



THE EPISCOPAL CHURCH
THE GENERAL CONVENTION

The following resolutions are provided for information, in order to make actions of Executive Council known as quickly as possible. The resolutions were passed by the Executive Council at its June 2014 meeting in Phoenix, Arizona, and have been tentatively certified by the Executive Officer of the General Convention. However, until Executive Council approves the minutes of the June meeting, the resolutions' texts are subject to change.

If you have any questions, or if you intend to make use of these resolutions before Executive Council approves its minutes in October 2014, please contact the Office of the General Convention at GCSecretary@episcopalchurch.org.

THE EPISCOPAL CHURCH CENTER

815 SECOND AVENUE NEW YORK, NY 10017-4503 USA ■ 212 716-6000 ■ 800 334-7626 ■ www.episcopalchurch.org

THE
Episcopal
CHURCH

June 23, 2014

AN 028 E-cigarettes

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church, meeting in Phoenix, Arizona, June 10-12, 2014, declares that electronic cigarettes, also known as E-cigarettes, be considered tobacco products for the purposes of the church's policies regarding socially responsible investments.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America





June 23, 2014

AN 029 Jerusalem Sunday

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church, meeting in Phoenix, Arizona, June 10-12, 2014, invites Episcopalians to join Anglicans in Canada in observing the Seventh Sunday of Easter each year, commonly known as the Sunday after Ascension Day, as Jerusalem Sunday; and be it further

Resolved, That on this day, Episcopalians give special attention to the spiritual heritage of all Christians in the land of Our Lord's birth, death, and resurrection, and the continuing witness in our day of the Episcopal Diocese of Jerusalem and the Anglican Bishop in Jerusalem; and be it further

Resolved, That on this day, Episcopalians be invited to pray for the peace of Jerusalem and to consider the role that Christians around the world may play in supporting the peacemaking witness of the Diocese of Jerusalem and its bishop, and the other Christian communities of the Holy Land, in advocating for a two-state solution to the Israeli-Palestinian Conflict; and be it further

Resolved, That on this day, Episcopalians commit to learning about the role of the Diocese of Jerusalem and its affiliated institutions in providing healthcare, education, and other vital social services to the communities of the Holy Land; and to supporting the ministry of those institutions; and be it further

Resolved, That the Executive Council request that the staff of the Domestic and Foreign Missionary Society's Office of Justice and Advocacy Ministries make available to Episcopalians appropriate resources for the commemoration of Jerusalem Sunday and the fulfillment of this resolution; and be it further



Resolved, That the Executive Council express its solidarity with all Israelis, Palestinians, and others around the world working for peace in the land called holy by all the children of Abraham.

A handwritten signature in black ink that reads "Michael Barlowe". The signature is written in a cursive style with a long, sweeping underline.

The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

THE
Episcopal
CHURCH

June 23, 2014

AN 030 Commemoration of Chester Nez

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona, from June 10-12, 2014, gives thanks for the life and service of Chester Nez, one of the original Navajo Code talkers who was recruited in World War II to serve in the United States Marine Corps to help develop an unbreakable code that aided U.S. forces in the Pacific; and be it further

Resolved, That the Executive Council commends and expresses its deep gratitude for the service of all veterans and in particular the many veterans of native and indigenous descent who have sacrificed much in the service of our nation.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

AN 031 Economic Insecurity

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona from June 10-12, 2014 commends the city of Seattle and other cities for passing minimum wage ordinances higher than \$10.10 an hour—the level that would lift a working parent with two children above the federal poverty line—improving the lives of millions of low-wage workers in the United States; and be it further

Resolved, That the Executive Council expresses its disappointment at the United States Senate in their recent failure to bring to debate legislation to raise the Federal Minimum Wage to \$10.10 an hour and the United States House of Representatives for its refusal to consider at all this important legislation; and be it further

Resolved, That the Executive Council endorses the work of the Office of Justice and Advocacy Ministries on behalf of all Episcopalians in continuing their work with interreligious and ecumenical coalitions that address economic insecurity, wealth disparity, and the pursuant social inequalities in the United States; and be it further

Resolved, That the Executive Council is committed to this advocacy and encourages Episcopalians and dioceses to study, advocate, and when possible stand in public solidarity with our low-wage brothers and sisters in legal work actions for legislative change at the federal, state, and local level that give low-wage workers greater access to the economic prosperity so many in our nation enjoy.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

AN WM 001 Comprehensive Immigration Reform - Detention and Deportation

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church, meeting in Phoenix, Arizona, June 10-12, 2014, reaffirms the commitment of The Episcopal Church to comprehensive immigration reform with a pathway to citizenship as a primary solution to the plight of undocumented immigrants who have established roots in the United States as members of our communities and as substantive social, economic, and spiritual contributors to our nation; and be it further

Resolved, That the Executive Council reaffirms the commitment of The Episcopal Church to proportional and humane immigration enforcement policies, and therefore, deplores the unprecedented levels of detention and deportation carried out by the Administration against individuals who pose no threat to society such as individuals who have committed reentry violations, traffic related offenses, minor criminal offenses, and actions that are retroactively considered deportable offenses, and individuals with U.S. citizen or LPR (Lawful Permanent Resident status), spouses, or parents; and be it further

Resolved, That the Executive Council and Episcopalians, who bear daily witness to both the profound joy of reunification for long-separated immigrant families and the devastation of families kept apart, urge the Administration to use expanded prosecutorial discretion and all other administrative means available, so as to stop the suffering inflicted upon these families; and be it further

Resolved, That, when individuals are detained, The Episcopal Church urges the Administration to provide for:

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



- timely and readily available access to the child welfare system for detained parents, so that they have real and appropriate opportunities to make informed decisions on behalf of their children and families;
- the increased use of alternatives to detention for those individuals who pose no threat to society; and
- the elimination of the detention bed mandate, which requires the federal government to detain 34,000 immigrants on a daily basis and encourages the use of detention over more humane and cost-effective alternatives; and be it further

Resolved, That the Executive Council urges that, when deportations do occur, individuals be repatriated in a safe and humane manner with their belongings, during daylight hours, to secure locations, with appropriate facilities for women and children; and that, when multiple members of a family are deported, they are not needlessly separated or returned to different ports of entry from one another; and be it further

Resolved, That all Episcopalians are urged to advocate and pray for humane comprehensive immigration reform so that the immigrants, their families, and their communities may know peace, safety, and respect for the dignity of all people.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

THE
Episcopal
CHURCH

June 23, 2014

EC 010 Accept Audit

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council accepts the Audited Financial Statements covering the fiscal year ended December 31, 2013.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

FFM 044 Trust Fund 1063

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That Trust Fund # 1063, National ECW Board Scholarship Memorial Fund be established as an investment account which The Board of ECW may withdraw principal and/or income upon request, and may add to the principal at its discretion.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

FFM 045 Trust Fund 1064

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That Trust Fund # 1064, St. Andrew's Episcopal Church, Fort Thomas, KY, Donor Restricted Endowment Fund be established as an investment account for St. Andrew's Episcopal Church in Kentucky, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

FFM 046 Trust Fund 1065

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That Trust Fund # 1065, St. Andrew's Episcopal Church, Fort Thomas, KY, Unrestricted Endowment Fund be established as an investment account for St. Andrew's Episcopal Church in Kentucky, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

FFM 047 Ratify Approval to Extend Line of Credit

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council ratifies the approval made on March 25, 2014 by the Executive Committee of Executive Council to enter into a refinancing of the Society's Credit Agreement with US Bank, thereby continuing the existing term loan and expanding the line of credit to \$15 million.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

FFM 048 Authorizing Action by Treasurer

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council authorizes the Treasurer of the Domestic & Foreign Missionary Society (DFMS) to enter into agreements with U. S. Bank (Bank) to renegotiate the current term loan outstanding in the principal amount of \$31,162, 800 at June 4, 2014, with

- a) A term of no less than five (5) years
- b) An effective fixed interest rate below the current 3.69% per annum

and be it further

Resolved, That the Treasurer is authorized to incorporate an interest rate swap or similar derivative instrument to reduce the effective fixed interest rate further; and be it further

Resolved, That the Treasurer is hereby authorized, empowered and directed to take such further action on behalf of DFMS as they deem necessary to effectuate the foregoing.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

FFM 049 Authorize Loan to Diocese of Honduras

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council authorize the Chief Operating Officer and Treasurer in collaboration with the chairs of the JSC on Finances for Mission and World Mission to negotiate a loan of up to \$2.5 million to the Diocese of Honduras to enable it to further its plan of sustainability by refinancing loans the Diocese has previously undertaken with external lenders; and be it further

Resolved, That the analysis, terms and repayment of this loan shall consider and reflect the consolidated operations and assets of the consolidated activities of the Diocese; and be it further

Resolved, That the lender and borrower agree a mutually satisfactory sustainability plan.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

FFM 050 Authorize Additional Line of Credit to Episcopal Diocese of San Joaquin

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council authorize an additional line of credit to the Episcopal Diocese of San Joaquin (EDSJ) in the amount of \$785,000 to be accessed through December 31, 2015 for support of the continuing diocese, and be it further

Resolved, That the Executive Council authorize a separate additional line of credit to EDSJ in the amount of \$775,000 to be accessed through December 31, 2015, if necessary to support maintenance of any recovered property; and be it further

Resolved, that the lender and borrower agree a mutually satisfactory sustainability plan and that the lender and borrower regularly review; terms and conditions of these line of credit to be developed by the Society's Chief Operating Officer and Treasurer in collaboration with the Chairs of Executive Council's Joint Standing Committees on Finances for Mission (FFM) and Local Mission and Ministry (LMM); and be it further

Resolved, That the repayment shall be secured by liquid assets of the Diocese; and be it further

Resolved, That EDSJ provide semi-annual financial reports to the Chief Operating Officer, the Treasurer and the chair of FFM.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

FFM 051 Increase disbursement for Navajoland Area Mission

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, that the Executive Council approves an increase of \$225,000 in the triennial disbursement for Navajoland Area Mission to a total of \$1.225 million, to be made available before December 31, 2015.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

FFM 052 Increase Information Technology Budget

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That \$256,000 be added to the existing \$863,245 in the Information Technology budget, bringing the triennial total to \$1,119,245 to cover department costs, including, the necessary upgrade of DFMS technology platforms to MS Office 365.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

FFM GAM 002 Continuation of Study

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, that the Executive Council meeting in Phoenix, Arizona, directs the GAM and FFM Subcommittee on the Location of the Church Center to continue to evaluate the location of the Episcopal Church Headquarters based upon on a wide range of factors including: (1) Cost and Financial Affordability; (2) Travel and Geographic Accessibility; (3) Employment and Justice Concerns; (4) Partnership Opportunities; and be it further

Resolved, that the Subcommittee is charged with continuing to gather all available data to complete the evaluation, and retain necessary professionals and consultants to complete this task; and be it further

Resolved, that the Subcommittee is authorized to spend up to \$100,000 to accomplish this work.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

GAM 017 Whistleblower Policy

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council meeting in Phoenix, Arizona hereby amends the Domestic and Foreign Missionary Society Employee Handbook Policy number 110 on Anti-Fraud, Dishonest Activity, and Whistleblowing to read as attached in Exhibit A.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



Exhibit A

110. ANTI-FRAUD, DISHONEST ACTIVITY & WHISTLEBLOWING

The Society is committed to doing business in a workplace conducive to open discussion of The Society's business practices, in an environment of honesty and integrity. Therefore, The Society will not tolerate any illegal, dishonest and/or fraudulent activities or violations of corporate policy by any of The Society's employees, directors, officers, consultants, agents, vendors, contractors, volunteers and any other outside third parties.

To that end, employees are required to promptly report any allegations involving possible illegal activities, dishonest activities and/or fraud or violations of corporate policy in matters relating to The Society to: The Secretary and Executive Officer of the General Convention, at ext. 5184/212-922-5184, who shall be designated The Society's "**Compliance Officer**" and who shall report to the Executive Council through its Joint Audit Committee of The Society/Executive Council; or **EthicsPoint** (a firm that specializes in compliance and risk management), by phone at 866-ETHICS-P/866-384-4277 or online through [EthicsPoint](#).

Reports may be submitted anonymously. Prior to making a report/complaint, employees are encouraged, but *not required*, to discuss issues and concerns pertaining to illegal, dishonest and/or fraudulent activities or violations of corporate policy with their department head, supervisor, manager, team leader and/or any member of the Executive Oversight Group. All reports, whether written or verbal, should contain sufficient information to substantiate the concern being reported to allow appropriate investigation to begin.

For the purposes of this policy, "fraud" is defined as the deliberate practice of deception in order to receive unfair or unlawful gain. Examples of illegal, dishonest and/or fraudulent activities or violations of corporate policy include, but are not limited to:

1. Forgery, falsification or alteration of documents (for example: receipts submitted for expense account reimbursement, cash receipts, checks, vendor agreements, purchase orders, other financial documents, electronic files);
2. Misapplication and/or misappropriation of The Society's funds, supplies, property or other assets;

3. Impropriety in the handling or reporting of money or financial transactions relating to The Society;

4. Profiteering as a result of insider knowledge of The Society's plans and activities;

5. Unauthorized disclosure of The Society's confidential and proprietary information to outside parties;

6. Employees or ~~members of their~~ Relatives~~Family~~¹ receiving any gratuities, gifts of money, property or service, discounts or other like favors which exceed courtesies customarily accepted as business practices, which might place, or be construed as placing, an employee under any obligation to act on behalf of The Society;

7. Destruction, removal, or inappropriate use of The Society's records, furniture, fixtures and equipment;

8. Actions related to concealing or perpetrating the above-mentioned activities; and/or

9. Any alleged violation of law.

¹ For purposes of this Handbook: the term "~~Family~~" or "~~Relatives~~" is defined as an individual's: spouse, ~~(husband, wife or domestic partner)~~, children, ~~step-children~~, parents, ~~step-parents~~, grandparents, grandchildren, siblings, nieces or nephews, aunts or uncles, any person who lives with the individual or is otherwise considered part of the individual's immediate family, and/or persons related to an individual's spouse in the aforementioned ~~listed ways~~: ancestors, brothers and sisters (whole or half-blood), children (natural or adopted), grandchildren, great-grandchildren, and spouses of brothers, sisters, children, grandchildren and great-grandchildren or a domestic partner.

Formatted: Normal, Don't adjust space between Latin and Asian text, Don't adjust space between Asian text and numbers

The Society may report cases of alleged illegal, dishonest and/or fraudulent activities or violations of corporate policy to the appropriate law enforcement authorities. The Society will cooperate with law enforcement authorities in any investigation and/or prosecution of such cases.

The Society prohibits retaliation against employees for reporting a complaint under this policy or for cooperating in an investigation regarding a matter reportable under this policy.

Any employee who raises concerns without a legitimate basis may be subject to disciplinary action, up to and including termination from employment. If any other individual, business or organization raises concerns without good cause The Society may terminate its business or other relationship with such individual or organization.

THE
Episcopal
CHURCH

June 23, 2014

GAM 018 Nepotism

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council meeting in Phoenix, Arizona hereby amends the Domestic and Foreign Missionary Society Employee Handbook Policy number 112 on Nepotism to read as attached in Exhibit A.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



Exhibit A

112. NO NEPOTISM

Employment of employees' ~~Family members~~Relatives is discouraged where: one ~~Family member~~Relative would report directly or indirectly to another ~~family member~~Relative; one ~~Family member~~Relative would be required to review the work of another ~~Family member~~Relative; the ~~Family member~~Relative would work in the same department or division; or one ~~Family member~~Relative would be necessarily involved in the hiring process for the other ~~Family member~~Relative. For purposes of this policy the definition of ~~Family~~Relative is extended to include persons related to an employee's spouse or domestic partner in the ways listed in the definition of ~~Family~~Relative. The Society may refuse to hire an employee's ~~Family member~~Relative where The Society determines that the hiring of such ~~Family member~~Relative may create an actual or potential conflict of interest, the appearance of improper influence or favoritism, actual or potential problems with safety, security or morale, or other actual or potential business problems.

Romantic, intimate or sexual relationships between an employee and applicant or between employees who are not spouses or domestic partners to each other are covered by this policy. Should such a relationship develop after the persons become employees The Society will review the circumstances to determine whether there is an actual or potential conflict of interest, the appearance of improper influence or favoritism, actual or potential problems with safety, security or morale, or other actual or potential business problems, and if there are concerns, The Society shall take action as The Society deems appropriate to remedy the situation. Such action may include, without limitation, transfers, reassignments, schedule changes and termination from employment.

THE
Episcopal
CHURCH

June 23, 2014

GAM 019 Conflict of Interest Policy

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona, from June 10-12, 2014, adopts a revised and restated Conflict of Interest Policy Statement and Disclosure Form for the Domestic and Foreign Missionary Society, as attached.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



**The Domestic and Foreign Missionary Society
Conflict of Interest Policy Statement and Disclosure Form**

In accordance with the provisions of a resolution adopted by Executive Council on June 12, 2014:

I. Purpose

The purpose of this Policy is to protect the interests of the DFMS and to provide guidelines for handling perceived, potential or actual conflicts of interest.

II. Definitions

A. Affiliate or Affiliated Organization is any entity controlled by, in control of, or under common control with DFMS. (References to DFMS herein are intended to also include its affiliates and affiliated organizations.)

B. Conflict of Interest is any circumstance described in Section IV of this Policy.

C. Contract or Transaction is any agreement or relationship involving the sale or purchase of goods, services, or rights of any kind, the providing or receipt of a loan or grant, the establishment of any other type of pecuniary relationship, or review of a charitable organization by DFMS. The making of a gift to DFMS is not a Contract or Transaction.

D. Covered Individual includes the following:

- All members of Executive Council, including its Committees and Task Forces
- All members of Committees, Commissions, Agencies, Boards and Task Forces of General Convention
- All officers and employees of DFMS, including Consultants and Contracted Staff Persons.

E. Related Party means any Covered Individual, any Affiliate, any relative of a Covered Individual, or any entity in which a Covered Individual, Affiliate or relative of a Covered Individual has a 35% or greater ownership or beneficial interest or, in the case of a partnership or professional corporation, a direct or indirect ownership interest in excess of 5%.

F. Related Party Transaction means any transaction, agreement or any other arrangement in which a related party has a financial interest and in which DFMS or any affiliate of DFMS is a participant.

G. Relative means a Covered Individual's spouse, ancestors, brothers and sisters (whole or half-blood), children (natural or adopted), grandchildren, great-grandchildren, and spouses of brothers, sisters, children, grandchildren and great-grandchildren or a domestic partner.

III. Responsibility of Covered Individuals

Covered Individuals shall:

- Rather than promoting the personal or pecuniary interest of themselves, or of someone else or such interests of another entity, promote the best interests of DFMS and its affiliated organizations at all times;
- Conduct their activities in such a way to avoid any appearance of, or actual, loss or embarrassment to DFMS and its affiliated organizations that might arise from improper influence on business decisions of DFMS;
- Avoid disclosure or private use of information regarding the business affairs or plans of DFMS;
- Be aware of and guided by the policy of DFMS with regard to conflicts of interest.

IV. Conflicts of Interest Defined

For purposes of this policy, the following circumstances shall be deemed to create Conflicts of Interest.

- A. Accept or undertake to accept an emolument or gift, a loan (except from an established financial institution at standard, commercial rates available to the general public), entertainment, favors, or similar benefits of more than a nominal value (\$100 per incident or \$200 accumulated annually from the same service provider or grantee) from any person or organization seeking to do business with, doing business with, under contract to, or having done business with or been under contract to DFMS;
- B. Serve as a director, officer or key employee in a position to exercise substantial influence over the affairs of any outside entity (e.g., corporation, unincorporated business, limited partnership) that is or has been under contract to, or is seeking to do, is doing, or has done business with DFMS.
- C. Fail to disclose in good faith the material facts concerning a Related Party Transaction;
- D. Act as an agent for or a representative of an entity or person that is in negotiations with DFMS for the services of that entity or person;
- E. Furnish investment or managerial advice or services to DFMS if his/her principal outside occupation is the investment and/or management of funds or property, except as a member of the Investment Committee of The Executive Council of The DFMS;
- F. Knowingly act as a fiduciary, whether executor, trustee, guardian, conservator, committee member, or custodian of any fund, trust, or estate, in which DFMS has a beneficial interest;
- G. Fail to disclose actual knowledge of a relative's conflict or potential conflict as defined herein.
- H. Disclose any confidential information about DFMS, not required by the nature of the services provided, to any outside entity or person, for personal profit, advantage, or any other reason.

V. Disclosure Procedure

- A. All Covered Individuals are to read, acknowledge receipt of and acquiesce to the terms of the foregoing Policy and make a full and prompt disclosure of any and all instances of potential conflict of interest, as defined herein, to the Joint Audit Committee of the Executive Council/DFMS ("Audit Committee"). Such disclosure shall be made by the submission through the Executive Office of the General Convention to the Audit Committee of a Conflict of Interest Report ("Report") (see attached form) 1) within thirty (30) days of the Covered Individual coming under the scope of the Policy ; 2) for all Covered Individuals except for DFMS employees, prior to the first meeting of each year thereafter; 3) for all DFMS employees, annually; 4) not less than fifteen (15) days after he/she has reason to believe that a)

a particular situation or circumstance heretofore unreported might be construed as a conflict of interest or b) a particular situation or circumstance heretofore reported, but not at that time determined to be a conflict of interest, might now be so construed; 5) as soon as a new affiliation with DFMS begins; and 6) upon revisions of this Policy.

- B. The Audit Committee shall a) examine all disclosures, b) determine whether a conflict did, does or will exist, and c) propose remedial action. In its review of a potential conflict, the Audit Committee shall document the existence and resolution of the conflict in its minutes of any meeting at which the conflict was discussed and voted upon. The Audit Committee shall make reasonable efforts to resolve in a timely manner any conflict that it determines does exist and shall provide in a timely manner a report to the Executive Council which shall summarize all reported conflicts and the final resolution, if any, of such conflicts. The Executive Council shall be responsible for determining the final disposition of all matters contained in the report of the Audit Committee.

If a conflict of interest is established, the affected group shall be notified through its chair of the existence of the conflict and the Covered Individual with the conflict of interest shall not be allowed to be present or participate in the Executive Council/DFMS deliberation or vote on the matter giving rise to such conflict and shall be prohibited from improperly influencing the deliberation or voting on the matter giving rise to such conflict.

- C. All information disclosed by a Covered Individual pursuant to the provisions of this Policy shall be treated as confidential, except for situations and circumstances in which the Audit Committee or DFMS may be compelled to reveal all or part of that information in order to protect its interests. In such situations or circumstances, the Covered Individual who disclosed the information shall be given prior notice.

VI. Applicability of Policy

Any separately incorporated affiliated organization which administers its own Conflict of Interest Policy is not covered by this policy.

Conflicts of Interest Disclosure Form

TO: Joint Audit Committee of the Executive Council/DFMS

FROM:

TITLE:

AFFILIATIONS(S): _____

DATE:

=====

Reporting no Conflicts of Interest: I acknowledge receipt of, have read and acquiesce to the terms of the *Conflict of Interest Policy Statement* of DFMS and acknowledge my fiduciary duty to DFMS. To the best of my belief and knowledge, neither I nor any relative is pursuing any interest, has any connection, or within the past year engaged in any activity that conflicts with the interests of DFMS as they are defined in the Policy Statement. I do so now stipulate without exception or qualification:

(Signed)

Members of the Committee on Investments: Reporting no Conflicts of Interest: Because my principal occupation is the management of investments and/or real property, I have been appointed to the Committee on Investments. To the best of my belief and knowledge I have not in the past year influenced or attempted to influence the selection of brokerage firms or influenced the purchase or sale of securities in the investment portfolios of DFMS. I do so now stipulate without exception or qualification:

(Signed)

(Print name of employer)

Reporting Potential Conflicts of Interest: I have read the *Conflict of Interest Policy Statement* of DFMS and acknowledge my fiduciary duty to it. Based on my understanding of this document I am now reporting the following potential conflict(s) of interest. On the attached sheet(s) I am setting forth the details for your information and review.

(Signed)

THE
Episcopal
CHURCH

June 23, 2014

LMM 010a Affirm Jubilee Ministries

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

The following ministries, presented to Executive Council, are affirmed as Jubilee Ministries:

1. Fundacion Pastraol Para La Promocion Humana
Parroquia El Buen Pastor, Apto 401
Barrio Centro
Cucuta
Diocese of Colombia
2. All Saints' Community Center
213 Madison Avenue
Lakewood, NJ 08701
3. Holy Spirit Emergency Food Pantry
10500 Kenworthy Street
El Paso, TX 79924
4. The Church of the Good Shepherd
345 South 312th Street (PO Box 3108)
Federal Way, WA 98063-3108



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue • New York, New York 10017 • 800.334.7626 or 212.716.6000 • episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

WM 020 Companion Diocese Relationship

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona from June 10-12, 2014, vote to recognize the Companion Diocese Relationship between the Diocese of Southeast Florida and the Diocese of Toliara until such time as this relationship is terminated by mutual consent.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

WM 021 United Thank Offering Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona from June 10-12, 2014, recommends approval of the United Thank Offering grants as listed in the United Thank Offering report.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

WM 022 Acknowledgment of The Reverend Heather Melton

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona from June 10-12, 2014, acknowledges the good work of The Reverend Heather Melton in this new United Thank Offering grant process.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org



THE
Episcopal
CHURCH

June 23, 2014

WM 023 United Thank Offering Grant Summaries

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona from June 10-12, 2014, recommend the United Thank Offering individual grant summaries prepared for Executive Council include the “Focus or Criteria” guideline(s) under which the grant application is approved by the United Thank Offering.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE
Episcopal
CHURCH

June 23, 2014

WM 024 75th Anniversary of Episcopal Relief and Development

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 10-12, 2014 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Phoenix, Arizona from June 10-12, 2014, encouraged by the Standing Committee on World Mission, affirms the good news of the 75th Anniversary of Episcopal Relief and Development; and be it further

Resolved, That the Executive Council encourages all Episcopalians and Anglicans everywhere to fully participate in this season of celebration with Episcopal Relief and Development.



The Rev. Canon Michael Barlowe
Executive Officer of General Convention
on behalf of the Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

ESTABLISHED 1821 INCORPORATED 1846

815 Second Avenue ♦ New York, New York 10017 ♦ 800.334.7626 or 212.716.6000 ♦ episcopalchurch.org

