugee Loan Collection	172,621	43,628	35,228	251,477	177,800	47,555	38,315	263,669	183,134	51,834	39,424	274,392	789,538
Refugee Non-Govt	153,056	60,996	30,694	244,746	157,648	66,486	33,816	257,950	162,377	72,469	34,804	269,651	772,347
Title IV	0	0	0	0	0	0	0	0	0	0	0	0	0
Transition Ministries & Vocation	183,246	26,520	45,655	255,420	188,743	28,907	48,173	265,823	194,405	31,508	49,591	275,505	796,748
Treasurer	899,404	176,228	167,809	1,243,441	924,586	192,089	183,370	1,300,044	952,524	209,376	192,363	1,354,263	3,897,748
UTO	130,700	74,256	37,422	242,378	134,621	80,939	38,280	253,840	138,660	88,224	39,402	266,285	762,503
Total	13,772,720	3,601,228	3,101,732	20,475,681	14,436,264	3,968,076	3,306,726	21,711,067	14,870,082	4,325,203	3,443,092	22,638,377	64,825,125

**STATEMENT OF INVESTMENT POLICY & OBJECTIVES
for
THE DOMESTIC & FOREIGN MISSIONARY SOCIETY**

May 2020

TABLE OF CONTENTS

	Page
Introduction	3
Statement of Objectives	4
Duties and Responsibilities	5
Statement of Investment Policy	8
Control Procedures	12
Miscellaneous Administrative Policies	14
Appendices	
Exhibit A: Asset Classes	16
Exhibit B: Fossil Fuel Manager Guidelines.....,,,,,,	17
Exhibit C: Manager Guidelines	20
Prohibited Securities: No-Buy List	25

INTRODUCTION

Investment Policy and Objectives for the Domestic & Foreign Missionary Society (“DFMS”) Endowment and trust assets (“Endowment”).

The purpose of this Investment Policy is to assist the Investment Committee of the Executive Council of the DFMS in effectively supervising, monitoring and evaluating the investment of the Endowment’s assets. The Endowment’s investment program is defined in the various sections of this Investment Policy statement (IPS) by:

1. Stating the Investment Committee’s expectations, objectives and guidelines with regard to the Endowment;
2. Encouraging effective communications between the Investment Committee and the Endowment’s service providers by stating the responsibilities of the Investment Committee, the Investment Managers, and the investment consultant; and
3. Establishing procedures for selecting, monitoring, and replacing Investment Managers.

STATEMENT OF OBJECTIVES

The Investment Policy considers both the current and projected financial requirements of the Endowment. The investment objective is a long-term rate of return on assets that will generate earnings to provide a sustainable and increasing level of income to support the current and future ministries of the Episcopal Church in accordance with the wishes of the donors or owners of those funds, while preserving the real (inflation-adjusted) purchasing power of the funds. To accomplish these goals, the Endowment must generate an average annual real total return (net of investment management fees and after inflation as measured by the CPI index) in excess of the endowment annual spending rate (which ordinarily ranges between 4% and 5%) over rolling five-year periods.

Investment objectives should be achieved within acceptable risk levels, while avoiding large short-term declines in market value. Further, income yield (interest and dividends) should be sufficient in most periods to avoid the necessity of liquidating investments at an unfavorable time. Modest amounts of capital appreciation may be spent, however, to offset income shortfalls that may occur in unusual economic circumstances.

Since the Endowment is essentially a perpetual investment portfolio, a higher degree of risk and volatility can be tolerated compared to a portfolio with shorter time horizons. This tolerance of risk and volatility, however, is limited by the need to provide a stable and growing cash flow to support the DFMS operating budget and to avoid the necessity of liquidating investments at an unfavorable time.

The assets of the Endowment shall be invested in accordance with the objectives summarized below:

1. Maximize return within reasonable and prudent levels of risk of loss of principal.
2. Maintain sufficient liquidity to meet payment obligations on a timely basis.

Relative performance benchmarks for the Endowment's Investment Managers are set forth in the Control Procedures section of this document.

DUTIES AND RESPONSIBILITIES

Investment Committee

The responsibility for overseeing the assets resides with the Executive Council Investment Committee. In accordance with the Executive Council By-Laws, the Investment Committee has all the authority of the Council and Board of Directors of the Society under the law to act in the investment and reinvestment of institutional funds or assets of the Episcopal Church, the General Convention, the Council, and the Society, as well as any other funds or assets held by the foregoing for investment.

Members of the Investment Committee are elected by Executive Council upon the joint nomination of the Chair and Vice-Chair of Council. The Investment Committee shall consist, in addition to the Chair and Treasurer of the Council, *ex officio*, of the following:

- (a) One member of the Council, who shall be elected at the beginning of each triennium by the Council upon the joint nomination of the Chair and Vice-Chair; and
- (b) Not less than six, nor more than nine, other persons elected by the Council on the joint nomination of the Chair and Vice-Chair, who shall be divided into three classes, as nearly equal in size as possible, and each of whom shall serve a term of three years commencing at the beginning of a triennium, and shall be eligible for re-election, provided that no person who has served two full consecutive terms shall be eligible for re-election until one year following the end of the second term; and provided further that the foregoing term limit may be waived by the Council upon a two-thirds vote of its members where the Chair and Vice-Chair represent that such waiver is prudent to maintain continuity and the expertise required for informed investment decisions.

Elected members of the Investment Committee shall hold office until the end of their respective terms. Any vacancy occurring in the elected membership of the Investment Committee may be filled by the Council at any meeting, upon the joint nomination of the Chair and Vice-Chair. The Investment Committee shall have a Chair and Vice-Chair appointed annually by the Chair from among the membership of the Investment Committee.

The Executive Council delegates to the Investment Committee the responsibility for ensuring that the assets of the Endowment are invested effectively and prudently, in full compliance with all applicable laws for the exclusive benefit of the Endowment.

The responsibilities of the Investment Committee include:

- 1. Recommending and reviewing investment policies and objectives;
- 2. Selecting or removing, from time to time, the investment managers (the “Investment Managers”), custodians and other advisors for the investment and reinvestment of the Endowment;
- 3. Determining an asset allocation for the Endowment
- 4. Reallocating the assets among Investment Managers if the overall asset allocation policy limits have been exceeded, within the guidelines stated herein;
- 5. Periodically evaluating, with the assistance of its investment consultant (the “Consultant”), the performance of the Investment Managers;
- 6. Reviewing and modifying the IPS, when appropriate.

The Investment Managers

Investment managers are responsible for making all investment decisions on a discretionary basis regarding assets placed under their management, and will be accountable for achieving their investment objectives. Such discretion shall include decisions to buy, hold, and sell securities in amounts and proportions that are reflective of the stated investment strategy.

The Investment Committee requires the Investment Managers to have open communication on all significant matters pertaining to investment policies and the management of the Endowment's assets entrusted to them. The duties and responsibilities of the Investment Managers shall be set forth in a written agreement between the parties and shall include, but are not limited to, the following:

1. Investing the Endowment's assets with the care, skill, prudence, and diligence that a prudent professional investment manager, familiar with such matters and acting in like capacity, would use in the investment of such assets;
2. Adhering to the investment policies and guidelines prescribed by the Investment Committee;
3. Informing the Investment Committee, DFMS staff and the Consultant regarding all significant matters pertaining to the investment of the Endowment's assets. These matters include:
 - a. Substantive changes in investment strategy or portfolio structure; and
 - b. Significant changes in the ownership, affiliations, organizational structure, financial condition and professional staffing of the Investment Manager's organization;
 - c. Submitting reports, at least quarterly, describing its performance results (gross and net of management fees) of portfolio holdings; and
 - d. Meeting with the Investment Committee, DFMS staff and Consultant as requested.

The Consultant

The Investment Committee retains the Consultant to assist the Investment Committee in the overall strategic investment direction of the Endowment. The duties and responsibilities of the Consultant include, but are not limited to, the following:

1. Assisting the Investment Committee in the overall strategic investment direction of the Endowment;
2. Making recommendations to the Investment Committee from time to time concerning asset allocation among Investment Managers and the guidelines of the Investment Managers;
3. Assisting in the periodic evaluation of the financial condition of the Endowment;
4. Suggesting appropriate investment strategies based on the financial condition of the Endowment;
5. Initiating written communication with the Investment Committee whenever the Consultant believes the guidelines should be changed;
6. Monitoring and evaluating the performance of the Investment Managers and the ongoing progress of the Endowment towards, and in their compliance with, stated investment goals, objectives and restrictions;
7. Suggesting corrective action if an investment strategy or an Investment Manager fails to meet expectations;
8. Suggesting strategy changes in response to material changes in either financial conditions of the Endowment or the capital market environment;
9. Submitting, at least quarterly, reports outlining the performance results of the Investment Managers, and the current condition of the capital markets;
10. Assisting the Investment Committee, as needed, in the selection of new Investment Managers, including, without limitation, compiling a selection of possible candidates screening such candidates for recommendation to the Investment Committee and assisting the Investment Committee with candidate interviews; and

11. Attending the regular meetings of the Investment Committee, and at other times as requested by the Investment Committee.

STATEMENT OF INVESTMENT POLICY

Plan Asset Allocation Targets and Ranges

The Investment Committee is guided by the philosophy that asset allocation is a significant determinant of long-term investment return.

The Investment Committee examines the relationship between risk and return in formulating its asset allocation. The Investment Committee shall direct the investment of the Endowment in accordance with its asset allocation and, as practical, in each asset class within the ranges listed in Exhibit A, as amended periodically.

The Endowment shall be diversified both by asset class and individual securities. The primary purpose of diversification is to provide reasonable assurance that no single security or class of securities will have a disproportionate adverse impact on the total portfolio. Because the endowment is essentially a perpetual investment portfolio, a higher degree of risk and volatility can be tolerated compared to a portfolio with shorter time horizons. This is generally, but not always, associated with equity securities.

The primary purpose of the equity investments is to provide a total return that will provide for growth in principal and current income (along with income from fixed income investments) sufficient to support spending requirements, while at the same time, preserving and enhancing the purchasing power of the Endowment's assets over the long-term. It is recognized that at times, this may entail the assumption of greater variability of returns.

The primary purpose of fixed income investments (bonds and cash equivalents) is to provide a source of current income, to reduce the variability of the total market value of the portfolio, and to serve as a partial hedge against periods of economic deflation. Fixed income assets held by equity managers are intended as a reserve for equity purchases.

The primary purpose of real asset investments (e.g., commodities and real estate) is to provide diversification from traditional allocations to equities and fixed income, preserve and grow real principal, and provide inflation protection.

The major portion of the Endowment portfolio will be invested in liquid, marketable securities. The portfolio may also have a limited portion of its assets in non-marketable securities, however, because immediate liquidity of the entire portfolio is not necessary.

Adherence to Policy Targets and Ranges

Rebalancing asset allocations to policy targets is essential for maintaining the risk/return profile adopted by the Investment Committee. Maintaining a disciplined rebalancing policy to keep the asset allocation on target is an important component of managing the Endowment structure,

controlling unintended risk and not reacting to short-term trends in the marketplace. Since portfolios move away from normal exposures naturally as a result of market movements and assets being added to or withdrawn from the Endowment, rebalancing should occur through a regular process.

The Investment Committee, with the assistance of DFMS staff and the Consultant, will review the Endowment's asset mix on a regular basis. Rapid unanticipated market shifts or changes in economic conditions may cause the asset mix to fall outside of the policy ranges; these divergences should be short-term. If the asset allocation cannot be maintained within the above policy range through the ordinary course of additions to or withdrawals from the Endowment, the Investment Committee and the Consultant will formulate a plan to rebalance the portfolio back to within target allocation ranges (see Exhibit A), at the direction of the Investment Committee.

The Investment Managers have full discretion to operate within the scope of the mutually agreed investment guidelines.

Investment Manager Selection

The Investment Committee will apply the following due diligence criteria in selecting each investment manager:

Regulatory oversight: Each investment manager must be a bank, an insurance company, a mutual fund organization, or a registered investment adviser as defined by the Investment Advisor's Act of 1940, as amended.

Correlation to style or peer group: The investment manager's product must be representative of the asset classes identified in this IPS or to an investment style within the asset class deemed appropriate by the Investment Committee. This is important as due diligence involves comparisons of the manager to an appropriate peer group.

Performance relative to an unmanaged benchmark: Performance will be compared to a representative broad market index (e.g., the S&P 500 Index for U.S. large cap equities and the Barclays Capital Aggregate Index for U.S. intermediate-term fixed-income).

Performance relative to a peer group: Performance numbers will be compared to the applicable peer group and broad index on annual, and rolling three- and five-year periods. If a separate account manager has just started a mutual fund or a commingled product based on the exact process followed for a prior separate account, consideration will be given to using the manager's separate account track record, adjusted, if applicable, for any additional expenses of the mutual fund.

Performance relative to assumed risk: The investment manager should demonstrate above median risk-adjusted performance measured against the manager's peer group - also taking into consideration such calculations of return and variability such as the fund's alpha, Sharpe and information ratios) - over rolling three- and five-year periods.

Minimum track record: The same portfolio management team should be in place at least three years. An individual portfolio manager that has just left one firm and has started another firm should not be screened solely on the previous firm's track record; the "portability" of the track record will require subjective analysis.

Assets under management: The investment manager should have at least \$250 million under management within the screened product in a combination of separate account and co-mingled assets, assuming the manager is using the same process for both vehicles.

Holdings consistent with style: Managers that have met the aforementioned criteria will be further analyzed to determine if more than 25% of the portfolio is invested in securities that are not consistent with the style (e.g., a U.S. growth fund holding more than 25% in cash or international securities).

Stability of the organization: The final criterion provides for an examination of possible perceived organizational problems - personnel turnover; regulatory issues; assets coming in faster than the investment manager can handle; inability to demonstrate “best price and execution” in trading.

Investment Manager Benchmarks

One of the primary objectives of each actively managed portfolio segment is to outperform a representative broad market index (e.g., the S&P 500 Index for U.S. large cap equities and the Barclays Capital Aggregate Index for U.S. intermediate-term fixed-income) over periods of three to five years. Specific benchmarks for each asset class will be determined before an allocation is made to any investment category.

Over a three- to five-year period, the nominal rate of return earned by each Investment Manager is expected to:

1. Exceed the nominal rate of return of an index of securities agreed previously with the Investment Manager; and
2. Be sufficient to place the account for which the Investment Manager is responsible in a competitive ranking (above median) relative to a peer group of managers.

Investment Manager Guidelines

Each Investment Manager must adhere to the Guidelines established by the Investment Committee. These Guidelines, which are agreed to by each manager, are revised periodically, as necessary. Current Guidelines are attached as Exhibits [B through D](#). Any Investment Manager seeking exemption from any of the guideline restrictions must obtain written permission. Should the Endowment invest in any commingled vehicles and/or mutual funds, it is acknowledged that the guidelines for each commingled vehicle are effectively the DFMS guidelines for that investment. This recognizes that individual participants in collective vehicles are not able to impose their own unique set of guidelines upon the investment.

Diversification

Investments shall be diversified with the objectives of maximizing return and minimizing the risk of large losses. Consequently, the total portfolio will be constructed and maintained to provide prudent diversification with regard to the concentration of holdings in individual issues, corporations, or industries.

Volatility

Consistent with the desire for adequate diversification, the investment policy is based on the assumption that the volatility of the portfolio will be similar to that of the market opportunity available to institutional investors with similar goals and objectives (i.e., a long-term time horizon and modest requirement for immediate liquidity. The volatility of each Investment Manager's portfolio will be compared to the volatility of appropriate market indices and peer groups over annual and rolling periods.

Voting of Proxies

Voting of proxy ballots shall be the responsibility of the Society. Voting shall be for the exclusive benefit of the Endowment and shall be done in accordance with guidelines established from time-to-time by the Society.

Execution of Security Trades

The Investment Committee expects the purchase and sale of securities to be made through responsible brokers in a manner designed to receive the best combination of realized prices and commission rates.

CONTROL PROCEDURES

Review of Investment Policy and Objectives

This Statement of Investment Policy and Objectives will be reviewed annually to determine its continued appropriateness and efficacy.

Monitoring Investment Managers

The Investment Committee, with the assistance of the Consultant, will review the Endowment's and individual Investment Manager's performance from a long-term perspective, utilizing the same criteria that were the basis of the initial investment selection decision.

The ongoing monitoring of Investment Managers should be a regular and disciplined process. It is the mechanism for revisiting the investment selection process and confirming that the initial criteria remain satisfied and that an Investment Manager continues to be appropriate for the Endowment. While frequent change is neither expected nor desirable, the process of monitoring investment performance relative to specified guidelines is an ongoing process.

Performance reviews will focus on:

1. The return opportunities available relative to unmanaged equity and debt markets, including the Standard & Poor's 500 Stock Index for large cap U.S. equities and the Barclays Capital Aggregate Bond Index for intermediate-term fixed income securities or other comparable indices appropriate for monitoring individual portfolio investment strategies;
2. Comparison of Investment Managers' results to managers using similar styles (in terms of diversification, volatility, style, etc.) and the Investment Manager's appropriate benchmarks;
3. Total Endowment and Investment Manager adherence to the policy guidelines; and
4. Material changes in the Investment Managers' organizations, such as in investment philosophy, personnel, ownership, acquisitions or losses of major accounts, etc.

Manager Watch List

As a part of the ongoing monitoring of Investment Managers, the Investment Committee has the discretion to place an Investment Manager on the "Watch List" if there is a change to the initial criteria used by the Committee during the investment selection process, an organizational issue at the firm, and/or performance concerns.

The watch period will be determined by the Investment Committee. An Investment Manager will be removed from the Watch List at the discretion of the Investment Committee in consultation with the Investment Consultant. If an Investment Manager does not recover during the watch period, it may, at the Investment Committee's discretion in consultation with the Consultant, be terminated or be granted an extended watch period.

Terminating Managers

An Investment Manager may be terminated when the Investment Committee has lost confidence in the manager's ability to:

1. Achieve performance and risk objectives;
2. Comply with investment guidelines;
3. Comply with reporting requirements; or
4. Maintain a stable organization and retain relevant key investment professionals.

Any recommendation to terminate an Investment Manager will be treated on an individual basis, and will not be made solely based on quantitative data. In addition to those above, other factors may include professional staff or client turnover, or material change to investment processes.

There are no fixed rules for manager termination. If, however, the Investment Manager has consistently failed to meet its performance objectives listed, it is reasonable for the Investment Committee to seek an alternative. Failure to remedy the circumstances of unsatisfactory performance by the Investment Manager, within a reasonable time, shall be grounds for termination.

Measuring Costs

The Investment Committee will review periodically the costs associated with the management of the Endowment. Consideration will be given to investment management fees, trading and brokerage costs, custodial costs and various other expenses. While lower expenses are generally preferred, they will be assessed relative to the results achieved.

MISCELLANEOUS ADMINISTRATIVE POLICIES

Endowment Composition

The Society's Endowment assets consist of three types of funds:

1. Funds owned, held and managed by DFMS and benefiting DFMS (Endowment)
2. Funds owned, held and managed by DFMS and benefiting other Episcopal/Anglican entities (trustee type)
3. Funds held and managed by DFMS but owned by and benefiting other Episcopal/Anglican entities (custodial type)

The Endowment portfolios function similar to, but not exactly like, public mutual funds:

Assets are consolidated or "pooled" for investment purposes and each trust fund in the Endowment portfolio holds a determined number of shares in the Endowment pool. The number of shares assigned to each trust fund changes when additions (usually gifts, contributions, or reinvested income distributions) and/or withdrawals (where permissible) are made.

The value of a share fluctuates with the changing value of the underlying investments in the pool. At the end of each calendar quarter, the share value is determined by dividing the total market value of the portfolio by the number of shares in the portfolio.

Investment management expenses are shared proportionately by all participants; DFMS does not impose any additional charge for its costs of administering the portfolio.

In order to minimize transaction costs, funds are moved into and out of the portfolio once each quarter. While contributions to new or existing trust funds can be delivered to DFMS at any time, funds will only be invested with the Investment Managers after the end of the calendar quarter during which the contribution is made.

Distribution Policy

Distributions from the invested funds are based on the two components of total return: yield and appreciation. A portion of the total return of those funds for which the Society is the beneficiary is distributed for current operating expenses. The acceptable distribution rate is to range between 4.0% and 5.0% of a five-year rolling average market value per share.

The Society aims to maintain a stable payout rate, though it may be adjusted periodically in response to changing capital market returns, inflation experience and other factors. If, in the judgment of the Investment Committee and the Treasurer, market performance will not support a distribution at the rate set by the Executive Council and protect the real purchasing power of the Endowment, the Council may adjust the distribution in accordance with prudent fiduciary conduct.

REVIEW AND ACCEPTANCE

The current Investment Policy Statement was reviewed and accepted by the Executive Council Investment Committee on September 27, 2018. .

Signature:

Name: Andrew W. Walter
Chair, Investment Committee

Exhibit A

Asset Class as a Percent of Total Assets					
Diversification and Asset Mix					
Asset Class	Minimum	Target	Maximum	Representative	
Domestic Equity	27%	33%	39%	Russell 3000 Index	
International Equities	10%	24%	28%	MSCI All Country World ex US Index	
Emerging Markets Equity	3%	6%	8%	MSCI EM Gross Index	
Hedge Fund of Funds	13%	16%	19%	HFRI FOF Strategic Index	
Real Estate	2%	3.50%	5%	FTSE EPRA/NAREIT Dev Real Estate (NAREIT Global Property Index)	
Fixed Income	14%	17.50%	21%	Barclays US Aggregate Index	

- Custom benchmark currently consists of 33% Russell 3000, 24% MSCI All-Country World ex U.S., 6% MSCI EM Gross \$, 14.5% BC Aggregate, 3.5% NAREIT Global Property, 16% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 6/1/17, custom benchmark consisted of 7% MSCI All-Country World, 33% Russell 3000, 17% MSCI All-Country World ex U.S., 6% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 1/1/2015, custom benchmark consisted of 7% MSCI All-Country World, 36% Russell 3000, 17% MSCI All-Country World ex U.S., 3% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 8/1/2013, custom benchmark consisted of 43% Russell 3000, 17% MSCI All-Country World ex U.S., 3% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 3/1/2013, custom benchmark consisted of 43% Russell 3000, 17% MSCI All-Country World ex U.S., 3% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% JP Morgan Global Govt.
- Prior to 10/1/2011, custom benchmark consisted of 50% Russell 3000, 17% MSCI All-Country World ex U.S., 17% BC Aggregate, 3.5% ML All Convertibles, 3.5% NAREIT Global Property, 6% HFRI FoF Strategic, 3% JP Morgan Global Govt.
- Prior to 7/1/2010, custom benchmark consisted of 53% Russell 3000, 17% MSCI All-Country World ex U.S., 17% BC Aggregate, 3.33% ML All Convertibles, 3.33% NAREIT Global Property, 3.33% HFRI FoF Strategic, 3% JP Morgan Global Government.
- Prior to 7/1/2008, custom benchmark consisted of 40% S&P 500, 20% Russell 2000, 20% BC Aggregate, 20% MSCI EAFE

Exhibit B

Fossil Fuel Investment Guidelines

In response to General Convention resolution C045 (2015) regarding Episcopal Church investment in fossil fuels, the Executive Council Investment Committee (ECIC) adopted the guidelines below.

The Committee:

- 1) Will no longer permit further direct purchases of fossil fuel holdings in the portfolio;
- 2) Will work with its consultant to screen out all securities within separately managed accounts where there are fossil fuel reserves and where a company reports that more than 10% of its revenue is derived from oil and gas;
- 3) Will convert any commingled/mutual fund holding to a socially responsible version, if available and financially prudent;
- 4) Will monitor fund holdings for compliance with investment consulting firm Mercer Investment Consulting LLC's environmental, social and governance (ESG) ratings, allowing ESG1 and ESG2 without hesitation; ESG3 with approval; and ESG4 only if justifiable after thorough review; and
- 5) Will continue to review investment managers that provide ESG and alternative energy themes.

Maintaining a modest exposure to fossil fuel companies will enable the church to continue its active role of corporate engagement and proxy voting along with the Executive Council Committee on Corporate Social Responsibility.

Human Rights Guidelines

In response to General Convention resolution B016 (2018) regarding establishing a human rights investment screen with criteria for the Israel/Palestine conflict, the Executive Council Investment Committee (ECIC) adopted the guidelines below:

The Committee:

- 1) Will not invest in any corporation supporting or benefiting from denial of human rights consistent with policy adopted by General Convention or Executive Council;
- 2) Will not invest in any corporation that supports or benefits from denial of human rights in or through the occupation of the West Bank, East Jerusalem or the Gaza Strip (the Occupied Palestinian Territories or OPT), using the following criteria:
 - a. Whether the corporation has a record of supplying, doing business or providing goods or services in or to illegal settlements (as defined in international law); or contributing to the construction or maintenance of housing or other facilities in such settlements; or seeking otherwise to profit from human rights violations in the OPT, or
 - b. Whether a corporation has a record of directly or indirectly supplying or doing business with or providing goods or services to, or otherwise contributing to, the Israeli Defense Forces as the IDF operates in the OPT.

Exhibit C

Manager Guidelines

The purpose of these guidelines is to provide an investment framework for managers employed by the Society. Each manager should be bound by the constraints shown for its assigned asset class. The fact that additional asset classes are considered in these guidelines should not be construed as authorization to utilize those asset classes if they are not within the manager's mandate. These guidelines reflect the general comfort level of the Society, but managers may seek exemptions by formal request. Exemptions granted by the Society will be listed specifically under the section entitled, Separate Agreements with Managers.

Portfolio Restrictions

General

Issuer: No limits on the use of U.S. government, agency or guaranteed issues.

Proxy Voting: The Society is responsible for voting proxies.

Brokerage: The Society may specify use of specific brokerage firms subject to best execution and competitive commissions.

Manager Concentration: No more than 15% of the portfolio at market value invested by any one manager.

Common Stocks & Preferreds (U.S.)

Exchange Listings: All domestic securities must be listed on NYSE, Amex, NASDAQ or OTC exchanges. American Depositary Receipts (ADRs) are not permitted unless specifically approved and then constrained by guidelines under Common Stocks & Preferred (Non-U.S.).

Single Security Concentration: No more than 5% at cost or 7% of the portfolio at market value in any one security.

Single Corporation Concentration: No more than 3% of the outstanding shares of any one corporation.

Capitalization: Minimum acceptable capitalization of companies considered for purchase is \$100 million.

144A Securities: 144A securities (with or without registration rights) which are deemed liquid by the Investment Manager are permitted.

Prohibited Securities: A current listing of prohibited securities is being maintained by DFMS.

Cash Equivalents: Maximum acceptable cash position is 10%. The Committee or Treasurer's office must be advised if this level is to be exceeded. Must conform to requirements listed under Fixed Income Cash Equivalents.

Fixed Income: Equity managers may use investment grade fixed income securities if they judge these to provide expected returns superior to common stock and if they have received specific prior approval. Must conform to requirements listed under Fixed Income Securities.

Common Stocks & Preferreds (Non-U.S.)

Exchange Listings: All securities must be listed on national exchanges, listed in the U.S. markets as American Depositary Receipts, listed on a U.S. exchange, or traded on international or OTC exchanges.

Single Security Concentration: At any time, no more than 5% of the portfolio at market value in any one security.

Single Company Concentration: At any time, no more than 1% of the outstanding shares of any one corporation.

Capitalization: Minimum acceptable capitalization of companies considered for purchase is \$500 million.

144A Securities: 144A securities (with or without registration rights) which are deemed liquid by the Investment Manager are permitted.

Prohibited Securities: A list of prohibited securities (No-Buy List) is maintained by the DFMS in accordance with policies adopted by the Executive Council. The current No-Buy List appears as Appendix C.

Currency Hedging: Forward purchases or sales of currencies, including cross currency hedges, are permitted to protect or enhance the U.S. dollar value of the account. The use of derivative instruments such as currency futures or options for currency shall also be permitted upon completion of any necessary disclosure or other documentation. No speculative hedging will be permitted.

Cash Equivalents: Maximum acceptable cash position is 10%. The Committee or Treasurer's office must be advised if this level is to be exceeded. Must conform to requirements listed under Fixed Income Cash Equivalents.

Fixed Income Securities & Convertibles (U.S.)

Issuers: No limits on the use of U.S. Government, agency or U.S. Government guaranteed issues.

Quality: Minimum BBB-/BAA3 rating, by two nationally recognized statistical rating organizations (NRSRO) as designated by the SEC, for corporate, asset-backed, 144A, Yankee and Eurodollar bonds and notes, including floating rate notes. If a security ceases to meet these conditions after it is purchased, the manager should notify the Treasurer or the Committee to develop a strategy to liquidate the investment. Total portfolio must have minimum A rating.

144A Securities: 144A securities (with or without registration rights) which are deemed liquid by the Investment Manager are permitted.

Mortgages: In addition to the mortgage-backed securities issued by GNMA, FNMA and FHLMC, collateralized mortgage obligations secured by pools of GNMA, FNMA and FHLMC insured mortgage securities are permissible. Other issues may be used so long as each issue has a rating of AA or higher.

Issue Concentration: No more than 5% at market value in a single issue, 10% in an issuer.

Mortgage Derivatives: IOs, inverse floaters and residuals are not permitted. No more than 10% of the portfolio at market value may be invested in POs or support tranches of CMOs, including those in closed-end bond funds. No one position in any of these securities should exceed 2% of the market value of the portfolio.

Fixed Income Securities & Convertibles (Non-U.S.)

Issuers: No limits on the use of U.S., Canadian, U.K., Japanese, Australian, Scandinavian or European monetary systems (EMS) bloc governments and their agencies and supra-national borrowers in local currency or Euro. A 15% limit is placed on issues of all other countries.

Currency Hedging: The use of forwards, futures and options for interest rate and currency hedging is permitted, but not for speculative purposes or to the extent that a leveraged position is established.

Cash Equivalents (maturity of one year or less)

Issue Concentration: No more than 5% of the portfolio at market value in one issue, no more than 10% in one issuer.

Approved Issuers: Certificates of deposit and bankers acceptances with major money center banks that are members of the Federal Reserve System and insured by FDIC.

Repurchase and Reverse Repurchase Agreements: Repurchase and reverse repurchase agreements with major money center banks that are members of the Federal Reserve System and broker/dealers insured by SIPC. The agreements must conform to the standard form of the repurchase agreement recommended by the Bond Market Association. The collateral should meet all other DFMS fixed income securities portfolio requirements, have terms to maturity not to exceed five years, be marked-to-market on a daily basis and be collateralized at least 102%.

Commercial Paper Quality: Commercial paper rated at least A1/P1 or the equivalent by two NRSRO's.

Money Market Quality: Money market funds or similar investment vehicles in existence for at least 3 years with restricted investments in short-term (up to one year) instruments rated in the highest short term category by two NRSRO's.

Categorical Restrictions

No direct investment will be made in commodities or development programs nor will managers engage in short sales, margin buying hedges, covered or uncovered call options, puts, straddles or other speculative trading devices; structured notes; unbundled stock units; letter stock; private or direct placements (including 144A securities deemed illiquid by the Investment Manager); direct ownership of real estate or mortgages; short-term securities of the custodian bank, Investment Managers or affiliated companies; purchase or other direct interest in gas, oil, or other mineral exploration or development programs; and warrants. All are restricted except to those managers where the Board has authorized permission.

Commingled Vehicles

The Endowment may invest in commingled vehicles. It is acknowledged that the investment policy of the respective commingled vehicle and/or mutual fund will effectively be the Funds' guidelines for that investment. The guidelines of the commingled vehicle and/or mutual fund will be reviewed in relation to the Funds' IPS for compliance, with any exceptions acknowledged and approved by the Committee. This recognizes that individual participants in collective vehicles are not able to impose their own unique set of guidelines upon the investment.

Foreign Currency Exposure

Forward purchases or sales of currencies, including cross currency hedges by the Fund's global and international managers, are permitted to protect or enhance the U.S. dollar value of the account or to reduce the volatility of the fund's U.S. dollar returns from investments in non-dollar securities. The use of derivative instruments such as currency futures or options for currency shall also be permitted with written authorization from the Investment Committee. Asset allocation managers may use foreign currencies as a separate investment strategy, consistent with their guidelines. Without the explicit authorization of the Board, no manager will utilize currency futures or forwards if their effect is to leverage the Fund's assets, circumvent any investment guidelines, or introduce additional risk into the portfolio. No speculative hedging will be permitted.

Use of Derivatives

The Fund's managers may use options and futures solely in order to reduce risk in the portfolio or to implement a market strategy more rapidly or at lower cost. Asset allocation managers may use derivatives, including swaps, to establish, hedge, or short market exposure as an investment strategy consistent with their guidelines. Without the explicit authorization of the Board, no manager will use derivatives (including, without limitation, swaps, structured notes, and collateralized mortgage derivatives) if their effect is to leverage the Fund's assets, circumvent any investment guidelines, introduce additional risk into the portfolio or put more than the principal amount of the account at risk.

Securities Lending

The Funds, at the direction of the Investment Committee, may enter into securities lending agreements with custodian banks for separately managed accounts. The required cash collateral pool must meet the quality guidelines of a Tier 1 money market fund. The custodian will be required to provide a review, not less than quarterly, of the amount of securities on loan (in dollar and percentage of portfolio terms), the quality of the cash collateral invested, income generated from such loans, and the net income accrued to the Endowment by account and as a whole.

Communications

The Investment Committee and the Treasurer's office requires a continual awareness of each manager's activity and position, both on an absolute and relative basis. To accomplish this, the following should be sent to the Investment Committee and to the Consultant:

Monthly (Treasurer's office and Consultant only)

Summary transaction registers and asset valuations provided by the custodian.

Quarterly

Summary transaction registers and asset valuations provided by the custodian. Written report in sufficient detail so that the Investment Committee is apprised of current status and any changes in philosophy or investment strategy.

Annually

Meetings with each manager to discuss performance results, economic outlook, investment strategy, organizational changes and other pertinent matters. Managers should indicate which of their holdings are 144A securities and make specific note of those that they deem to be illiquid.

Other

Timely telephone and/or letter advice from the manager when information of an important nature, such as unusual market activity (oil embargo, monetary crisis, etc.) is causing, or may cause, material impact on the portfolio.

Separate Agreements with Specific Managers

Boston Partners: (1) may invest up to 15% of the portfolio in ADRs

Edgewood Management: (1) may invest up to 7%, at cost, in any one security; (2) may invest up to 8% at market, in any one security.

Wells Capital Management: (1) may invest up to 20% of the portfolio in ADRs; (2) U.S. exchange-traded securities of issuers domiciled outside the U.S. are permissible securities that will not be subject to the 20% limit.

Westwood Management: (1) may invest up to 10% of the portfolio in ADRs and foreign issues listed on U.S. exchanges.

WAMCO: (1) see attached derivative guidelines; (2) may invest up to 20% of the portfolio in below investment-grade securities; (3) may invest up to 15% of the portfolio at market value combined in non-dollar and emerging market debt.

Lazard Asset Management LLC: (1) Adhering to the investment policies and guidelines prescribed by the Investment Committee, as amended in writing from time to time by the Investment Manager and the Endowment. (2) Informing the Investment Committee, DFMS staff and the Consultant regarding all significant matters pertaining to the investment of the Endowment's assets. These matters include material changes in the Investment Manager's organization and the portfolio management team directly responsible for managing the Endowment's assets. (3) Each Investment Manager must adhere to the Guidelines established by the Investment Committee, as amended in writing from time to time by the Investment Manager and the Endowment. (4) Portfolio Restrictions – Common Stocks & Preferreds (Non-U.S.) - The portfolio shall hold no less than 40 securities at any given time. (5) Capitalization: Minimum acceptable capitalization of companies considered for purchase is \$300 million (measured as of the date of investment). (6) Categorical Restrictions: No direct investment will be made in commodities or development programs nor will managers engage in short sales, margin buying hedges, covered or uncovered call options, puts, straddles or other speculative trading devices; structured notes; unbundled stock units; letter stock; private or direct placements (including 144A securities deemed illiquid by the Investment Manager); direct ownership of real estate or mortgages; short-term securities of the custodian bank, Investment Managers or affiliated companies; purchase or other direct interest in gas, oil, or other mineral exploration or development programs. Warrants shall be permitted if received through a corporate action. Warrants purchased directly or as part of Lazard Asset Management LLC's long-term investment strategy shall not be allowed.

Altrinsic Global Advisors, LLC: Investment Management Services: Subject only to the investment restrictions, if any, set forth on Schedule A, and the Client's Statement of Investment Policy and Objectives dated June, 2017 ("SIPO"), the Investment Manager, with respect to the Account, shall have full authority in its discretion to purchase, hold, sell, tender, exchange, convert or exercise and otherwise acquire or dispose of and trade and deal in or with stocks, bonds, currencies and other securities (all of the foregoing hereinafter called "Securities"), and to enter into such agreements as may be necessary or proper in connection with the management of the Account by the Investment Manager. The Investment Objective and Restrictions of the Account are set forth on Schedule A. In the event the investment restrictions set forth on Schedule A and the SIPO conflict, Schedule A will govern. The Client will notify the Manager promptly, in writing, of any changes to Schedule A or the SIPO.

Exhibit D

Companies Subject to No-buy Portfolio Restrictions

The Domestic & Foreign Missionary Society

Episcopal Church Executive Council

Corporate Social Responsibility Committee

Revised October 2019

The Corporate Social Responsibility Committee, a subcommittee of the Executive Council establishes the directives for socially responsible investments. These directives are largely guided by recommendations from the ICCR (Interfaith Center on Corporate Responsibility) with respect to shareholder activism and other socially responsible investment issues.

There are six portfolio restrictions in place based on policies adopted by the Executive Council. They are:

- Militarism: Shares of any company (a) among the top U.S. defense contractors, measured in dollar volume of sales and (b) any company among the top 50 defense contractors that receives more than fifty percent of its revenues from military contracts.
- For-profit prisons: Shares of companies that operate for-profit prisons
- Sudan: Companies whose activities make continued human rights violations possible by providing revenues to the Sudanese government¹
- Tobacco products: Shares of companies that manufacture and sell tobacco products
- Fossil fuels: Shares of companies where more than 10% of revenue is derived from fossil fuels
- Human rights: Shares of companies supporting or benefiting from denial of human rights consistent with policies adopted by General Convention or Executive Council.

The following is a list of companies subject to portfolio restrictions based on Episcopal Church policies.

Military Contractors	CUSIP	SEDOL
Lockheed Martin	539830109	2522096
Raytheon	755111507	2758051
Northrop Grumman	666807102	2648806

For-profit Prisons	CUSIP	SEDOL
Avalon Correctional Services Inc.	053436309	BTC34L8 US
Core Civic	21871N101	BZ8VC58 US
G4S PLC	GFS LN	B01FLG6
Geo Group	36162J106	BNLYWQ1 US

¹ There is considerable discussion within the SRI community about which companies to include in Sudan portfolio screens, especially given recent political changes in the country. For the time being, the list remains the same as before, with a focus on those companies whose direct involvement in the oil industry provides significant financial support to the Sudanese government in Khartoum. Further review of this issue is being undertaken, but any change in screening approach would require a CCSR recommendation and Executive Council approval.

Sudan	SEDOL
ONGC (India)	6139362

Non-US Tobacco Companies	CUSIP	SEDOL
Altria Group	02209S103	2692632
Philip Morris International	718172109	B2PKRQ3
Schweitzer-Maudit International	808541106	2782038
Vector Group	92240M108	2515803

Non-US Tobacco Companies	CUSIP	SEDOL
Al-Eqbal Investment Company PLC (Jordan)		6460385
British American Tobacco plc (UK and subsidiaries)	GB0002875804	0287580 GB
Carreras Group Ltd (Jamaica)	JMP213891048	2177827 JM
Ceylon Tobacco Ltd (Sri Lanka)	LK0042N00008	6186904 LK
Eastern Company (Egypt)	EGS37091C013	6298177 EG
Godfrey Phillips (India)	INE260B01010	BSBML96 IN
Golden Tobacco	INE973A01010	6302357 IN
Imperial Brands PLC	GB0004544929	0454492 GB
ITC Ltd (India)	INE154A01025	
Japan Tobacco (Japan)	JP3726800000	
Jerusalem Cigarette Co Ltd (Israel)	PS2003111643	
JT International Bhd (Malaysia)	MYL2615OO002	
Khyber Tobacco Company (Pakistan)	PK0012401011	
Kothari Products Ltd (India)	INE823A01017	6488406 IN
KT&G Group (Korea)	48268G100	
Pakistan Tobacco Company (Pakistan)	PK0002701016	6668305 PK
Pazardzhik BT (Bulgaria)	BG11PAPABT16	7541308 BG
Philip Morris CR A.S. (Czech Republic)	CS0008418869	4874546 CZ
Pleven BT (Bulgaria)	BG11PLPLDT18	7635751 BG
PT Gudang Garam Tbk (Indonesia)	ID1000068604	5549326 DE
RTCL Limited (India)	INE754B01012	B03K6F3 IN
Societe Ivoirienne de Tabacs (Cote d'Ivoire)	CI0000000154	6817475 CI
Sofia-BT (Bulgaria)	BG11SOSOVT14	
Swedish Match AB (Sweden)	SE0000310336	
Union Tobacco & Cigarette Industries Co (Jordan)	JO4107411012	
VST Industries (India)	INE710A01016	
West Indian Tobacco Company Ltd (Trinidad & Tobago)	TTP985721039	

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
Advantage Oil & Gas Ltd.	00765F101	B66PKS8	CA
Aker ASA		B02R4D9	NO
Aker Bp ASA	00973RAC7	B1L95G3	NO
ALFA, S.A.B. De C.V.	015398AC4	2043423	MX
Alta Mesa Resources, Inc.	02133L109	BG20612	US
Altagas Ltd.	021361100	B43WJC5	CA
Anadarko Petroleum Corporation	032511107	2032380	US
Antero Resources Corporation	03674X106	BFD2WR8	US
Apache Corporation	037411105	2043962	US
Arc Resources Ltd.	00208D408	B6463M8	CA
Athabasca Oil Corporation	04682R107	B8DG7Z4	CA
BASF Se	055262505	5086577	DE
Baytex Energy Corp.	07317Q105	B4VGVM3	CA
Beach Energy Limited	073333106	6088204	AU
Bharat Petroleum Corporation Limited	08861M102	6099723	IN
BHP Billiton Limited	088606108	6144690	AU
BHP Billiton Plc	05545E209	0056650	GB
Birchcliff Energy Ltd.	090697103	B0B55N1	CA
Black Hills Corporation	092113109	2101741	US
Bonanza Creek Energy, Inc.	097793400	BYXGJD8	US
Bonavista Energy Corporation	09784Y108	B67JFX9	CA
Bonterra Energy Corp.	098546104	B3K3G89	CA
Bp P.L.C.	055622104	0798059	GB
Brookfield Asset Management Inc.	112585104	2092599	CA
BW Offshore Limited		BYYNFR4	BM
Cabot Oil & Gas Corporation	127097103	2162340	US
Cairn Energy Plc	12776P200	B74CDH8	GB
California Resources Corporation	13057Q206	BZBY210	US
Callon Petroleum Company	13123X102	2186072	US
Canacol Energy Ltd.	134808203	B97DSV1	CA
Canadian Natural Resources Limited	136385101	2171573	CA
Cardinal Energy Ltd.	14150G400	BH8B735	CA
Carrizo Oil & Gas, Inc.	144577103	2092801	US
Cenovus Energy Inc.	15135U109	B57FG04	CA
Centennial Resource Development, Inc.	15136A102	BYM4Z79	US
Centrica Plc	15639K300	B033F22	GB
Chesapeake Energy Corporation	165167107	2182779	US
Chevron Corporation	166764100	2838555	US
China Gas Holdings Limited	168935104	6460794	HK
China Oil And Gas Group Limited		B0703Z8	HK
China Petroleum & Chemical Corporation	16941R108	6373728	CN
Cimarex Energy Co.	171798101	2987521	US
Citic Resources Holdings Limited	17390E101	6369233	HK
Ck Hutchison Holdings Limited	12562Y100	BW9P816	HK

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
Cnooc Limited	126132109	B00G0S5	CN
CNX Resources Corporation	12653C108	BF3FTF4	US
Compagnie Petroliere Imperiale Ltee	453038408	2454241	CA
Concho Resources Inc.	20605P101	B1YWRK7	US
ConocoPhillips	20825C104	2685717	US
Continental Resources, Inc.	212015101	B1XGWS3	US
Cooper Energy Limited		6515616	AU
Cosmo Energy Holdings Company, Limited	221298102	BYSJJ43	JP
Crescent Point Energy Corp.	22576C101	B67C8W8	CA
Crew Energy Inc.	226533107	2554721	CA
Delek Group Ltd.	24664R107	6219640	IL
Denbury Resources Inc.	247916208	2418474	US
Devon Energy Corporation	25179M103	2480677	US
Diamondback Energy, Inc.	25278X109	B7Y8YR3	US
DNO ASA	23290P105	B15GGN4	NO
Dogan Sirketler Grubu Holding Anonim Sirketi	25658Y107	B03MRG7	TR
E.On Se	268780103	4942904	DE
Eclipse Resources Corporation	27890G100	BN89V84	US
Ecopetrol S.A.	279158109	B2473N4	CO
Empresas Copec S.A.		2196026	CL
Encana Corporation	292505104	2793193	CA
Energen Corporation	29265N108	2012672	US
Enerplus Corporation	292766102	B584T89	CA
Engie S.A.	29286D105	B0C2CQ3	FR
Eni S.P.A.	26874R108	7145056	IT
Enquest Plc		B635TG2	GB
EOG Resources, Inc.	26875P101	2318024	US
EQT Corporation	26884L109	2319414	US
Equinor ASA	29446M102	7133608	NO
Etablissements Maurel Et Prom S.A.	29761A105	B05DY78	FR
Extraction Oil & Gas, Inc.	30227M105	BZ0CD34	US
Exxon Mobil Corporation	30231G102	2326618	US
Faroe Petroleum Plc		3303290	GB
Formosa Petrochemical Corporation		6718716	TW
Gail (India) Limited	36268T107	6133405	IN
Galp Energia, Sgps, S.A.	364097105	B1FW751	PT
Gazprom Pao	368287207	B59L4L7	RU
Genesis Energy Limited		BL10N28	NZ
Gran Tierra Energy Inc.	38500T101	B09R9V5	CA
Grupa Lotos Spolka Akcyjna		B0B8Z41	PL
GS Holdings Corp.		B01RJV3	KR
Gulfport Energy Corporation	402635304	2398684	US
Halcon Resources Corporation	40537Q605	BYVBXW2	US
Hess Corporation	42809H107	2023748	US

More than 10% of Company Revenue is Derived from Fossil Fuels			
ISSUER	CUSIP	SEDOL	COUNTRY
Highpoint Resources Corporation	43114K108	BDF0CY3	US
Hindustan Petroleum Corporation Limited	433224102	6100476	IN
Hunting Plc	445828106	0447889	GB
Hurricane Energy Plc		B580MF5	GB
Husky Energy Inc.	448055103	2623836	CA
Idemitsu Kosan Co.,Ltd.	45166E104	B1FF8P7	JP
Indian Oil Corpn. Limited	454338104	6253767	IN
Inpex Corporation	45790H101	B10RB15	JP
J.O.E.L. Jerusalem Oil Exploration Ltd.		6477073	IL
Jagged Peak Energy Inc.	47009K107	BDRW1M8	US
Japan Petroleum Exploration Co., Ltd.	47110T104	6711696	JP
Jxtg Holdings, Inc.	466295102	B627LW9	JP
K&O Energy Group Inc.		BH4TD79	JP
Kelt Exploration Ltd.	488295106	B9KF5Q8	CA
Keppel Corporation Limited	492051305	B1VQ5C0	SG
Keyera Corp.	493271100	B3SGMV5	CA
Kinder Morgan, Inc.	49456B101	B3NQ4P8	US
Koc Holding Anonim Sirketi	49989A109	B03MVJ8	TR
Koreagascorporation	50066AAD5	6182076	KR
Kosmos Energy Ltd.	500688AA4	B53HHH8	BM
Kunlun Energy Company Limited	50126A101	6340078	HK
Laredo Petroleum, Inc	516806106	B7DX5X2	US
Lundin Petroleum Ab	55037R200	7187627	SE
Marathon Oil Corporation	565849106	2910970	US
Matador Resources Company	576485205	B7MSLL8	US
Meg Energy Corp.	552704108	B4XF9J1	CA
Midstates Petroleum Company, Inc.	59804T407	BDQZFN7	US
Mitsubishi Corporation	606769305	6596785	JP
Mitsui & Co., Ltd.	606827202	6597302	JP
MOL Magyar Olaj- Es Gazipari Nyilvanosan Mukodo Reszvenytarsasag	608464202	BD5ZXH8	HU
Murphy Oil Corporation	626717102	2611206	US
Naphtha Israel Petroleum Corp. Ltd.		6621966	IL
National Fuel Gas Company	636180101	2626103	US
Naturgy Energy Group S.A.	63903X103	5650422	ES
Newfield Exploration Company	651290108	2635079	US
NK Lukoil Pao	69343P105	B59SNS8	RU
NK Rosneft' Pao	67812M207	B59SS16	RU
Noble Energy, Inc.	655044105	2640761	US
Northwest Natural Gas Company	667655104	2649586	US
Northwestern Corporation	668074305	B03PGL4	US
Nostrum Oil & Gas Plc	66980J103	BGP6Q95	NL
Novatek Pao	669888109	B59HPK1	RU
Nuvista Energy Ltd.	67072Q104	2901167	CA
Oasis Petroleum Inc.	674215108	B64R5J2	US

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
Obsidian Energy Ltd.	674482104	BDHLTZ4	CA
Occidental Petroleum Corporation	674599105	2655408	US
Oil And Gas Development Co Ltd	67778Q200	6732716	PK
Oil And Natural Gas Corporation Limited	67778L102	6139362	IN
Oil Search Limited	677890303	6657604	PG
Omv Aktiengesellschaft	670875509	4651459	AT
Ophir Energy Plc	68373H108	B24CT19	GB
Origin Energy Limited	68618R200	6214861	AU
Osaka Gas Co., Ltd.	687739102	6661768	JP
Painted Pony Energy Ltd.	695779108	BF0LLW6	CA
Pakistan Oilfields Ltd		6677141	PK
Par Pacific Holdings, Inc.	69888T207	BJH08C3	US
Paramount Resources Ltd.	699320206	B073FP1	CA
Parex Resources Inc.	69946Q104	B575D14	CA
Parsley Energy, Inc.	701877102	BMMV736	US
Patterson-Uti Energy, Inc.	703481101	2672537	US
PDC Energy, Inc.	69327R101	B89M5F2	US
Pengrowth Energy Corporation	70706P104	B67M828	CA
Penn Virginia Corporation	70788V102	BZCD9S2	US
Petrochina Company Limited	71646E100	B28SLD9	CN
Petrofac Limited	716473103	B0H2K53	JE
Petroleo Brasileiro S.A. - Petrobras	71654V408	2682365	BR
Peyto Exploration & Development Corp.	717046106	B6775F5	CA
Pioneer Natural Resources Company	723787107	2690830	US
Polski Koncern Naftowy Orlen Spolka Akcyjna		5810066	PL
Polskie Gornictwo Naftowe I Gazownictwo Spolka Akcyjna	731618104	B0L9113	PL
Premier Oil Plc	740536107	B43G057	GB
PT Akr Corporindo Tbk	69369P104	6048156	ID
PT Medco Energi Internasional Tbk	58406A105	6254511	ID
PT Perusahaan Gas Negara (Persero) Tbk	69367P106	6719764	ID
PTT Exploration And Production Public Company Limited	69364V106	B1359K1	TH
PTT Public Company Limited	69367C105	BD0BDH1	TH
Qep Resources, Inc.	74733V100	B60X657	US
Qgep Participacoes Sa		B3M5360	BR
Range Resources Corporation	75281A109	2523334	US
Reliance Industries Limited	759470107	6099626	IN
Repsol S.A.	76026T205	5669354	ES
Resolute Energy Corporation	76116A306	BD047X4	US
Ring Energy Inc.	76680V108	B1TGYD6	US
Royal Dutch Shell Plc	780259206	B09CBL4	NL
Rwe Aktiengesellschaft	74975E303	4768962	DE
Samchully Co.,Ltd		6771054	KR
Sandridge Energy, Inc.	80007P869	BD1XH30	US
Santos Limited	803021807	6776703	AU

More than 10% of Company Revenue is Derived from Fossil Fuels			
ISSUER	CUSIP	SEDOL	COUNTRY
Sapura Energy Berhad		B7GJ601	MY
Sasol Limited	803866102	6777450	ZA
Senex Energy Ltd	81720V100	6929325	AU
Seven Generations Energy Ltd.	81783Q105	BRK0MM4	CA
SK Holdings Co., Ltd.		B39Z8L3	KR
SK Innovation Co., Ltd.		B232R05	KR
Sknetworkscompanylimited		B04PZG1	KR
Sm Energy Company	78454L100	2764188	US
Soco International Plc		B572ZV9	GB
Sound Energy Plc		B90XFF1	GB
South Jersey Industries, Inc.	838518108	2825933	US
Southwestern Energy Company	845467109	2828619	US
SRC Energy Inc.	78470V108	BD8ZX20	US
Suncor Energy Inc.	867224107	B3NB1P2	CA
Superior Energy Services, Inc.	868157108	2806109	US
Surge Energy Inc.	86880Y109	2290597	CA
Surgutneftegaz Pao	868861204	B5BHP1	RU
Talos Energy Inc.	87484T108	BDT56V9	US
Tamarack Valley Energy Ltd.	87505Y409	B8J3TH5	CA
Tatneft' Pao	876629205	B59BXN2	RU
Tellurian Inc.	87968A104	BD3DWD3	US
The Hong Kong And China Gas Company Limited	438550303	6436557	HK
The Southern Company	842587107	2829601	US
Thoresen Thai Agencies Public Company Limited		6561750	TH
Toho Gas Co., Ltd.	88905X108	6895222	JP
Tokyo Gas Co.,Ltd.	889115101	6895448	JP
Torc Oil & Gas Ltd	890895303	BDV82P2	CA
Total Sa	89151E109	B15C557	FR
Tourmaline Oil Corp.	89156V106	B3QJ0H8	CA
Tullow Oil Plc	899415202	0150080	GB
Ultra Petroleum Corp.	903914208	BZ0VZQ8	US
Unit Corporation	909218109	2925833	US
Vedanta Limited	92242Y100	6136040	IN
Vermilion Energy Inc.	923725105	B607XS1	CA
W&T Offshore, Inc.	92922P106	B01Z7M4	US
Whitecap Resources Inc.	96467A200	B418WK4	CA
Whiting Petroleum Corporation	966387409	BYWSWR0	US
Wildhorse Resource Development Corporation	96812T102	BD09869	US
Woodside Petroleum Ltd.	980228100	6979728	AU
WPX Energy, Inc.	98212B103	B40PCD9	US

Human Rights Investment Screen

Any corporation supporting or benefiting from denial of human rights consistent with policy adopted by General Convention or Executive Council, particularly

Any corporation that supports or benefits from denial of human rights in or through the occupation of the West Bank, East Jerusalem or the Gaza Strip (the Occupied Palestinian Territories or OPT)

	<u>CUSIP</u>	<u>SEDOL</u>	<u>COUNTRY</u>
<u>Caterpillar Inc.</u>	<u>149123101</u>	<u>2180201</u>	<u>USA</u>
<u>Motorola Solutions, Inc.</u>	<u>620076307</u>	<u>B5BKPQ4</u>	<u>USA</u>
<u>Israel Discount Bank Ltd.</u>	<u>465074201</u>	<u>6451271</u>	<u>Israel</u>

Reunión del Consejo Ejecutivo

8-11 de junio de 2020

Nota: Debido a las restricciones de viaje y otras limitaciones impuestas por la pandemia del coronavirus, esta reunión se celebró de forma virtual.

Lunes, 8 de junio de 2020

11:00 a.m. hora del Este

Nuestro presidente, el obispo Michael Curry, abrió la reunión con una oración especial apropiada para estos tiempos y pidió al secretario Michael Barlowe que pasara lista e hiciera los anuncios de orden técnico.

Todos presentes, a menos que se indique lo contrario:

Michael Curry, Presidente

Gay Jennings, Vicepresidenta

Thomas Alexander

Lloyd Allen - no presente en la primera sesión del 8/6; presente en todas las demás sesiones

Devon Anderson

Liza Anderson

Sarah Stonesifer Boylan

Diane Butler

Jane Cislucyis

Matthew Cowden - presente únicamente para las sesiones del 8/6

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

Mally Ewing Lloyd

Andrea McKellar

Steven Nishibayashi

Steven Pankey

Aaron Perkins

Mayra González Polanco

Diane Pollard

Russell Randle

Rose Sconiers

Dabney Smith

Holli Powell Strum

George Wing

Warren Wong

Los miembros de oficio, y los que tienen escaño y voz:

Michael Barlowe, Secretario

Kurt Barnes, Tesorero

Byron Rushing, Vicepresidente de la Cámara de Diputados

Geof Smith, Director de Operaciones

Compañeros de la Iglesia:
Andrew Asbil, Iglesia Anglicana del Canadá
Joanne Engquist, ELCA

Nuestro Secretario, el canónigo Michael Barlowe, comenzó con algunas instrucciones y lineamientos para la reunión.

El obispo Curry preguntó si había algún punto adicional que agregar a la agenda. Dado que no había ninguna, pidió la aprobación de la agenda y fue aprobada. Se presentaron las actas de la reunión de febrero de 2020, de la reunión especial del 29 de abril de 2020 y de la reunión especial del 14 de mayo de 2020, y todas fueron aprobadas. Asimismo, fueron ratificadas las medidas tomadas por el Comité Ejecutivo y el Consejo Ejecutivo durante sus reuniones ordinarias.

El Obispo Curry y la Presidenta de la Cámara de Diputados, la Reverenda Gay Clark Jennings, pronunciaron sus discursos de apertura respectivos en los que hicieron mención al ambiente que se vive en nuestro país tras las muertes de George Floyd, Ahmaud Arbery, Breonna Taylor y otros, las que ha desencadenado un movimiento de proporciones nacionales. (Véase el anexo A).

El obispo Curry pidió a los presidentes de los Comités Permanentes Conjuntos que expresaran de manera breve lo que su comité planea abordar en esta reunión. En cuanto al Comité Permanente Conjunto (CPC) de Gobernanza y Operaciones (GO), la Sra. Jane Cisluycis dijo que, entre otros temas, el GO abordará o revisará las propuestas de cambios de los estatutos, un cambio en la política de ausencia autorizada (licencia) por enfermedad para los empleados con COVID-19, los informes anuales de las Provincias, un informe del grupo de trabajo de Baja Familiar Remunerada (Ausencia autorizada por razones familiares, con remuneración), así como el presupuesto. Para el CPC de Finanzas (FIN), la Reverenda Mally Lloyd dijo que el comité se centraría en cómo gestionar el presupuesto 2020-2021, y abordaría el préstamo de Protección de Cheques Personales (PCP). El diálogo sobre los cambios de política para el 2024 se pospondrá hasta una reunión posterior. La Sra. Lloyd pidió a los miembros del Consejo Ejecutivo que reflexionaran sobre los cambios que se podrían hacer a lo inmediato en el presupuesto y la forma en que estableceremos las prioridades de la Oficina de Desarrollo. En cuanto al CPC sobre la Misión Más Allá de la Iglesia Episcopal (MMA), el Reverendo Dabney Smith dijo que su comité se reunirá con el Canónigo Chuck Robertson y otros miembros de este equipo, así como con Rob Radtke, Presidente de la Agencia de Alivio y Desarrollo Episcopal. Para el CPC sobre la Misión Dentro de la Iglesia Episcopal (MD), la Sra. Julia Ayala Harris informó que el comité está considerando una resolución sobre los asesinatos de Ahmaud Arbery y George Floyd, y que además revisará las estrategias, procesos y políticas de subvención, así como el impacto que el COVID-19 tendrá sobre estos temas. Se están reuniendo de manera conjunta con FIN para hablar sobre las subvenciones en bloque, y abordarán el tema del presupuesto y las posibles recomendaciones.

A continuación, el Consejo Ejecutivo escuchó la información de funcionarios clave de alto nivel en la que se detalló la forma en que está trabajando el personal que durante esta época de pandemia nacional está realizando sus labores a distancia. Las personas siguientes presentaron sus informes:

- El canónigo Michael Barlowe, Oficial Ejecutivo y Secretario de la Convención General
- El Sr. N. Kurt Barnes, Tesorero
- El Rev. Geoffrey Smith, Jefe de Operaciones
- El canónigo Mark Stevenson, canónigo del Obispo Presidente para el Ministerio Dentro de La Iglesia Episcopal (LIE)
- El canónigo Chuck Robertson, canónigo del Obispo Presidente para el Ministerio Más Allá de LIE
- La canóniga Stephanie Spellers, canóniga del Obispo Presidente para la Evangelización, la Reconciliación y la Protección de la Creación

Todos los altos funcionarios expresaron su agradecimiento al personal por su labor innovadora, por su voluntad de ser creativos y por su deseo de aprender nuevos métodos de trabajo en la situación actual.

Después de las sesiones informativas, el obispo Curry presentó a Rob Radtke quien es presidente de la agencia de Alivio y Desarrollo Episcopal. El Sr. Radtke informó sobre la respuesta de la agencia de Alivio y Desarrollo Episcopal ante la pandemia del COVID-19. Su personal está trabajando con socios dentro y fuera de Estados Unidos, quienes al igual que su agencia, también están dando respuesta en zonas de desastres naturales tales como tornados e inundaciones. Instó a todos a hacer uso del Mapa de Activos (*Asset Map*, en inglés) y recomendó que se verifique que los perfiles de su congregación estén actualizados. Ésta es una buena herramienta para obtener recursos y mejores prácticas. La agencia de Alivio y Desarrollo Episcopal acaba de elegir a su Junta Directiva y se le pedirá al Consejo Ejecutivo que ratifique dicha elección en esta reunión.

El obispo Curry pidió un cambio en el programa de trabajo de forma que se pase el diálogo sobre la resolución CE 005 para la segunda sesión plenaria, para luego seguir con el resto de la segunda sesión plenaria, según lo previsto. Este cambio del orden del día fue aceptado sin objeciones y el Consejo entró en receso por una hora.

Lunes 8 de junio de 2020

2:00 p.m. hora del Este

El Consejo Ejecutivo se reunió nuevamente en el plenario a las 2:00 p.m. El obispo Curry presentó la resolución CE 005 y pidió a la presidenta Jennings que hablara sobre el tema. La presidenta Jennings hizo una descripción del comité *Ad Hoc* que se convocó para dar respuesta a la profunda agitación económica provocada por la pandemia y al haber constatado que podría ser necesario hacer fuertes recortes en el presupuesto. El documento preparado por el comité *Ad Hoc* es "Principios y estrategias guía para las reducciones presupuestarias". La resolución CE 005 solicita la aceptación de dicho informe. El obispo

Curry presentó la resolución CE 005 y abrió el diálogo para una sesión de preguntas y comentarios.

CE 005

Para: El Consejo Ejecutivo
De: *El Comité Ad Hoc sobre la elaboración del principio rector de las reducciones presupuestarias*
Fecha: 8 de junio de 2020
Re: *Plan para la gestión de emergencias del presupuesto actual de la Convención General (2019-2021)*

Se resuelve que el Consejo Ejecutivo apruebe el documento Plan para la gestión de emergencias del presupuesto actual de la Convención General (2019-2021). (Anexo B)

Explicación

El Presidente y el Vicepresidente del Consejo Ejecutivo nombraron a un *Comité Ad Hoc para la elaboración de principios rectores de las reducciones presupuestarias*. El propósito de ese comité sería elaborar principios rectores y estrategias que sirvan de base para las decisiones sobre las reducciones del presupuesto de la Convención General (2019-2021), en caso que dichas reducciones sean necesarias. El comité *Ad Hoc* se reunió el 27 de mayo y el 3 de junio de 2020.

Entre los miembros de este comité se encontraban el Reverendo Michael B. Curry, la Reverenda Gay C. Jennings, el Reverendo Canónigo Michael Barlowe, N. Kurt Barnes, la Reverenda Mally Ewing Lloyd, el Reverendo Dabney Smith, Jane Cislucis y Julia Ayala Harris.

La resolución CE 005 fue adoptada con una persona ausente (Noreen Duncan).

A continuación, el Consejo Ejecutivo participó en un programa desarrollado por los presidentes del Comité Permanente Conjunto a fin de propiciar un debate más profundo y amplio sobre el cambio y la búsqueda de nuevas formas de ser iglesia, y sobre cómo la gobernanza y nuestras responsabilidades cambian a medida que el mundo cambia. Se centró en el COVID-19 y en los asesinatos de Ahmaud Arbury, George Flynn y otras personas que han puesto en primer plano el tema del racismo. Zena Link habló sobre Roland Allen, Estratega de Misiones y sus métodos misioneros. Los miembros del Consejo Ejecutivo se dividieron en seis pequeños grupos para el estudio, reflexión y debate de la Biblia durante 45 minutos. Cuando volvieron a la sesión plenaria, cada grupo tuvo cinco minutos para informar y a continuación se abrió el diálogo. Se adjuntan las notas de las discusiones grupales. (Anexo C).

La reunión se suspendió a las 4:15 p.m. hora del Este

Martes 9 de junio de 2020 y miércoles 10 de junio de 2020

Cada Comité Permanente Conjunto se reunió varias veces durante los dos días siguientes y hubo varias reuniones conjuntas.

Jueves, 11 de junio de 2020

11:00 a.m. hora del Este

La sesión plenaria comenzó con un servicio de oración que organizó el Reverendo Devon Anderson y el Sr. Thomas Alexander, y con una homilía del Sr. Byron Rushing.

La pastora Joanne Engquist, enlace con la ELCA, transmitió los saludos de su Obispa Presidenta Elizabeth Eaton. Habló de la gran importancia de trabajar contra el racismo y dijo que la ELCA apoya en este tema a la Iglesia Episcopal.

El obispo Andrew Asbil, enlace con la Iglesia Anglicana de Canadá, transmitió los saludos de la Arzobispa Primada Linda Nicholls. Habló acerca de los efectos de la pandemia del coronavirus en Canadá, tanto en el plano económico como para los más vulnerables. La población indígena y los ancianos son quienes corren mayor riesgo, ya que el 80% de las muertes en Canadá fueron entre residentes en centros de atención y cuidados a largo plazo.

Informes de los Comités Conjuntos Permanentes

La Sra. Jane Cislucyis presentó el informe en nombre del Comité Permanente Conjunto sobre Gobernanza y Operaciones. Presentó y agradeció a los miembros de su comité y también dio las gracias al personal que participó. El CPC de GO recibió información sobre asuntos jurídicos de las cancilleres Mary Kostel y Sally Johnson, así como de la asesora jurídica interna Suzanne Baillie. Anunció que la página web de la Iglesia Episcopal cumplirá con las regulaciones pertinentes. Se preparó una Política de Privacidad y está en el calendario de consentimiento bajo el número GO 018. Asimismo, se presentó ante el comité un informe sobre cómo el personal está reaccionando y lidiando con la situación del trabajo a distancia, y ya está apuntada en el calendario de consentimiento una resolución que propone un cambio temporal a la política de licencia por enfermedad bajo el número GO 016. El comité dedicó tiempo a dialogar acerca de las revisiones de los estatutos para responder a la necesidad de las reuniones electrónicas. Los cambios propuestos a los estatutos serán publicados a finales de esta semana y presentados ante el Consejo en la próxima reunión. El comité de GO también revisó los informes anuales de las provincias y escuchó un informe de Devon Anderson sobre las políticas de la iglesia sobre licencia (ausencias autorizadas) por razones familiares.

La reverenda Mally Lloyd presentó el informe en nombre del Comité Permanente Conjunto de Finanzas. La Sra. Lloyd dijo que el comité estaba muy agradecido de tener a la Sra. Patty Downing de regreso después de su enfermedad. El comité tuvo una reunión conjunta con Misión Dentro de la Iglesia Episcopal, y una resolución conjunta de esos comités será presentada por Misión Dentro de la Iglesia. El comité de Finanzas ha puesto varias resoluciones de fondos fiduciarios en el calendario de consentimiento, así como una

resolución para aprobar la Declaración del Comité sobre la Política de Inversiones. Se revisaron los estados financieros de 2019 y del primer trimestre de 2020, y se hizo una "inmersión profunda" en el Informe del Tesorero. Analizaron la reducción del 5% y decidieron quedarse allí. Se le pidió al personal que recortara los presupuestos sin ninguna reducción de personal; eso se pudo lograr sobre todo debido a las restricciones de viajes que hay en este momento. La Sra. Lloyd expresó que en la actualidad estamos en una sólida situación financiera, pero que planeamos reducir el presupuesto en un 10% debido a las predicciones económicas de una recesión. Presentó la resolución FIN 104.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Sujeto: Ajustes presupuestarios para 2020

Se resuelve que el Consejo Ejecutivo apruebe los ahorros de costos y ajustes presupuestarios que se encuentran en los recuadros verdes de la hoja de cálculo de Ajustes Presupuestarios para el año 2020, que se adjunta al presente documento.

Y además se resuelve que el personal de la SMNE y de la OCG quede autorizado para aplicar las medidas de ahorros de costos a la brevedad posible.

Además, se resuelve que el Consejo Ejecutivo se comprometa a continuar las conversaciones y a tomar decisiones oportunas sobre las áreas del presupuesto que aún quedan por determinarse, las cuales aparecen en las celdas de color gris en los Ajustes al Presupuesto de 2020 (Anexo D)

EXPLICACIÓN

De conformidad con el "Plan para la gestión de emergencias del presupuesto actual de la Convención General (2019-2021), con fecha del 8 de junio de 2020, las Comisiones Conjuntas del Consejo Ejecutivo, así como el personal de la SMNE y la OCG se han esforzado por identificar ahorros de costos que son el resultado de las restricciones impuestas a los programas, la gobernanza y el personal, por las prácticas seguras del COVID-19. Se seguirá abordando la gestión del presupuesto después de la reunión de junio del CE.

Se aprobó la resolución FIN 104. El comité se reunió con el reverendo David Copley para analizar las subvenciones en bloque. La Sra. Lloyd presentó la resolución FIN 103 y habló al respecto.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Sujeto: Asistencia a Honduras

Se resuelve que el Consejo Ejecutivo afirme la intención de la Diócesis de Honduras de regresar a su camino de sostenibilidad tan pronto como sea posible i.) proporcionando a la Diócesis una subvención de \$50K y ii) solicitando a los

funcionarios que presiden que nombren a un grupo de trabajo a corto plazo para desarrollar, junto con la diócesis, planes de gestión estratégica que puedan mejorar su plan de negocios de sostenibilidad.

EXPLICACIÓN

La presente solicitud de ayuda financiera surge de la Diócesis de Honduras, que durante la crisis del COVID ha perdido los ingresos de sus escuelas y de otras fuentes. Esta subvención equivale a dos meses de gastos de nómina.

Se aprobó la resolución FIN 103. No hubo informe sobre la auditoría ya que por el momento los auditores no pueden ingresar al edificio. La labor de la Oficina de Desarrollo continúa y el debate sobre cómo establecer prioridades está previsto para un futuro próximo.

La Sra. Lloyd presentó la resolución FIN 093 y habló al respecto. El Comité de Revisión de Evaluaciones recibió solicitudes de exención de diversas cantidades de las diócesis de Dallas, República Dominicana y Colombia.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 11 de junio de 2020
Sujeto: Exenciones recomendadas por el Comité de Revisión de Evaluaciones

Se resuelve que el Consejo Ejecutivo conceda una exención del pago total de la cuota de 2019 y 2020 a la Diócesis de Dallas, de la siguiente manera:
2019 – 6.1%; 2020 – 12.1%; 2021 – 15.0%

Y asimismo se resuelve que el Consejo Ejecutivo conceda una exención de emergencia del pago total de la cuota del año 2020 a la Diócesis de la República Dominicana, de la siguiente manera:
2020 – \$8,500. Se continúa analizando para 2021.

Se resuelve que el Consejo Ejecutivo otorgue una exención de emergencia del pago total de la cuota para el año 2020 a la Diócesis de Colombia, de la siguiente manera
2020 - \$0. Se continúa analizando para 2021.

Explicación

Dallas: A pesar que el proceso de exención para el año 2019 está cerrado, el CRE consideró que Dallas ha avanzado significativamente para eliminar la práctica de dividir su tasación entre los proyectos diocesanos y la tasación del CE (LIE). La diócesis se ha comprometido a pasar rápidamente a una tasación del 15%, la que será pagada en su totalidad a la Iglesia Episcopal. Este tipo de cambio es exactamente lo que se esperaba del proceso de revisión y de establecimiento de relaciones, para que el CRE y el FIN soliciten a la CE que se apruebe la exención. Esto permitirá que Dallas cumpla los requisitos de elegibilidad para las subvenciones del 2020.

República Dominicana: A la Diócesis de República Dominicana se le concedió una exención de un año para el 2019 para pagar su cuota del 1.9% de 15,000 dólares, frente

a los 12,000 dólares del 2018. Se esperaba que solicitara otra exención para 2020 y el objetivo era llegar a 17,000 dólares. Debido al impacto del Covid-19, la diócesis ha solicitado una exención, con la cual la cuota total para 2020 sería de 8,500 dólares.

Colombia: La Diócesis de Colombia recibió una exención del pago de la cuota de \$1,500 dólares para el año 2019; se comprometió a pagar 2,000 dólares en el año 2020 y tenía previsto solicitar una exención correspondiente a esa cantidad. Sin embargo, los efectos del Covid-19 han hecho que la situación financiera de la diócesis se torne bastante frágil. Una exención de la cuota para el 2020 sería de gran ayuda. Continuarán las conversaciones con el CRE sobre el año 2021.

Se aprobó la resolución FIN 093. La Sra. Lloyd expresó que podría haber más solicitudes por dificultades económicas y que siguen monitoreando las 11 diócesis con exenciones de un año. En tiempos normales, el CPC de Finanzas habría comenzado a trabajar en el presupuesto 2022-2024 pero con todas las revisiones de los presupuestos 2020 y 2021, no ha podido hacerlo. El proceso de racionalización del presupuesto es un trabajo que se está elaborando. El Comité Mixto de Expertos en Finanzas se reunirá de nuevo el 23 de junio para trabajar en las zonas sombreadas del presupuesto (en el documento adjunto D), y para continuar el diálogo sobre la Oficina de Desarrollo y Archivos.

El obispo Dabney Smith presentó el informe en nombre de la Misión Más Allá (MA) de la Iglesia Episcopal. Agradeció al comité, al personal y a los invitados por su participación. Rob Radtke presentó una actualización al comité sobre el trabajo de la Oficina de Alivio y Desarrollo Episcopal e informó que la resolución MB 018 para ratificar la elección de la Junta Directiva de Alivio y Desarrollo Episcopal está ya en el calendario de consentimiento. La resolución MB 019, en agradecimiento al programa del Cuerpo de Servicio de Jóvenes Adultos, al programa Voluntarios Episcopales en Misión y a sus miembros, también ya está puesta en el calendario de consentimiento. El Obispo Smith presentó la resolución MW 017 y habló al respecto del tema. Dijo que el comité dedicó bastante tiempo al estudio de esta resolución, y que trabajó junto con la Oficina de Relaciones Gubernamentales. Russ Randle propuso una enmienda a dicha resolución. La enmienda fue secundada y el Sr. Randle habló acerca de la misma. Durante el diálogo acerca de la enmienda, George Wing expresó que le preocupaba la jurisdicción y propuso remitir la resolución al Comité Permanente Conjunto sobre la Misión Dentro de la Iglesia Episcopal. Después de algunos diálogos, la moción fue rechazada. No hubo más diálogo acerca de la enmienda y en ese momento fue aprobada. El Obispo Smith presentó una segunda enmienda, la cual fue discutida y aprobada. Al volver al debate sobre la resolución enmendada, se expresó preocupación acerca de sacar conclusiones no intencionales.

PARA: El Consejo Ejecutivo
DE: El CPC sobre la Misión Más Allá de la Iglesia Episcopal
FECHA: 10 de junio de 2020
RE: Reforma de la policía

Se resuelve que, tras las muertes de George Floyd, Breonna Taylor, Ahmaud Arbery, y los muchos otros cuyos nombres e historias que con mucha frecuencia no se reportan, el Consejo Ejecutivo reafirma la Resolución 2018-A229 de la Convención

General, en la cual la Iglesia "condena las acciones impropias y violentas de las autoridades contra las personas de color".

Asimismo se resuelve que el Consejo Ejecutivo también reconozca el profundo dolor y la pena de las comunidades negras y las protestas multirraciales generalizadas en todo el país debido a los continuos asesinatos raciales, la violencia y las prácticas discriminatorias de las fuerzas del orden y las autoridades civiles, y la legislación que afecta injusta y desproporcionadamente a los negros, los latinos y los indígenas americanos, causando daños sistemáticos a las personas, familias y comunidades enteras. En esto confesamos que nosotros, como Iglesia y como sociedad, no hemos respetado la dignidad de todos los seres humanos.

Y además se resuelve que todos los episcopales, las diócesis, las instituciones, y más concretamente la Oficina de Relaciones Gubernamentales, impulsen la propuesta de reforma de la policía como parte de los esfuerzos generales para abordar la reforma de la justicia racial y la justicia penal. Recomendamos las siguientes propuestas - o cualquier cambio incremental hacia una mayor responsabilidad, transparencia y capacidad de respuesta con el objetivo de hacer más seguras nuestras comunidades.

Además, se resuelve que el Consejo Ejecutivo inste a la Iglesia, sus diócesis e instituciones, al clero y a los líderes laicos y a todos los episcopales a que se les recuerde y que cumplan el voto bautismal de luchar por la justicia y la paz para todo el pueblo de Dios. Que recuerden trabajar por la transformación federal, estatal, regional y local del sistema de justicia penal, instando a los funcionarios electos, a los órganos legislativos, a las agencias gubernamentales y a las entidades encargadas de hacer cumplir la ley de forma que implementen políticas que:

- 1. Examinen el propósito, la eficacia y el uso desproporcionado de la fuerza y hagan hincapié en las políticas y prácticas de desescalada que pongan fin al uso de la fuerza excesiva, en especial cuando se trata de ciudadanos desarmados o de personas que padecen crisis y problemas de salud mental. La defensoría debería incluir, entre otras cosas, la prohibición del uso de manipulaciones que causen asfixia y estrangulamiento, el requerimiento de advertir antes de disparar y la prohibición de disparar a vehículos en movimiento.*
- 2. Evaluar las prácticas de contratación, la adquisición de equipo, las medidas de rendición de cuentas y la capacitación del personal de los departamentos de policía y los organismos encargados de hacer cumplir la ley. Dicha evaluación debería requerir transparencia y responsabilidad en la documentación y la notificación de las amenazas y el uso de la fuerza por parte de los miembros de los órganos de seguridad. Limitar o poner fin a la transferencia de armas de grado militar a los departamentos de policía estatales y locales, y prohibir que se detengan a una persona o a un vehículo con cualquier pretexto propiciado por la caracterización racial y étnica.*
- 3. Establecer y adoptar políticas que incluyan la obligación de intervenir, que exijan a los agentes detener el uso excesivo de la fuerza por parte de otros agentes e*

informar inmediatamente de los incidentes a un supervisor; exigir el uso de cámaras corporales, y pasar políticas que rijan el uso de las mismas.

- 4. Promover la creación de juntas civiles de revisión y otros órganos de supervisión comunitarios y civiles.*
- 5. Mejorar la duración, calidad y frecuencia de la capacitación de la policía, de forma que incluya la formación continua en el servicio, reconociendo que los policías mejor capacitados utilizan la fuerza con menos frecuencia y con mayor prudencia.*
- 6. Adoptar cambios en los estatutos y las políticas para garantizar que se lleve a cabo una investigación federal por parte de fiscales independientes, de todas las muertes ocurridas bajo custodia de las fuerzas del orden o en otros tipos de encuentros con miembros de las fuerzas del orden, y que se adopte una exención legal del plazo de prescripción, de modo que todas las muertes de ese tipo ocurridas en los últimos diez años sean examinadas a fin de adoptar las medidas adecuadas y reparar las violaciones de los derechos civiles.*
- 7. Asegurar que cuando no se realice una investigación federal, se lleve a cabo una investigación estatal independiente en todos los casos en que las personas mueran en encuentros o bajo custodia de las fuerzas del orden estatales o locales, sobre todo cuando una persona de color muere en uno de esos encuentros o estando bajo custodia de las fuerzas del orden.*
- 8. Entablar los procesos penales que correspondan al caso, para hacer frente a la violencia injustificada perpetrada por las fuerzas del orden que provoque la muerte o las lesiones de una persona.*
- 9. Adoptar todas las normas policiales federales aplicables, cuya violación dará lugar a la derogación de la protección de inmunidad en las acciones federales de derechos civiles contra el personal de las fuerzas del orden.*
- 10. Reanudar las investigaciones federales sobre las prácticas de las agencias del orden público en materia de derechos civiles cuando los datos muestren un número desproporcionado de muertes y lesiones en las operaciones de un órgano policial, o cuando los datos muestren un número desproporcionado de este tipo de incidentes desde la perspectiva racial o étnica, y cuando lo justifiquen las pruebas de violaciones importantes de los derechos civiles, la utilización de decretos judiciales apropiados, vigilantes y medidas similares para garantizar que se lleven a cabo reformas permanentes y eficaces de las prácticas policiales.*

Se resuelve que esforzarse para promulgar estas políticas no es un medio para un fin, sino parte de la lucha contra el racismo sistémico y para brindar protecciones que las comunidades de color han esperado desde hace largo tiempo, para garantizar que vivamos en una sociedad que reconoce, valora y empodera a todos los hijos de Dios.

Asimismo, se resuelve que el Consejo Ejecutivo reconoce y encomia la labor de la gran mayoría de los organismos del orden público que realizan su labor a conciencia para mejorar y proteger a sus comunidades, a través de la defensa de los derechos humanos de los ciudadanos a los que sirven y al esforzarse por hacer cumplir la ley en condiciones de igualdad y sin discriminación.

Además, se resuelve que la presente resolución sea enviada a las Diócesis de la Iglesia Episcopal.

La resolución MB 017 fue aprobada estando dos personas ausentes (Aaron Perkins, George Wing). El Obispo Smith presentó la resolución MB 020 y habló al respecto, explicando que, durante la reunión del comité, la Sra. Blanca Echeverry se pronunció a favor de esta resolución.

PARA: El Consejo Ejecutivo
DE: El CPC sobre la Misión Más Allá de LIE
FECHA: 10 de junio de 2020
RE: Muestras de apoyo a los derechos humanos y a la continuidad de la existencia de los pueblos indígenas de la Amazonia

Se resuelve que el Consejo Ejecutivo, reunido de manera virtual del 8 de junio de 2020 al 11 de junio de 2020, entiende la aberración histórica de imponer límites políticos en áreas habitadas por pueblos indígenas, cuya práctica ha causado sufrimientos indecibles a los pueblos nativos de todo el mundo.

Además, se resuelve que la Amazonia, el área que abarca la cuenca del río Amazonas, es el hogar de unas 400 tribus distintas, cada una con sus propios idiomas, culturas y territorios. Muchas de ellas han tenido contacto durante siglos con culturas externas y algunas han tenido muy poco contacto con el exterior. Las tribus, cuyas fronteras se extienden a lo largo de la cuenca del Amazonas y representan un gran depósito de sabiduría natural y tesoro cultural, han sido subyugadas, oprimidas, marginadas y descuidadas por las entidades políticas, sus tierras han sido destruidas por la deforestación y las actividades mineras, sus culturas han sido sistemáticamente diezmadas por la cultura dominante y su salud se ha visto comprometida por una alimentación deficiente y por los sistemas de atención sanitaria ineficaces o inexistentes.

Se resuelve que la actual pandemia del COVID-19 representa una amenaza existencial para los pueblos indígenas de la Amazonia, ya que el virus se propaga sin control a través de sus poblaciones en las naciones en las que se encuentran. Perú y Colombia luchan por hacer frente a esta crisis mundial. El resultado podría bien ser la extinción de algunas de estas tribus.

Además, se resuelve que el Consejo Ejecutivo inste a las diócesis, congregaciones y personas a apoyar y comprometerse de nuevo con los Objetivos de Desarrollo Sostenible de Naciones Unidas, tal como en su momento los adoptara la agencia de Alivio y Desarrollo Episcopal. Hace un llamado a la Igreja Episcopal Anglicana do Brasil, a la Diócesis Episcopal de Colombia y a la Iglesia Anglicana de Sudamérica, a continuar trabajando de manera diligente con las agencias de ayuda, las organizaciones internacionales y sus respectivos gobiernos, con el fin de apoyar a la población

indígena de la Amazonia de cualquier manera posible durante la pandemia del COVID-19 y más allá, tratando de garantizar la continuidad de sus lenguas, cultura y vidas mismas.

La resolución MB 021 fue aprobada. Eso concluyó el informe de la Misión Más Allá de la Iglesia Episcopal.

La Sra. Julia Ayala Harris presentó su informe en nombre del CPC sobre la Misión Dentro de la Iglesia Episcopal. Agradeció al comité, al personal y a los invitados por su participación en las reuniones. El comité se reunió con Finanzas y también les envió resoluciones de subvención para su revisión y aprobación. La Sra. Harris presentó la resolución MW 026.

Para: El Consejo Ejecutivo

De: El Comité Permanente Conjunto sobre la Misión dentro de LIE

Fecha: 9 de junio de 2020

Re: Aprobar las subvenciones de la OAU

Se resuelve que el Consejo Ejecutivo, reunido del 8 al 11 de junio de 2020, apruebe y autorice lo siguiente, según lo recomendado por la Junta Directiva de Ofrenda de Agradecimientos Unidos, así como lo revisado y recomendado por el Comité Permanente Conjunto sobre la Misión Dentro de la Iglesia Episcopal. El pago proviene de los fondos disponibles de la Ofrenda de Agradecimientos Unidos.

Seth Stradling Diócesis de Florida Central	Desarrollo cristiano de jóvenes adultos	\$5,000
Rowan Larson de la Diócesis de Massachusetts	Todos estamos maravillosamente hechos	\$5,000
Evangeline Warren Diócesis de Ohio Aumentando	Participación de los jóvenes adultos en la Diócesis de Ohio	\$5,000
Kevin Neil de la Diócesis de Massachusetts	Grupo de Recuperación de Viviendas MANNA	\$2,800
Cynthia Moore Diócesis de Indiana del Norte	Café Dove Faith	\$5,000

Charlotte Dalwood Diócesis de Dakota del Sur	Pine Ridge Commons	\$5,000
Meghan Mazur de la Diócesis de Texas	Coro de la prisión	\$2,800
Obispo Presidente	Arrraigados en el amor: La experiencia de un pequeño grupo en el Camino del Amor para una iglesia de evangelio, discípulos y relaciones	\$96,900
OAU asociado con Massachusetts	Pasantía de Julia Chester Emery	\$39,852.11
Subvención- desafío Camino La Iglesia Española Reformada Episcopal	El Centro de Peregrinos Anglicanos en Santiago de Compostela	\$114,232.80
Premio del Fideicomiso Emery #335 de Asociaciones Globales:	Valores y herramientas para el compromiso de la misión	\$63,320
Diócesis de la Costa Central del Golfo	El Centro de Atención de la Comunidad Amada de Mobile	\$50,000
Diócesis de Chicago	Proyecto de Alimentos Sostenibles San Pablo	\$62,000
Diócesis de Delaware	Proyecto Escala de dolor y oración: una herramienta de oración para el control del dolor sin drogas	\$47,975

Diócesis de Lexington	Llamar evangelista a una comunidad	\$24,925
Diócesis de Minnesota asociada con Belice	Agua para bendecir y edificar sobre ella	\$101,000
Diócesis de Missouri	Reunión de Gracia: servicio de adoración para celebrar las diferentes habilidades	\$11,320
Diócesis de Nueva York asociada con Asaba, Nigeria	St. Luke's Idumuje-Unor: Ministerio de Niños Anglicanos y Programa de Viudas Jóvenes	\$45,000
Diócesis de Carolina del Norte	Flying Lion Transición al empleo	\$72,777
Diócesis de California del Norte	El patio de recreo	\$145,000
Diócesis de Indiana del Norte	Asociación con el Ministerio de Elkhart	\$26,625
Diócesis de San Joaquín	Centros de Misión Comunitaria de San Joaquín	\$82,361.01
Diócesis del sudeste de Florida Asociada con Haití	Agua y saneamiento para Bondeau, Haití	\$75,541.54
Diócesis de Dakota del Sur	Revista Tierra y Altar	\$20,700
Diócesis del sur de Ohio	Compartiendo historias de bendición en el sur de Ohio	\$33,800

Diócesis de Tennessee	Raíces saludables	\$21,159.07
Diócesis de la parte alta de Carolina del Sur	La Academia Coral de Church Street	\$53,000
Diócesis de Washington Asociada con Masai, Tanzania	Escuela secundaria de St. Catherine para niñas	\$66,868
Diócesis de Massachusetts Occidental	Centro de Reclusión Big Blue	\$36,948
Diócesis de Wyoming	¡Y un niño pequeño los guiará!	\$70,000
Socio de pacto: Filipinas, Diócesis de Davao	Centro de Blingkong para compartir, paz y desarrollo	\$23,306.60
Bangladesh, Diócesis de Dhaka	Bendiciones de construcción: Dos iglesias nuevas y necesarias	\$80,000
Burundi, Diócesis de Muyinga	Centro de la Esperanza Muyinga	\$51,980

La resolución MW 026 fue aprobada. La Sra. Harris presentó la resolución MW 027.

Para: El Consejo Ejecutivo

De: El Comité Permanente Conjunto sobre la Misión Dentro de LIE

Fecha: 9 de junio de 2020

Re: Aprobar las subvenciones Constables

Se resuelve que el Consejo Ejecutivo, reunido del 8 al 11 de junio de 2020, apruebe y autorice lo siguiente, según lo revisado y recomendado por el Comité Permanente Conjunto sobre la Misión Dentro de la Iglesia Episcopal.

Asimismo, se resuelve que se apruebe el pago de las subvenciones indicadas a continuación por un total de 209,500 dólares proveniente del dinero disponible en el Fondo Constable.

Asimismo, se resuelve que los beneficiarios presenten informes financieros y descriptivos según sea requerido.

Además, se resuelve que los beneficiarios cumplan todos los requisitos de distanciamiento social eclesiástico o civil que estén en vigor.

Oficina del Ministerio Indígena – Formación en la Doctrina del Descubrimiento, 34,000 dólares

De conformidad con la resolución D-011 de la Convención General de 2018, "Que la 79ª Convención General ordene al misionero indígena de la Oficina del Obispo Presidente que identifique y designe representantes indígenas para que impartan formación sobre la doctrina del descubrimiento a quienes soliciten la ordenación, de modo que la Oficina de Ministerios Indígenas brinde guía y supervisión al programa de formación sobre la doctrina del descubrimiento" (véase el apéndice A). Este proyecto ayudará a llevar a cabo estos objetivos mediante una asociación con el Seminario Bexley-Seabury, que tiene trayectoria de atención a las necesidades de educación teológica indígena que se remonta al siglo XIX con *Seabury Divinity School*, y que tiene la capacidad y las instalaciones necesarias para impartir cursos de capacitación y talleres a una cantidad significativa de estudiantes de teología episcopal (véase el apéndice B para obtener una descripción detallada de la forma en que ambas partes deberán colaborar).

Las capacitaciones serían dirigidas por el Misionero Indígena y el Coordinador Indígena de Educación Teológica, con la asistencia de presentadores indígenas de varias comunidades en LIE, tales como las cuatro diócesis principales de Navajoland, Alaska, Dakota del Norte y Dakota del Sur, y otras regiones. Para ayudar a facilitar las capacitaciones, se creará una presentación en Power Point la cual incluirá videos, así como un plan de estudios uniforme.

Oficina de Alianzas Mundiales - Juego de herramientas para la Misión Mundial, 50,000 dólares

"Esta propuesta, presentada por la Oficina de Alianzas Globales (OAP) de la SMNE en colaboración con la Red de Misión Episcopal Mundial (RMEM) y la Comisión Permanente de Misión Mundial (CPMM), recomienda estudios basados en la Biblia a través de seminarios en la web, videos y recursos para el diálogo en grupo de la teología de la misión global, que es la misión de Dios en el mundo. En este momento, ni la SMNE, ni la OAP ni la RMEM tienen suficientes recursos financieros como para desarrollar y distribuir materiales de formación en toda la Iglesia Episcopal y la Comunión Anglicana, o para informar e inspirar a los cristianos a caminar y vivir el Camino del Amor -el Evangelio, la Buena Nueva de Jesucristo- en un contexto mundial".

Comisión Permanente de Liturgia y Música - Encuentro Litúrgico, 2,500 dólares.

"La Comisión Permanente de Liturgia y Música ha rediseñado la naturaleza de nuestra propuesta de Encuentro para la Formación Litúrgica para que sea un evento totalmente virtual, utilizando

una combinación de seminarios en la web y sesiones de análisis en Zoom. En coordinación con el departamento de aprendizaje permanente del Seminario Teológico de Virginia para auspiciar el encuentro virtual.

Afortunadamente, el paso a una plataforma virtual nos dará la posibilidad de hacer una mejor invitación a la iglesia a nuestra reunión, aumentando así la probabilidad de una mayor participación de las diócesis y ciertamente incrementará la probabilidad de que otros invitados se unan. Esta plataforma también nos permitirá grabar, guardar y compartir con más facilidad el contenido y las conversaciones.

Las fechas de la reunión seguirán siendo las mismas, así como los temas y los oradores. Sin embargo, condensaremos el programa para cumplir con las mejores prácticas de videoconferencia. Este nuevo diseño reduce nuestro presupuesto de manera significativa; sólo pedimos 2,500 dólares, para financiar los honorarios de nuestros diez oradores".

Comisión Permanente de Misión Mundial - Proyecto de Educación para la Guerra Justa de los Capellanes Militares, 43,000 dólares

"Este proyecto cumple con una resolución no financiada de la Convención General (2015-A048) para avanzar en el estudio de los principios de la Guerra Justa, y extiende esta enseñanza religiosa a la formación de los capellanes militares de la Iglesia Episcopal a fin de satisfacer las necesidades pastorales de los actuales miembros de las Fuerzas Armadas y los veteranos, incluyendo las personas que padecen lesiones morales y otras formas de trauma relacionados con la guerra. Los recursos se centrarán en "enseñar a los maestros" mediante la elaboración de cursos de formación y herramientas para los capellanes militares sobre los principios de la Guerra Justa pertinentes para su ministerio activo y su misión mundial. La educación religiosa que fomenta este proyecto beneficiará también a la Iglesia Episcopal en la actualización de su marco normativo sobre la guerra justa para fines de defensoría; la contribución a las iniciativas de resolución de conflictos y el ministerio para las víctimas de la violencia dentro y fuera de la Iglesia; y la participación de las congregaciones en asuntos de guerra y paz desde la perspectiva de la ética cristiana. Para administrar el proyecto, la Comisión Permanente para la Misión Mundial colaborará con la oficina del Obispo Sufragáneo para las Fuerzas Armadas y los Ministerios Federales, en coordinación con la Oficina de Relaciones Gubernamentales de la Iglesia Episcopal; los fondos solicitados servirán para potenciar los recursos que actualmente se utilizan para reunir cada año a los capellanes militares y para actualizar el Manual de Capellanes de la Iglesia Episcopal: Lineamientos para el Ministerio y el Culto.

Provincia I-Preparando a los líderes laicos, 19,000 dólares

"La Provincia I, en colaboración con la Federación de Seminarios de Bexley Seabury, busca crear un proceso asequible, accesible y adaptable a fin de preparar a ministros licenciados para la iglesia. Las personas que son identificadas para convertirse en ministros licenciados necesitan una comprensión sólida de nuestra fe y una formación especializada en el área de la licenciatura. Esta subvención permitirá la creación de 11 cursos en línea (sincrónicos y asincrónicos) para asegurar que los líderes tengan una base en los fundamentos de nuestra fe y una formación especializada".

Provincia III – Comprender el abuso de sustancias, 7,500 dólares.

"Este programa es una fusión de nuestro compromiso bautismal "de buscar y servir a Cristo en todas las personas" y "de respetar la dignidad de cada ser humano", con el anhelo poder entender mejor a las personas que están predispuestas a las adicciones y ofrecerles un camino de recuperación. Esta formación basada en la fe ayuda a las personas y a las comunidades religiosas

a reflexionar de manera crítica sobre el estado actual del uso de sustancias y la adicción, a prepararse para ministrar como Aliados de la Recuperación y/o Equipos de Respuesta Rápida, y a ser Cristo presente para las personas que luchan contra el uso de sustancias".

Comentario: La Provincia III trabajará con el Seminario de Bexley-Seabury para preparar la capacitación y los materiales del programa.

Provincia IV - Peregrinaje a los campos (Asistencia a los trabajadores agrícolas migrantes), 15,000 dólares

"Peregrinación a los Campos" quiere brindar a los trabajadores agrícolas latinos la oportunidad de involucrarse con la Iglesia Episcopal y el Ministerio Episcopal de Trabajadores Agrícolas (META). Desde 1982, META ha apoyado a los trabajadores agrícolas e inmigrantes en la zona rural del este de Carolina del Norte. Atendemos las necesidades físicas, emocionales y espirituales de los trabajadores agrícolas migrantes y estacionales y las de sus familias, y apoyamos grandemente aquellas oportunidades que les permitan ser autosuficientes. Procuramos ayudar a los trabajadores agrícolas de tres maneras principales: mediante servicios directos; desarrollando y apoyando programas en pro del empoderamiento de los trabajadores agrícolas; y fomentando el desarrollo del liderazgo, la defensoría y la educación, a fin de lograr un cambio sistémico de la política agrícola a nivel local y estatal.

Provincia VII - Cumbre Rural y de la Pequeña Iglesia, 4,500 dólares.

"Nuestro 'plan de contingencia' consiste en dividir en dos partes nuestra pequeña y rural cumbre de la iglesia – la que depende en parte de la financiación. La primera parte consistirá en seminarios web y reuniones de grupos pequeños. Aún no hemos puesto precio a esto, pero anticipamos contratar a profesionales de la tecnología para filmar las presentaciones de los oradores en las comunidades donde viven. Las reuniones de grupos pequeños se pueden realizar a bajo costo o sin costo alguno usando Zoom.

La segunda parte del programa serán las reuniones cara a cara que estaban originalmente planeadas, cuando sea seguro realizar conferencias. Para esto, anticipamos la necesidad de reducir el presupuesto a fin de acomodar los costos de la tecnología para la conferencia web. Sin embargo, lo que aprendamos durante las reuniones de los grupos pequeños nos ayudará a enfocarnos en las áreas de mayor preocupación para nuestros participantes".

Provincia VIII - Juega, reza y brilla (Iglesia Episcopal de San Juan, Indio, CA), 34,000 dólares

"Nuestra misión no ha cambiado; lo que ha cambiado son los métodos para llevarla a cabo y los medios para facilitar los resultados.

‘¡Juega, reza y brilla!’ enseñará el Evangelio a niños y jóvenes, y les ayudará a experimentar el amor de Cristo a través de un viaje musical durante el año calendario litúrgico".

"Los educadores eficaces son tenaces e ingeniosos. Con un poco de lluvia de ideas, nuestro equipo ha adaptado nuevas estrategias de enseñanza para sustituir las aulas físicas y ha rediseñado los objetivos de desempeño de nuestro proyecto basado en la tecnología y en el estricto cumplimiento de la seguridad de cara al COVID-19. Casi todo el mundo anhela volver a 'lo normal', sin embargo, creemos que las ventajas que ofrece la implementación de la tecnología nos abren posibilidades impresionantes y sostenibles".

Explicación

La recomendación proviene del Comité de Revisión de Subvenciones del Fondo Constable de la CE, la cual ha sido revisada por el Comité Permanente Conjunto del Consejo Ejecutivo sobre la Misión Dentro de la Iglesia Episcopal. Los fondos disponibles son de 209,500 dólares. El monto total de las subvenciones es de 209,500 dólares. Las inquietudes del Tesorero en cuanto al distanciamiento social, los viajes y la viabilidad se han abordado con los solicitantes de subsidios y el Comité de Revisión de Subsidios del Fondo Constable ha estudiado sus respuestas.

El MW 027 fue aprobado con 2 personas ausentes (Thomas Alexander, Sarah Stonesifer Boylan). La Sra. Harris presentó el MW 025.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto sobre la Misión Dentro de LIE
Cita: 11 de junio de 2020
Re: El impacto desigual del COVID-19 en las comunidades de color

Se resuelve que el Consejo Ejecutivo, reunido del 8 al 11 de junio de 2020, insta a la Iglesia, sus diócesis e instituciones, al clero, al liderazgo laico y a todos los episcopales a unirse a sus comunidades para eliminar radicalmente los obstáculos y analizar los factores sociales que afectan la salud. Algunos de los obstáculos y factores sociales se detallan a continuación:

- La actual pandemia del COVID-19 ha puesto al descubierto las desigualdades de larga data en las comunidades de color y en las comunidades indígenas, que son el resultado de siglos de opresión institucional y de persistentes desigualdades sistémicas en el acceso a la atención médica, la vivienda, el empleo, la calidad del entorno y medio ambiente en el que viven, la educación y la justicia penal.
- Las investigaciones muestran que los factores sociales de salud están relacionados con la situación económica (40%), los comportamientos saludables (30%), el acceso y la atención de calidad (20%) y el entorno y medio ambiente, lo cual incluye la calidad del aire y del agua, la vivienda y el transporte (10%).
- Las personas de color sufren de manera desproporcionada la pobreza, la falta de vivienda, el poco acceso a la atención médica y a una alimentación nutritiva, el aumento del riesgo de enfermedades subyacentes como el asma, y el posible encarcelamiento en el marco del sistema actual de justicia penal.
- La gente de color se encuentra viviendo de manera desproporcionada en hogares donde habitan varias generaciones, en vecindarios densamente poblados donde es más difícil poner en práctica las medidas preventivas tales como el distanciamiento social, donde tienen mayor exposición a los peligros ambientales y se encuentran a más distancia de las tiendas de comestibles y los centros de salud. Todas esas condiciones causan un aumento del estrés y la ansiedad.
- Las personas de color ocupan de manera desproporcionada puestos de trabajo esenciales de bajos salarios y con menos beneficios y, por lo tanto, es mayor la presión de balancear la supervivencia económica frente al riesgo de exposición al Covid-19.
- Los datos disponibles documentan que las personas de color se enferman excesiva y gravemente de Covid-19 y fallecen con mayor frecuencia.

Fuentes: Centros para el Control y la Prevención de Enfermedades (CDCs), NAACP, Centro Nacional Legal sobre la Falta de Vivienda y la Pobreza

La resolución MW 025 fue aprobada. La Sra. Harris presentó la resolución MW 029, en la cual, según ella nos explicó, se hace un llamado a la acción y a la respuesta profética de la iglesia.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto sobre la Misión Dentro de LIE
Cita: 9 de junio de 2020
Re: Con respecto a la muerte de Ahmaud Arbery

Se resuelve que el Consejo Ejecutivo, reunido del 8 al 11 de junio de 2020, recordando las enseñanzas del día de peregrinaje del Consejo Ejecutivo al Museo del Legado y al Monumento Nacional para la Paz y la Justicia durante su reunión de octubre de 2019, en el que revivimos la historia de los afroamericanos aterrorizados por los linchamientos y humillados por la segregación racial; la de Jim Crow, agobiado por las presunciones contemporáneas de culpabilidad y violencia policial, recuerde a Ahmaud Arbery, víctima de la violenta vigilancia racial el 23 de febrero de este año en el condado de Glynn (Georgia), y condene el fracaso de la policía local y de los fiscales a cargo, ante el preocupante retraso en la implementación de un proceso legal adecuado y oportuno para lograr una justicia imparcial en el caso de Ahmaud.

Además se resuelve que el clero y los laicos de esta Iglesia ofrezcan una respuesta profética ante la muerte de Ahmaud Arbery, una encarnación moderna del terror racial que no tiene lugar en ninguna comunidad y que no puede ser tolerado por aquellos que recorren El Camino del Amor.

Se resuelve asimismo que al tiempo que lamenta todas y cada una de las acciones que han ocurrido o puedan ocurrir en el futuro para silenciar las voces que reclaman justicia en el caso de Ahmaud, el Consejo elogie la pronta respuesta del pueblo y de las iglesias episcopales en las Diócesis de Georgia y Atlanta para exigir públicamente justicia ante este crimen atroz, y por haber pedido y ofrecido oraciones por Ahmaud, por su familia y amigos en su duelo, por sus enemigos, sus abusadores y sus asesinos.

Y además se resuelve que La Iglesia Episcopal, en el contexto de "Ser una Comunidad Amada", de cara a la Resolución 2015-C019 de la Convención General, establezca una respuesta ante la injusticia racial sistémica para mejorar la capacidad de trabajo de la Iglesia Episcopal en las comunidades a fin de organizar, defender y dismantelar los sistemas, políticas y prácticas que refuerzan la violencia racial y los actos de vigilancia, y que perpetúan el pecado del racismo.

La resolución MW 029 fue aprobada. La Sra. Harris presentó la resolución MW 023.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto sobre la Misión Dentro de LIE
Fecha: 9 de junio de 2020
Re: Violencia policial

Se resuelve que el Consejo Ejecutivo, reunido de manera virtual del 8 al 11 de junio de 2020, recuerde y guarde duelo por el Sr. George Floyd, la Sra. Breonna Taylor y por todas las víctimas de la brutalidad policial.

Y, asimismo, se resuelve que el clero y los laicos de la Iglesia Episcopal se comprometan a dar una respuesta profética a estas muertes y actos de injusticia, con lo cual también se comprometen a un ministerio paciente, decidido, fiel y duradero contra el racismo continuo.

Se resuelve que el Consejo Ejecutivo elogie al pueblo y a las congregaciones de la Iglesia Episcopal de Minnesota por sus llamados públicos a favor de actos de justicia en respuesta al asesinato del Sr. George Floyd a manos de un oficial blanco del Departamento de la Policía de Minneapolis, y que se comprometa a la larga y constante labor en búsqueda de la justicia, uniéndose a los activistas y organizaciones que ya están sobre el terreno.

Y se resuelve además que el Consejo Ejecutivo elogie al pueblo y a las congregaciones de la Diócesis Episcopal de Kentucky por sus llamados públicos a favor de actos de justicia en respuesta al tiroteo que causó el asesinato de la Sra. Breonna Taylor por parte de oficiales blancos de la Policía Metropolitana de Louisville, la eficaz labor antirracista del Grupo de Trabajo Diocesano para la Reconciliación Racial, y a su fiel y transformador ministerio comunitario a través de la Asociación Urbana de Louisville.

Se resuelve también que se exhorte al clero, los laicos y las diócesis de la Iglesia Episcopal a cumplir con la Resolución 2018-A229 de la Convención General (Reconocer la Violencia Policial y Confrontar el Racismo), examinando todos los incidentes de violencia policial en sus localidades y trabajando junto con otros defensores para organizar, defender y dismantelar los sistemas, políticas y prácticas que refuerzan la violencia y brutalidad policial.

Se resuelve que el clero, los laicos y las diócesis de la Iglesia Episcopal se unan a los líderes comunitarios y de base, para abogar con los gobiernos locales y estatales por un cambio sustantivo y obligatorio en los departamentos de policía y de vigilancia policial, así como para que se asignen recursos a los modelos de seguridad, apoyo y prevención con base en la comunidad.

Explicación

En 2018, la Convención General aprobó la Resolución 2018-A229, "Reconocer la Violencia Policial y Confrontar el Racismo". El reciente movimiento nacional en respuesta al asesinato de George Floyd a manos de agentes de la policía de Minneapolis ha galvanizado las coaliciones que trabajan para dismantelar el racismo sistémico en la policía y ha hecho que la respuesta de la iglesia a la Resolución 2018-A229 sea más urgente y más factible. Los activistas y los líderes comunitarios de todo el país están exigiendo reformas policiales y modelos alternativos de seguridad, apoyo y prevención en la comunidad. Se insta a los episcopales a participar en esta labor uniéndose a los grupos comunitarios y de base existentes, que tienen una experiencia significativa y de largo plazo en el trabajo contra la violencia y la brutalidad policial.

El trabajo de la Diócesis de Kentucky con los socios de la comunidad local -entre los cuales se cuentan *Black Lives Matter*, la Liga Urbana de Louisville, *EmpowerWest Louisville*, *Louisville Showing Up for Racial Justice*, *Interfaith Paths to Peace*, la Coalición Ministerial Interconfesional, y los capítulos locales de la NAACP y la ACLU- es un modelo encomiable. El Consejo Ejecutivo recomienda a otras diócesis y organismos de toda la iglesia que lo emulen y lo apoyen.

La Iglesia Episcopal de Minnesota recibió al obispo Craig Loya el 7 de junio. Él se comprometió a que su diócesis trabajará sin descanso en el tema de la reforma de la policía y exhortó a las congregaciones, al clero individual y a los laicos a apoyar a las organizaciones que operan a través de la plataforma *Black Lives Matter* (<https://blacklivesmatter.com/defundthepolice/>) para lograr un cambio a nivel de sistema.

A continuación, la Sra. Harris presentó la resolución conjunta FIN/MW 001 e invitó a la Sra. Lloyd a que la acompañara a exponerla. Dicha resolución surgió de las conversaciones del grupo del lunes, en las que el Consejo expresó su deseo de tomar medidas concretas y hacer una declaración rápida y audaz.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas y El Comité Permanente Conjunto sobre la Misión Dentro de la Iglesia Episcopal
Fecha: 11 de junio de 2020
Re: Resolución para brindar apoyo financiero a las diócesis de Kentucky y Minnesota para el desmantelamiento del racismo

Se resuelve que el Consejo Ejecutivo, reunido del 8 al 11 de Junio de 2020, en respuesta a los recientes asesinatos racistas por parte de oficiales de la policía en sus diócesis, autoriza al Tesorero a proveer 150,000 dólares a la Diócesis de Kentucky y 150,000 dólares a la Diócesis de Minnesota para apoyar el trabajo continuo para desmantelar el racismo sistémico que hemos creado en este país y que aún impregna a nuestra iglesia y a nuestra sociedad.

FIN/MW 001 fue aprobado en ausencia de una persona (Steven Pankey). La Sra. Harris presentó la resolución MW 024 y habló al respecto.

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto sobre la Misión Dentro de LIE
Fecha: 10 de junio de 2020
Re: Subvenciones de Respuesta Rápida para "Convertirse en una Comunidad Amada" (CCA)

Se resuelve que El Consejo Ejecutivo, reunido del 8 al 11 de junio de 2020, adopte las subvenciones de respuesta rápida para "Convertirse en una comunidad amada", tal como fueron creadas por el Grupo Asesor de la Mesa Directiva sobre la aplicación de la iniciativa "Convertirse en una comunidad amada", autorizando un ciclo especial de subvenciones para abordar el racismo y la violencia racial sistémicos en dos ámbitos urgentes: las disparidades raciales puestas al descubierto por la pandemia del

coronavirus, que afecta de manera desproporcionada a las personas de color en lo que respecta a los resultados de salud, el acceso a las pruebas y el tratamiento, los entornos de trabajo seguros y más. Al mismo tiempo, también existe la pandemia de violencia continua, que va dirigida contra las personas negras y otras personas de color, en especial a manos de las fuerzas del orden en comunidades de Estados Unidos y en otras regiones.

Las subvenciones de Respuesta Rápida de CCA saldrían de la Línea 84, con un presupuesto de 100,000 dólares.

La Iglesia Episcopal

Subvenciones de respuesta rápida para la Comunidad Amada

Verano de 2020

Antecedentes

El Grupo Asesor de la Presidencia sobre la aplicación de la iniciativa "Convertirse en una comunidad amada", está facilitando fondos para los grupos que trabajan específicamente en abordar las disparidades raciales puestas al descubierto por la pandemia del coronavirus y para los grupos que trabajan para responder a la violencia racial y la reforma policial. En Estados Unidos, el COVID-19 está afectando de manera desproporcionada a las personas de color en términos de resultados de salud, acceso a pruebas y tratamientos, ambientes de trabajo seguros y más. Al mismo tiempo, también existe la pandemia de la violencia continua, la cual va dirigida contra la población negra y otras personas de color, en particular a manos de las fuerzas del orden en comunidades de Estados Unidos y en otras regiones. Estas subvenciones son parte de los fondos asignados por la Convención General para fomentar capacidades y aumentar el compromiso episcopal en cuatro áreas principales: decir la verdad sobre nuestras iglesias y la raza, proclamar el sueño de la Comunidad Amada, practicar el modelo de sanación y reconciliación de Jesús y reparar la brecha en las instituciones y la sociedad. Es lo correcto y es además urgente acelerar la concesión de estos fondos a la luz de estas dos pandemias.

Todos los proyectos propuestos deben cumplir a cabalidad los lineamientos pertinentes de salud pública locales, diocesanas y estatales, respecto a las reuniones de personas y a la interacción entre ellas.

Antes de presentar una solicitud, por favor estudie el recurso de la Iglesia Episcopal: [Convertirse en una Comunidad Amada donde esté](#), que describe formas específicas en que podemos realizar esta labor. Considere cómo su propuesta podría impulsar esos objetivos y contribuir en general a dismantlar el racismo y reducir el sufrimiento desproporcionado de las comunidades de color en este momento singular. La Oficina de Relaciones Gubernamentales proporciona con regularidad actualizaciones sobre temas de justicia y política relacionados con la pandemia. Puede consultar en el sitio web <https://episcopalchurch.org/ogr/covid19>.

Elegibilidad

Las entidades episcopales (parroquias, diócesis, provincias, escuelas, seminarios, comunidades monásticas u organizaciones episcopales) son elegibles para recibir estos fondos. Invitamos y damos la bienvenida también a las asociaciones con entidades no episcopales, aunque la entidad episcopal tendrá que ser líder del proyecto, gestor activo y agente de información.

Tipo de subvención

Subvenciones de respuesta rápida para la Comunidad Amada de hasta 10,000 dólares - Todos los proyectos propuestos deben cumplir a cabalidad todas las directrices de salud pública locales, diocesanas y estatales pertinentes, en lo que respecta a las reuniones de personas y a la interacción entre ellas.

Se dispone de fondos para actividades programáticas y de servicios directos, entre las que se incluyen: la asociación continua dentro de las comunidades desatendidas para proporcionar suministros de protección, acceso equitativo a pruebas y tratamiento, capacitación laboral y otro tipo de apoyos para los trabajadores desplazados por la pandemia del coronavirus (incluidos los inmigrantes indocumentados), programas que abordan las consecuencias de salud debido al racismo continuo en las comunidades de color (depresión, ansiedad, uso de sustancias adictivas, recuperación de traumas, etc.), sesiones de escucha y aprendizaje de la comunidad, series de expositores, talleres de reconciliación racial y facilitación de capacitaciones, así como otras actividades que promueven el trabajo de Convertirse en una Comunidad Amada. También nos entusiasma y estamos dispuestos a apoyar proyectos e iniciativas ya establecidos que demuestren un esfuerzo intencional y significativo para enfrentar las condiciones cambiantes de esta doble pandemia.

Se dará prioridad a las propuestas que incluyan lo siguiente:

- Abordar directamente las disparidades raciales y de clase expuestas por la pandemia del COVID-19, o las que aborden la violencia racial y la reforma policial.
- Involucrar a los socios comunitarios existentes y fomentar la cooperación entre las comunidades religiosas, cívicas, científicas y educativas
- Establecer resultados específicos que conduzcan a un impacto duradero
- Demostrar la capacidad de alcanzar los objetivos definidos en la subvención
- Destacar la experiencia y liderazgo en las comunidades más afectadas por las desigualdades raciales estructurales y la violencia racial
- Servir de recurso para otras organizaciones/entidades que participan en esfuerzos similares
- Mejorar la comprensión de la justicia racial, la sanación y la reconciliación como parte de nuestra formación espiritual
- Servir a los grupos y/o regiones vulnerables y en primera línea
- Fomentar el compromiso intergeneracional e intercultural
- Demostrar innovación y creatividad
- Promover el aprendizaje, la comprensión y la aplicación práctica en toda la iglesia

Su propuesta se verá reforzada por:

- Una descripción escrita de las asociaciones y los apoyos sólidos con los que se cuenta, que incluya un claro respaldo a este proyecto como parte de las prioridades diocesanas o congregacionales en curso.
- Un presupuesto detallado que muestre las fuentes de financiación adicionales y el uso de los fondos de las subvenciones
- Un calendario para la utilización de los fondos
- Una explicación clara de los resultados anticipados
- Un método para evaluar e informar los resultados

El proceso de subvención

Las subvenciones serán solicitadas, recibidas y consideradas a partir del 15 de junio hasta el 15 de agosto de 2020. Sujeto a la acción del Consejo Ejecutivo, se concederán las subvenciones y se notificará a los solicitantes durante el verano y el otoño. Más adelante en el trienio, los beneficiarios de las subvenciones de respuesta rápida para la Comunidad Amada podrán solicitar subvenciones IMPACT (financiación de proyectos más maduros y listos para una mayor expansión).

Los beneficiarios de las subvenciones participarán en una serie de reuniones virtuales mensuales que conducirán a una Cumbre de la Comunidad Amada a principios de 2021 y se unirán a una red cada vez más grande de profesionales dispuestos a compartir sus conocimientos y los recursos que desarrollen. Los beneficiarios de las subvenciones también deberán presentar un informe final que incluya la

documentación del desarrollo y los resultados finales del proyecto para su distribución e intercambio en la iglesia.

La resolución MW 024 fue aprobada. La Sra. Harris concluyó con una reflexión sobre el pasaje del estudio bíblico del lunes y habló de la importancia de involucrar a los jóvenes en la labor que la iglesia está realizando. Terminó el informe de la Misión Dentro de LIE.

El obispo Curry presentó el calendario de consentimiento.

Calendario de consentimiento

FIN 091

Para: El Comité Ejecutivo del Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Cita: 11 de junio de 2020
Sujeto: Subvenciones para la sostenibilidad de las diócesis nativas americanas

Se resuelve que 41,375 dólares del total de 667,000 dólares para subvenciones de desarrollo a largo plazo (partida presupuestaria 402) para las cuatro principales diócesis dedicadas al ministerio con los nativos americanos (Alaska, Navajoland, Dakota del Norte y Dakota del Sur) se distribuyan y se distribuyan de la siguiente manera:

1. Diócesis de Dakota del Sur para la construcción de un nuevo edificio modular multiusos en la Iglesia de Nuestro Salvador Misericordioso en la Misión de Santee, Santee, Nebraska. \$41,375

EXPLICACIÓN

En consulta con el Misionero para los Ministerios Indígenas, los obispos de las diócesis mencionadas anteriormente acuerdan y presentan esta solicitud de asignación. Los obispos desean recibir estos fondos en este momento, a fin de realizar la construcción antes que cambie el clima y entre el frío en los meses de otoño. Las solicitudes anteriores de 270,000 dólares fueron aprobadas por el Consejo Ejecutivo en febrero de 2019 bajo la resolución FIN-024 y por el Comité Ejecutivo el 26 de junio de 2019, por la cantidad de 355,625 dólares. Esta solicitud adicional, si se aprueba, deja un saldo restante de cero.

FIN 092

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 11 de junio de 2020
Asunto: Aceptar la Declaración Revisada sobre Políticas de Inversión

Se resuelve que el Consejo Ejecutivo acepte la Declaración revisada sobre Políticas de Inversión de la Sociedad Misionera Nacional y Extranjera, la cual fue revisada el 29 de mayo de 2020. (Anexo E)

Explicación

De conformidad con los Estatutos del Consejo Ejecutivo, VIII.4, la carta del Comité Conjunto de Inversiones (CI) será revisada anualmente por el Comité Conjunto de Inversiones y el Consejo, y será renovada cada año por el Consejo.

El CI ha elaborado una Declaración de Política de Inversión la cual sirve como su carta.

Se subrayan los cambios recientes, principalmente en las secciones del apéndice

FIN 094

PARA: El Consejo Ejecutivo
DE: El CPC de Finanzas
FECHA: 11 de junio de 2020
RE: Subsidio de vivienda para el clero

Se resuelve que una porción de la compensación total pagada a cada empleado del clero para el año calendario 2020 sea designada un subsidio a la vivienda.

Se resuelve que el Comité Ejecutivo designe como subsidio de vivienda deducible de impuestos para 2020 los subsidios solicitados y presentados por los empleados del clero de la SMNE al Tesorero, tal y como se indica en la lista adjunta.

Se resuelve que estas asignaciones se hagan de acuerdo con la Sección 107 del Código de Rentas Internas y el Reglamento del Servicio de Rentas Internas S1.107 hasta el 100% del salario anual en efectivo de dicho clérigo.

EXPLICACIÓN

Esta resolución es necesaria porque los empleados del clero son compensados a través de la Sociedad Misionera Nacional y Extranjera (SMNE) por prestar servicios como ministros del evangelio, y los subsidios de vivienda para el clero deben ser aprobados por el órgano rector. Las solicitudes recibidas serán examinadas tan pronto como sea posible, ya sea por el Consejo Ejecutivo o por el Comité Ejecutivo en nombre del Consejo Ejecutivo.

La solicitud presente es de una empleada cuyo cónyuge es miembro del clero que había elegido con anterioridad un subsidio de vivienda de su parroquia y se ha jubilado.

Empleado	2020 Subsidio de vivienda solicitado
Copley, David	\$14,000

FIN 095

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Asunto: Fondo Fiduciario #1258 (Misión el Buen Pastor, Quito)

Se resuelve que se establezca el Fondo Fiduciario # 1258, Misión El Buen Pastor-Ecuador Central, a manera de cuenta de inversión para la Iglesia Episcopal del Ecuador-Misión Organizada El Buen Pastor en Quito, Ecuador, la que puede retirar el capital y/o ingresos mediante solicitud de la parte interesada, y puede depositar fondos al capital, a su discreción.

EXPLICACIÓN

Fondo Fiduciario # 1258 Misión El Buen Pastor-Ecuador Central (2020)

Este fondo fue establecido con 2,975 dólares como una cuenta de inversión por la Iglesia Episcopal del Ecuador-Misión Organizada El Buen Pastor en Quito, Ecuador. Éste es un fondo de tipo custodio, lo que significa que la SMNE no es fideicomisaria de estos fondos, sino que como cuenta de tipo custodio brinda al propietario (Iglesia Episcopal del Ecuador-Misión Organizada El Buen Pastor en Quito, Ecuador) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 096

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Asunto: Fondo Fiduciario #1259 (Todos los Santos Concord, NC)

Se resuelve que se establezca el Fondo fiduciario # 1259, Fondo de Inversión de Reservas de Construcción, a manera de cuenta de inversión para la Iglesia Episcopal de Todos los Santos en Concord, NC, que puede retirar el capital y/o los ingresos mediante solicitud de la parte interesada, y puede depositar fondos al capital, a su discreción.

EXPLICACIÓN

Fondo Fiduciario # 1259 Fondo de Inversión de Reservas de Construcción (2020)

Este fondo fue establecido con la suma de 100,000 dólares a manera de cuenta de inversión por parte de la Iglesia Episcopal de Todos los Santos en Concord, NC. Éste es un fondo de tipo custodio, lo que significa que la SMNE no es fideicomisaria de los fondos, sino que en su calidad de cuenta de tipo custodio brinda al propietario (Iglesia Episcopal de Todos los Santos en Concord, NC) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 097

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Asunto: Fondo Fiduciario #1260 (Buen Pastor, Wichita, KS)

Se resuelve que el Fondo fiduciario # 1260, Fondo de Dotación de la Iglesia Episcopal del Buen Pastor, se establezca a manera de cuenta de inversión para la Iglesia Episcopal del Buen Pastor en Wichita, KS, la cual puede retirar el capital y/o los ingresos mediante solicitud de la parte interesada y puede también depositar fondos al capital, a su discreción.

EXPLICACION

Fondo fiduciario # 1260 Fondo de Dotación de la Iglesia Episcopal del Buen Pastor (2020)

Este fondo fue establecido con 50,000 dólares como una cuenta de inversión por la Iglesia Episcopal del Buen Pastor en Wichita, KS. Éste es un fondo de tipo custodio, lo que significa que la SMNE no es fideicomisaria de estos fondos, sino que como cuenta de tipo custodio brinda al propietario (Iglesia Episcopal del Buen Pastor en Wichita, KS.) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 098

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas

Fecha: 9 de junio de 2020
Sujeto: Fondo Fiduciario #1261 Fondo restringido y conmemorativo del STPAAS

Se resuelve que se establezca el Fondo Fiduciario # 1261, STPAAS Fondo Restringido y Conmemorativo, a manera de cuenta de inversión para la Iglesia Episcopal de San Pedro y Todos los Santos en Kansas City, MO, que puede retirar el capital y/o los ingresos mediante solicitud de la parte interesada y puede depositar fondos al capital, a su discreción.

EXPLICACIÓN

Fondo Fiduciario # 1261 Fondo restringido y conmemorativo del STPAAS (2020)

Este fondo fue establecido con 362.42 dólares a manera de cuenta de inversión por la Iglesia Episcopal de San Pedro y Todos los Santos en Kansas City, MO. Éste es un fondo de tipo custodio, lo cual significa que la SMNE no es fideicomisaria de los fondos, sino que como cuenta de tipo custodio, brinda al propietario (la Iglesia Episcopal de San Pedro y Todos los Santos en Kansas City, MO) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 099

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Sujeto: Fondo Fiduciario #1180 (Obispo Episcopal Protestante de San Joaquín, una Cuenta de una Corporación Única con Fondos Restringidos – Subcuenta fiduciaria remanente Togni – cambio de nombre)

*Se resuelve que se cambie el nombre del Fondo fiduciario #1180, que es la cuenta Obispo Episcopal Protestante de San Joaquín, una Cuenta de una Corporación Única con Fondos Restringidos - Subcuenta fiduciaria Clipper, y se le ponga el nombre siguiente: **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account** (Obispo Episcopal Protestante de San Joaquín, una Cuenta de una Corporación Única con Fondos Restringidos - Subcuenta fiduciaria remanente Togni), de conformidad con la instrucción del Tesorero del 17 de enero de 2020. Este cambio entra en efecto el 31 de diciembre de 2019.*

EXPLICACIÓN

Fondo Fiduciario # 1180 Obispo Episcopal Protestante de San Joaquín, una Cuenta de una Corporación Única con Fondos Restringidos - Subcuenta fiduciaria remanente Togni (2018)

Dicho fondo fue establecido con la suma de 10,000 dólares a manera de cuenta de inversión por parte de la Diócesis de San Joaquín, CA. Éste es un fondo de tipo custodio, lo que significa que la SMNE no es el fideicomisario de estos fondos, sino que como cuenta de tipo custodio brinda al propietario (Diócesis de San Joaquín, CA) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 100

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas

Fecha: 9 de junio de 2020
Asunto: Fondo de Fideicomiso #1181 (**Obispo Episcopal Protestante de San Joaquín, cuenta de una Corporación Única con Fondos Restringidos - Subcuenta fiduciaria Mary Zita Turtle – cambio de nombre**)

*Se resuelve que se cambie el nombre del Fondo fiduciario 1181, de Obispo Episcopal Protestante de San Joaquín una cuenta de una Corporación Única con Fondos Restringidos - Subcuenta fiduciaria Togni, y se le ponga **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account** (Obispo Episcopal Protestante de San Joaquín, una Cuenta de una corporación única con fondos restringidos, Cuenta de Fondos Restringidos - Subcuenta fiduciaria Mary Zita Turtle, de conformidad con la instrucción del Tesorero del 17 de enero de 2020. Este cambio entra en efecto a partir del 31 de diciembre de 2019.*

EXPLICACIÓN

Fondo Fiduciario # 1181 Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Cuenta de Fondos Restringidos - Subcuenta fiduciaria Mary Zita Turtle (2018)

Este fondo fue establecido con *10,000 dólares* a manera de cuenta de inversión por parte de la Diócesis de San Joaquín, CA. Éste es un fondo de tipo custodio, lo cual significa que la SMNE no es el fideicomisario de los fondos, sino que en calidad de fondo de tipo custodio brinda al propietario (Diócesis de San Joaquín, CA) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 101

Para: El Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Asunto: Fondo Fiduciario #1182 (**Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Centro de Conferencias Episcopales de Oakhurst (CCEO – cambio de nombre)**)

*Se resuelve que se cambie el nombre del Fondo fiduciario # 1182, de Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Cuenta de Fondos Restringidos - Subcuenta fiduciaria Mary Zita Turtle, y se le ponga el nombre siguiente: **Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO)** (Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Centro de Conferencias Episcopales de Oakhurst (CCEO), de conformidad con la instrucción del Tesorero del 17 de enero de 2020. Este cambio entra en vigencia a partir del 31 de diciembre de 2019.*

EXPLICACIÓN

Fondo Fiduciario # 1182 Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Centro de Conferencias Episcopales de Oakhurst (ECCO), (2018)

Este fondo fue establecido con *10,000 dólares* a manera de cuenta de inversión por parte de la Diócesis de San Joaquín, CA. Éste es un fondo de tipo custodio, lo que significa que la SMNE no es el fideicomisario de estos fondos, sino que dado que es un fondo de tipo custodio permite que el propietario (Diócesis de San Joaquín, CA) tenga acceso a la gestión de inversiones a través de

la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

FIN 102

Para: Consejo Ejecutivo
De: El Comité Permanente Conjunto de Finanzas
Fecha: 9 de junio de 2020
Asunto: Fondo de Fideicomiso #1179 (Obispo Episcopal Protestante de San Joaquín una Corporación Única, Cuenta de Fondos Restringidos - Subcuenta fiduciaria Clipper – cambio de nombre)

Se resuelve que se cambie el nombre del Fondo fiduciario # 1179, Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Centro de Conferencias Episcopales de Oakhurst (CCEO), y se le ponga el nombre de **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account (Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Cuenta de Fondos Restringidos - Subcuenta fiduciaria Clipper)**, de conformidad con la instrucción del Tesorero del 17 de enero de 2020. Este cambio entra en vigencia a partir del 31 de diciembre de 2019.

EXPLICACIÓN

Fondo fiduciario # 1179 Obispo Episcopal Protestante de San Joaquín, una Corporación Única, Cuenta de Fondos Restringidos - Subcuenta fiduciaria Clipper (2018)

Este fondo fue establecido con 10,000 dólares a manera de cuenta de inversión por parte de la Diócesis de San Joaquín, CA. Éste es un fondo de tipo custodio, lo cual significa que la SMNE no es el fideicomisario de los fondos, sino que en su calidad de fondo de tipo custodio brinda al propietario (Diócesis de San Joaquín, CA) acceso a la gestión de inversiones a través de la dotación de la SMNE. El propietario puede depositar o retirar fondos de capital, a su discreción.

GO 016

PARA: Consejo Ejecutivo
DE: Comité Permanente Conjunto sobre Gobernanza y Operaciones
FECHA: 9 de junio de 2020
RE: Propuesta de suspensión de la política de licencia por enfermedad para los empleados de la SMNE

Se resuelve que el Consejo Ejecutivo apruebe la suspensión de la política de licencias (ausencias autorizadas) por enfermedad de la SMNE de la siguiente manera: Durante el período del 1 de marzo de 2020 al 31 de diciembre de 2020, la política de la SMNE que permite hasta 12 días de licencia (ausencia laboral autorizada) por enfermedad, con goce de sueldo, y que luego exige a los empleados que usen el tiempo de vacaciones, queda mediante la presente resolución suspendida para aquellos empleados que (1) hayan dado positivo al coronavirus o COVID-19, o (2) hayan pedido o requerido autoaislamiento o cuarentena durante 14 días debido a la exposición al COVID-19 o que muestren los síntomas, o (3) estén obligados a auto aislarse como resultado de vivir con un familiar enfermo.

Además, se resuelve que la suspensión de esta política pueda ser extendida por una buena causa por el Jefe de Operaciones con el asesoramiento y consentimiento del Comité Ejecutivo del Consejo Ejecutivo.

EXPLICACIÓN

La SMNE desea proporcionar un incentivo para que sus empleados se queden en casa si corren el riesgo de ser portadores del COVID-19 o de exponer a otras personas en el lugar de trabajo. Las pautas publicadas por los Centros de Control de Enfermedades (CDCs) incluyen la recomendación de que los empleadores tengan flexibilidad en la aplicación de sus políticas de licencia (ausencia laboral autorizada) por enfermedad.

GO 018

PARA: El Consejo Ejecutivo
DE: El Comité Permanente Conjunto de Gobernanza y Operaciones
FECHA: 9 de junio de 2020
RE: Notificación de propuesta de Ley de Privacidad y Derechos de Autor de la Era Digital

Se resuelve que el Consejo Ejecutivo de la Iglesia Episcopal, reunido del 8 al 11 de junio de 2020, autorice el uso de la siguiente Notificación de propuesta de Ley de Privacidad y Derechos de Autor de la Era Digital, para que entre en efecto a lo inmediato.

Asimismo, se resuelve que dicha política y notificación se utilice en todos los sitios web que son propiedad y/o son administrados por la Sociedad Misionera Nacional y Extranjera, también conocida con el nombre de La Iglesia Episcopal.

Notificación de la Política de Privacidad y la Ley de Derechos de Autor de la Era Digital

Política de privacidad

Esta política de privacidad establece las prácticas de privacidad de la Iglesia Episcopal y la Sociedad Misionera Nacional y Extranjera de la Iglesia Protestante Episcopal de los Estados Unidos de América (colectivamente llamada de aquí en adelante, la "Iglesia Episcopal"). La política aplica únicamente a la información que recopilamos de los visitantes de EpiscopalChurch.org y su familia a través de las páginas web (lo cual incluye a CollegeforBishops.org, DeputyNews.org, EpiscopalArchives.org, EpiscopalCommonPrayer.org, EpiscopalFederalChaplains.org, EpiscopalGBEC.org, EpiscopalMigrationMinistries.org, EpiscopalNewsService.org, EpiscopalServiceCorps.org, GeneralConvention.org, HouseofDeputies.org, Latinosepiscopales.org, OTMportfolio.org y TitleIV.org), y explica el manejo que se da a la información personal.

La Iglesia Episcopal recopila la información personal que usted pone a disposición a través de nuestra página web, lo cual incluye nombre y apellido, dirección de correo electrónico, número de teléfono, otros detalles de contacto, noticias, respuestas a encuestas, fotos, información de pago y datos de cookies. También recopilamos de manera automática cierta información sobre el hardware y el software de su computadora, lo cual puede incluir la dirección IP, el tipo de navegador, el nombre de dominio, las horas de acceso y las direcciones de las páginas web de referencia. La información que recopilamos automáticamente no identifica por sí misma a personas específicas y son datos estadísticos que por lo general se agregan a otros datos para ayudarnos a mejorar nuestra página web. La Iglesia Episcopal recopila su información cuando usted da su consentimiento, para propósitos requeridos por la ley y a fin de responder a las solicitudes del gobierno, de un tribunal de justicia o de las autoridades del orden público que llevan a cabo una investigación.

La Iglesia Episcopal utiliza su información cuando es necesario para cumplir con nuestros intereses legítimos, entre los que se incluyen la operación de nuestras páginas web, el suministro de información y servicios descritos en nuestra página web, la comunicación con su persona a través de boletines informativos a los que se suscribe, el cumplimiento de los contratos realizados con su persona, la respuesta a sus comentarios o preguntas y la información de áreas de interés o servicios disponibles. La Iglesia Episcopal conserva su información personal durante el tiempo necesario para prestarle los servicios y cumplir con las obligaciones legales. Si ya no desea que la Iglesia Episcopal utilice su información personal, puede solicitar que la borremos escribiendo a info@episcopalchurch.org; sin embargo, la Iglesia Episcopal retendrá la información que sea necesaria para nuestros intereses

comerciales legítimos. Si tiene preguntas acerca de nuestras prácticas de privacidad, por favor, póngase en contacto con webmaster@episcopalchurch.org.

Algunas funciones de nuestra página web son gestionadas a través de terceros que tienen sus propias políticas de privacidad de datos. La Iglesia Episcopal lo insta a que lea las declaraciones de privacidad de las páginas web que usted elija para enlazarse desde EpiscopalChurch.org y su familia de páginas web, para que pueda entender cómo esos sitios web recopilan, usan y comparten su información. La Iglesia Episcopal no es responsable de las declaraciones de privacidad u otros contenidos de páginas web fuera de la familia de páginas web de la Iglesia Episcopal, ni de los enlaces que aparecen para conectar con otras páginas web.

Notificación de la Ley de Derechos de Autor de la Era Digital

Por favor, notifique a la Iglesia Episcopal si cree que se ha violado alguno de sus derechos de propiedad intelectual. De acuerdo con la Sección 512 de la Ley de Derechos de Autor ("DMCA", siglas en inglés), la Iglesia Episcopal designa a la siguiente persona como su agente para recibir las notificaciones de la supuesta violación: La Iglesia Episcopal, Romy Mancini, rmancini@episcopalchurch.org, 815 Second Avenue, New York, New York 10017. Para que entre en efecto, la notificación debe incluir: (i) una firma física o electrónica de la persona autorizada para actuar en nombre del titular del derecho que se está infringiendo; (ii) la identificación de la obra con derechos de autor que se alega ha sido violada, o si varias obras con derechos de autor en un único sitio en línea están cubiertas por una sola notificación, una lista representativa de dichas obras en el sitio; (iii) la identificación del material que se alega que se está violando o que es objeto de la actividad infractora, e información suficiente para permitirnos localizar el material; iv) información suficiente que nos permita ponernos en contacto con la parte reclamante; v) una declaración de que la parte reclamante cree de buena fe que el uso del material de la manera reclamada no está autorizado por el titular de los derechos de autor o de la propiedad intelectual, por su agente o por la ley; y vi) una declaración de que la información de la notificación es exacta y, bajo pena de perjurio, que la parte reclamante está autorizada a actuar en nombre del titular del derecho que se está violando. Si no cumple con todos estos requisitos, la notificación de la DMCA podría no ser válida.

Explicación

La Iglesia Episcopal, que es una iglesia internacional, aún no ha adoptado una política en cumplimiento de la Ley de Derechos de Autor de la Era Digital de 2008, o del Reglamento General de Protección de Datos (GDPR, siglas en inglés) de la Unión Europea, lo cual expone a la Iglesia a un riesgo legal. La política de protección de la privacidad de la Iglesia Episcopal, que hasta hace poco estaba en uso, está desactualizada y es ineficaz.

MB 018

PARA: El Consejo Ejecutivo
DE: El CPC sobre la Misión Más Allá de LIE
FECHA: 9 de junio de 2020
RE: Ratificación del Consejo Ejecutivo de la Elección de los miembros de la Junta Directiva de Ayuda y Desarrollo Episcopal

Se resuelve que el Consejo Ejecutivo de la Iglesia Episcopal, reunido de manera virtual desde el 8 de junio de 2020 hasta el 11 de junio de 2020, reciba el informe de la Agencia de Alivio y Desarrollo Episcopal relacionado con la elección de los miembros de la Junta Directiva.

Se resuelve que después de ser debidamente nominados por el Obispo Presidente y Presidente de la Junta Directiva de la agencia de Alivio y Desarrollo Episcopal, la Sra. Shirley Stover Allen, el Dr. Robert McCouch y el Reverendo Steven Paulikas sean elegidos de nuevo para los cargos de miembros de la Junta Directiva de ADE en la clase de 2023, y que su mandato termine el 31 de diciembre de 2023.

Asimismo, se resuelve que después de ser debidamente nominados por el Obispo Presidente y por el Presidente de la Junta Directiva de la agencia de Alivio y Desarrollo Episcopal, la Rvda. Jennifer Baskerville-Burrows, el Sr. Michael Carscaddon, el Sr. Kenneth Jones y la Sra. Karen Longenecker han resultado electos para los cargos de miembros de la Junta Directiva de ADE en la clase de 2023, y que su mandato termine el 31 de diciembre de 2023.

Y además se resuelve que el Consejo Ejecutivo ratifique estas elecciones y envíe su agradecimiento a estas personas por compartir sus dones y talentos con la agencia de Alivio y Desarrollo Episcopal para que su trabajo, en especial en estos tiempos difíciles, pueda continuar creciendo y aliviando el sufrimiento y las necesidades de las personas en todo el mundo.

MB 019

PARA: El Consejo Ejecutivo

DE: El CPC sobre Misión Más Allá de LIE

FECHA: 9 de junio de 2020

RE: Resolución de cortesía para los participantes del Cuerpo de Servicio de Jóvenes Adultos y Voluntarios Episcopales en Misión

Se resuelve que dado que todos los participantes del programa del Cuerpo de Servicio de Adultos Jóvenes y el programa de Voluntarios Episcopales en Misión en el año 2019-2020 han sido impactados de manera significativa por la Pandemia del Coronavirus.

Se resuelve además que el Consejo Ejecutivo agradezca profundamente a todos los participantes del Cuerpo de Servicio de Jóvenes Adultos y a los Voluntarios Episcopales en Misión, ya sea que hayan regresado a sus hogares o que hayan permanecido en sus sitios de misión, y que se felicite a todos los participantes por su continua excelencia en el cumplimiento de los deberes de este ministerio a la vez que comparten el amor de Dios con personas de todo el mundo.

Asimismo, se resuelve que el Consejo Ejecutivo agradezca al personal de la Sociedad Misionera Nacional y Extranjera, así como a todas las personas que apoyan el programa del Cuerpo de Servicio de Jóvenes Adultos y el programa de Voluntarios Episcopales en Misión, por su continua dedicación, flexibilidad y firme liderazgo en tiempos extraordinariamente difíciles.

El calendario de consentimiento fue adoptado con una abstención (Lloyd Allen)

Observaciones finales

En su discurso de clausura, la Presidenta Jennings agradeció al Consejo Ejecutivo por su liderazgo. En su discurso de clausura, el obispo Curry hizo eco de las palabras de Byron Rushing en su homilía del lunes, y recordó a todos que deben seguir el camino de Jesús.

El obispo Curry pidió una moción de clausura, la cual fue propuesta, secundada y aprobada.

Se concluyó la reunión a la 1:15 p.m. hora del Este EE.UU.