

EXECUTIVE COUNCIL

Membership

Officers

The Most Rev. Michael Bruce Curry, <i>Chair</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Vice Chair</i>	Ohio, V	2018
The Rev. Canon Dr. Michael Barlowe, <i>Secretary, Ex-officio</i>	California, VIII	2018
Mr. N. Kurt Barnes, <i>Treasurer, Ex-officio</i>	New York, II	2018

Mr. Thomas Alexander	Arkansas, VII	2021
The Rt. Rev. Lloyd Emmanuel Allen	Honduras, IX	2021
The Rt. Rev. David E. Bailey	Navajoland Area Mission, VIII	2018
The Very Rev. Dr. Brian Baker	Northern California, VIII	2018
The Rev. Jabriel Simmonds Ballentine	Central Florida, IV	2021
The Rev. Susan Brown Snook	Oklahoma, VII	2018
Ms. Diane P. Butler	Rio Grande, VII	2021
Ms. Jane Cislucyis	Northern Michigan, V	2021
The Rt. Rev. Clifton Daniel, 3 rd	Pennsylvania, III	2018
Canon Noreen Duncan	New Jersey, II	2021
The Rev. John F. Floberg	North Dakota, VI	2018
The Rev. Dahn Gandell	Rochester, II	2018
Dr. Anita George	Mississippi, IV	2018
Ms. Pauline Getz, Esq. (replacing J. Ferrell)	San Diego, VIII	2018
Mr. Louis Glosson	San Diego, VIII	2021
Ms. Mayra Liseth Gonzalez Polanco	Honduras, IX	2021
Ms. Julia Ayala Harris	Oklahoma, VII	2021
Sra. Pragedes Coromoto Jimenez de Salazar	Venezuela, IX	2018
Mr. John B. Johnson, IV	Washington, D.C., III	2018
Ms. Tess Judge	East Carolina, IV	2018
The Rt. Rev. Dr. Edward J. Konieczny	Oklahoma, VII	2021
Ms. Nancy Koonce	Idaho, VIII	2018
Ms. Alexizendria T. Link	Western Massachusetts, I	2021
The Rev. Mally Ewing Lloyd	Massachusetts, I	2021
The Rev. Canon Frank S. Logue	Georgia, IV	2021
Ms. Karen Longenecker	Rio Grande, VII	2018
The Rev. Marion Luckey	Northern Michigan, V	2018
Canon Dr. Steven Nishibayashi	Los Angeles, VIII	2021
The Rev. Nathaniel W. Pierce	Easton, III	2018
Ms. Holli Powell	Lexington, IV	2021
Mr. Russell V. Randle, Esq.	Virginia, III	2021
The Rev. Dr. R. Stan Runnels	West Missouri, VII	2018
The Rev. Dr. James B. Simons	Pittsburgh, III	2018
The Rt. Rev. Dabney T. Smith	Southwest Florida, IV	2021

Dr. Fredrica Harris Thompsett	Massachusetts, I	2018
The Rev. Canon Tanya R. Wallace	Western Massachusetts, I	2018
Mr. George Wing, Esq.	Colorado, VI	2021
The Hon. Warren J. Wong	California, VIII	2021

Resigned:		
Mr. Joseph Ferrell	North Carolina, IV	2018

<i>With seat and voice:</i>		
The Hon. Byron Rushing	Massachusetts, I	2018

Companion Church Partners:	
The Rev. Canon David Burrows	Anglican Church of Canada
The Rev. William Voss	Evangelical Lutheran Church in America

Former:	
The Very Rev. Peter Wall – term expired	Anglican Church of Canada
Ms. Melanie Delva - resigned	Anglican Church of Canada
The Rev. Stephen Herr – term expired	Evangelical Lutheran Church in America

Domestic and Foreign Missionary Society Officers

The Most Rev. Michael Bruce Curry	President
The Rev. Gay Clark Jennings	Vice President
The Rev. Deacon Geoffrey Smith, Chief Operating Officer	Vice President
The Rev. Canon Dr. Michael Barlowe	Secretary
Mr. N. Kurt Barnes	Treasurer

Mr. Douglas K. Anning, Esq., Acting Chief Legal Officer

Mandate

SEE CANON I.4.1-9

Summary of Work

MEETINGS

November 15-18, 2015	Linthicum Heights, Maryland
February 26-28, 2016	Dallas/Fort Worth, Texas
June 8-10, 2016	Chaska, Minnesota
October 20-22, 2016	New Brunswick, New Jersey
February 5-8, 2017	Linthicum Heights, Maryland
June 9-11, 2017	San Juan, Puerto Rico
October 18-21, 2017	Linthicum Heights, Maryland
January 22-24, 2018	Linthicum Heights, Maryland
April 21-23, 2018	Austin, Texas

The Executive Council was led by our new Presiding Bishop, The Most Reverend Michael Bruce Curry and President of the House of Deputies, The Rev. Gay Clark Jennings, and worked with a spirit of comradery and collaboration, embracing The Jesus Movement. At each meeting, the worship was planned by The Rev. Canon Susan Brown Snook and The Rev. Canon Frank S. Logue, and a variety of members participated, including some fine preaching. The Council committed to doing anti-racism work at each meeting through the lens of board development, and this was developed by Dr. Anita George and Dr. Fredrica Harris Thompsett. Dr. Mathew Sheep was contracted to help develop a program for Mutual Ministry Review, as directed by GC2015-A004.

In 2015, General Convention voted to eliminate all but two (2) standing commissions, and this change in the structure of the interim bodies brought an increase in the work of the Executive Council. The majority of the work of the Executive Council was carried out by the five (5) Joint Standing Committees of Council and the report of each Joint Standing Committee follows here.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE FOR ADVOCACY AND NETWORKING FOR MISSION

Membership

Dr. Anita George, <i>Chair</i>	Mississippi, IV	2018
Ms. Julia Ayala Harris, <i>Vice Chair</i>	Oklahoma, VII	2021
The Rev, R. Stan Runnels, <i>Secretary</i>	West Missouri, VII	2018
The Rt. Rev. David Bailey	Navajoland Area Mission, VIII	2018
The Rev. Jabriel Ballentine	Central Florida, IV	2021
Ms. Mayra Liseth Gonzales Polanco	Honduras, IV	2021
Mr. John Johnson	Washington, III	2018
Canon Dr. Steven Nishibayashi	Los Angeles, VIII	2021
The Most Rev. Michael Curry, <i>Ex-Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	

The members of Advocacy and Networking include members from the junior and senior classes of Executive Council, with terms expiring at General Convention 2018 and 2021, respectively. In this triennium, a Spanish language interpreter was present at all meetings where there was a need to facilitate the interpretation on behalf of Spanish speaker, Ms. Mayra Liseth Gonzales Polanco.

Mandate

The mandate of the Executive Council Joint Standing Committee on Advocacy and Networking for Mission is to, "focus on advocacy on the church wide level: public policy, justice and peacemaking, anti-racism, poverty, health care, public education, prisons, care for the Earth". During this triennium Advocacy and Networking interacted with the Executive Council Committee on Anti-Racism, Executive Council Committee on Historically Black Colleges and Universities, Executive Council Committee on Corporate Social Responsibility, as well as the Advisory Council on the Stewardship of Creation.

Throughout the triennium, Advocacy and Networking collaborated with other members of Executive Council and several DFMS staff. Mr. Byron Rushing, Vice President of the House of Deputies, and Ms. Melanie Delva, Liaison from Anglican Church of Canada, worked closely with Advocacy and Networking during this triennium. Ongoing support to the work of Advocacy and Networking was provided by several staff members including: The Rev. Charles Wynder, Jr., Program Staff Officer for Social Justice and Advocacy Engagement; Ms. Heidi Kim, Staff Officer for Racial Reconciliation; Ms.

Rebecca Linder Blachly, Director of the Office of Government Relations; The Rev. Canon Mark Stevenson, former Missioner for Domestic Poverty and current Director of Episcopal Migration Ministries; Ms. Jayce Hafner, Domestic Policy Analyst; The Rev. Canon Charles Robertson, Canon to the Presiding Bishop for Ministry Beyond The Episcopal Church; The Rev. Canon Michael Buerkel Hunn, Canon to the Presiding Bishop for Ministry Within The Episcopal Church; The Rev. Canon Stephanie Spellers, Canon to the Presiding Bishop for Evangelism and Reconciliation; and The Rev. Canon Michael Barlowe, Executive Officer of the General Convention. Advocacy and Networking is grateful for the leadership of the Presiding Bishop The Most Rev. Michael Bruce Curry and the President of the House of Deputies The Rev. Gay Clark Jennings.

Summary of Work

Building on one of the themes from General Convention in Salt Lake City, Advocacy and Networking had racial reconciliation as a primary focus for its work this triennium. At the first meeting for the triennium in November of 2015, Executive Council committed to keeping racial reconciliation at the forefront of its work together as a Board of Directors. This led to agenda-setting activities in which time for reflection and connection around racial reconciliation was prioritized. The following themes emerge from the work of Advocacy and Networking during this triennium and racial reconciliation was a prominent cross-sectional topic throughout.

- Executive Council Committee on Historically Black Colleges and Universities (HBCUs): Thanks to the diligent efforts of the HBCU Task Group, the relationship between Executive Council, DFMS staff, St. Augustine's University and Voorhees College grew tremendously during this triennium. Advocacy and Networking sponsored several resolutions equipping the HBCUs with ongoing support as well as creating a committee of Executive Council to continue the excellent work of the HBCU Task Group.
- Poverty: Advocacy and Networking was faced with several issues related to poverty and wealth disparities during this time. Advocacy and Networking resolutions that were passed by Executive Council included: support for the House of Representatives Task Force on Poverty, Opportunity, and Upward Mobility; raising the minimum wage to a living wage; addressing predatory payday loans, as well as the Presiding Bishop's initiative "For Such a Time as This: Prayer, Fasting & Advocacy".
- Violence: At the first meeting of Executive Council for the triennium, Advocacy and Networking responded quickly to the terror attacks in Paris and Beirut. Through Advocacy and Networking, Executive Council adopted comprehensive anti-domestic violence and gun violence resolutions.
- Standing Rock: Advocacy and Networking followed closely the events at Standing Rock and fully supported The Episcopal Church presence there through resolutions, prayers, and advocacy.

- Care of Creation: In addition to supporting the work of the Advisory Council on the Stewardship of Creation, Advocacy and Networking sponsored resolutions regarding the global climate change crisis, which were adopted by Executive Council.
- Civil Rights: Advocacy and Networking supported the civil rights of transgender people through a resolution stating that Executive Council, “voice its opposition to all legislation, rhetoric and policy rooted in the fear-based argument that protecting transgender people’s civil rights in the form of equal access to public accommodation puts other groups at risk.”
- Jubilee Ministries: Advocacy and Networking affirmed many loving, liberating, and life-giving ministries throughout The Episcopal Church by honoring them as Jubilee Ministries.

As a committee, we attempted to live into The Jesus Movement through Advocacy and Networking’s resolutions. These resolutions represent Gospel values vs. bureaucratic work. Advocacy and Networking’s resolutions, which were adopted by Executive Council, included the following actions:

- Affirm racial reconciliation and justice to be a primary focus of the work of this triennium of the Episcopal Church and the work of the Executive Council
- Solidarity and support for Standing Rock
- Support of the United Nations Sustainable Development Goals
- Response to terrorist attacks in Paris and Beirut
- Condemnation of all manifestations and instances of domestic violence, dating violence, sexual violence, and stalking
- Provide additional support for HBCU Task Group and assistance to St. Augustine’s University and Voorhees College
- Affirmation of Jubilee Ministries
- Urge Episcopalians to engage in legislative advocacy for campaign finance reform
- Support the Advisory Council on the Stewardship of Creation and efforts to combat global climate change
- Support the ongoing educational ministries of St. Augustine and Voorhees Colleges
- Encourage support of national and local living wage campaigns
- Opposition to all legislation, rhetoric and policy denying transgender people’s civil rights
- Protection of consumers and governance of the pay day loan industry
- Support for the House of Representatives’ Task Force on Poverty, Opportunity, and Upward Mobility
- Approval of grants approved by the Advisory Council on the Stewardship of Creation
- Adoption of the Sandy Hook Principles
- Support for the Presiding Bishop’s call to Prayer, Fasting and Advocacy
- Establish a committee of Executive Council to continue the work of the HBCU Task Group

- Urge strong action to combat the epidemic of prescription opioid drug abuse, heroin use, and overdose deaths and decriminalization of addiction

As a natural extension of its mandate, Advocacy and Networking exercises a prophetic role by calling the wider Church into courageous conversations about race, poverty, violence, criminal justice and the institutions that support these systems. Advocacy and Networking has continued to press forward toward our dream of becoming a beloved community through resolutions, board development, personal storytelling and training.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON FINANCE FOR MISSION

Membership

Ms. Tess Judge, <i>Chair</i>	East Carolina, IV	2018
Ms. Nancy Wonderlich Koonce, <i>Vice Chair</i>	Idaho, VIII	2018
The Right Reverend Clifton Daniel	New York, II	2018
The Reverend John Floberg	North Dakota, VI	2018
Ms. Alexizendria Link	Western Massachusetts, I	2021
The Reverend Canon Mally Ewing Lloyd	Massachusetts, I	2021
Ms. Holli Powell	Lexington, IV	2021
The Most Reverend Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	
The Reverend Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	

Mandate

To focus on finance and development for mission, including resource development and oversight: budget oversight, development and mission funding, stewardship and giving, investments, and audit. The Committee's goal is to facilitate the ministry of The Episcopal Church in partnership with other Executive Council Standing Committees; to oversee the operations of the Domestic and Foreign Missionary Society; to maintain close relationships with the General Convention through regular contact with the Joint Standing Committee on Program, Budget and Finance and the Joint Audit Committee of Executive Council and DFMS; and to support the work of the Office of the Treasurer.

Summary of Work

Finances for Mission [FFM] met at every regular Executive Council meeting plus one additional face to face meeting and four (4) times by tele/web conference calls. The Chair and other members of Program, Budget and Finance [PB&F] were invited to attend all FFM meetings. It is Executive Council's responsibility to propose a budget for the 2019-21 triennium to the 2018 General Convention. The Program, Budget and Finance committee [PB&F] works with Executive Council's budget proposal and other information received via General Convention resolutions to create a budget resolution at Convention. Additionally, members from all five (5) joint standing committees have presented or collaborated during the budget process and provided their budget priorities.

The Joint Standing Committee on Finances for Mission has spent significant time during the 2015-18 triennium both implementing best practices and resources for proposing a budget and working with financial estimates to create the actual budget proposal. FFM worked with officers of the Domestic and Foreign Missionary Society [DFMS] to develop a triennium format that moved from The Five Marks

of Mission framework to a Jesus Movement structure of the Presiding Bishop and General Convention. Additionally, FFM collaborated with the other four (4) Joint Standing Committees, the offices and many staff members of the DFMS and requested public input in the development of the proposed budget.

The Executive Council Subcommittee to Review Grant Processes was proposed by Finances for Mission and had representative members from every joint standing committee. The subcommittee reviewed the various grants awarded and the associated process, as well as the processes for reporting and accountability. The work of the subcommittee resulted in the recommendation that covenant agreements be updated, block grants be reviewed to see if they are still needed and if the amounts are appropriate. Additionally, it brought FFM a proposed resolution (FFM 053) formalizing the appropriate process for competitive grant applications and awards. This resolution was adopted by the Executive Council.

Various areas of FFM's process review included but was not limited to:

- Church and Diocesan assessment payments/commitments
- Migrant Ministries
- HBCU's – Historically Black Colleges and Universities
- Timeline for assessment of revue [ARC]
- Jesus Movement initiatives
- Development Office and Fundraising
- Church Planting and Evangelism

In other areas, on behalf of the Executive Council, the work done by FFM included:

- Reviewing periodic financial statements, Audit Committee reports, and statements of operation for DFMS.
- Monitoring and recommending adjustments to the 2016-2018 triennial budget adopted by the General Convention.
- Recommending establishment of custodial trust funds for various parishes and dioceses.
- Monitoring balances of mission and administrative expenses.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON GOVERNANCE AND ADMINISTRATION FOR MISSION

Membership

Dr. Fredrica Harris Thompsett, <i>Chair</i>	Massachusetts, I	2018
Mr. Russell Randle, <i>Vice-Chair</i>	Virginia, III	2018
Ms. Pauline Getz, <i>Secretary</i>	San Diego, VIII	2018
Ms. Diane Butler	Rio Grande, VII	2018
Ms. Jane Cisluycis	Northern Michigan, V	2018
Mr. Louis Glosson	San Diego, VIII	2018
Bishop Edward Konieczny	Oklahoma, VII	2018
Mr. Warren Wong	California, VIII	2018
Bishop Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	
Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	
The Hon. Byron Rushing, <i>Vice-President of The House of Deputies</i>	Massachusetts, I	
Ms. Sally Johnson, <i>Chancellor to the President of The House of Deputies</i>	Minnesota, VI	

CHANGES IN MEMBERSHIP

Mr. Joseph Ferrell, elected at the 2012 General Convention, resigned in early 2016, due to increased responsibilities elsewhere. Ms. Pauline Getz was elected by Executive Council to fill the vacancy in Executive Council and was assigned to replace him and fill out his term.

Mandate

To facilitate the mission of The Episcopal Church by focusing on governance and administration including, but not limited to, Board (Executive Council) governance and function, Episcopal Church Center operations, communications, legal matters, human resources policies, strategic planning; and relationships with the Archives of The Episcopal Church, the General Convention Office, provinces, and reorganized and renewing dioceses.

Summary of Work

The Committee met each time Executive Council met during the triennium. In addition, there were two (2) conference calls: one to make a decision on the selection of a Chief Operating Officer and one to discuss future agenda. Given the nature of several sensitive issues, the Committee moved into

executive session to discuss personnel and legal matters on several occasions. In addition, there were several joint sessions between GAM and other Standing Committees of Executive Council, to review issues of shared interests.

GOVERNANCE

One of the initiatives GAM has undertaken is to work on bringing Executive Council to a more regularized corporate style of conducting its affairs. With input from the Standing Commission on Structure, Governance, Constitution & Canons, several proposed revisions were made to the Executive Council By-laws. These revisions of the by-laws focused on conflicts of interest, clarifying terminology, clarifying the identification and roles of officers, clarifying reports to be made by the Chief Legal Officer to GAM, and clarifying some meeting procedures. GAM led the impetus to add more plenary time to the Executive Council Agendas to enable the whole Council to participate more fully in some of the corporate issues, resulting in adding a day to our meetings.

PERSONNEL

GAM participated in the development of the job description and search for a Chief Operating Officer, and was pleased to welcome The Rev. Geoffrey Smith to the position. Pursuant to General Convention Resolution 2015-A004, the presiding officers appointed a committee which included GAM representatives, to develop a job description and work with a professional search firm to find candidates for the newly created position of Chief Legal Officer. The process resulted in the engagement of Douglas Anning, Esquire. Finally, GAM heard reports from the COO on staffing changes at the Church Center.

CORPORATE CULTURE

GAM participated in the work to review and enhance the corporate culture of the Church. Human Synergistics was retained for this work. Those processes are still underway. In addition, GAM participated in a Mutual Ministry Review of Executive Council, staff and the Presiding Bishop. Ms. Getz and Mr. Wong were appointed to develop protocols for the next Mutual Ministry Review.

ARCHIVES

Throughout the triennium, the Canonical Archivist, Mr. Mark Duffy, has been communicating with GAM regarding the plans to develop a new physical plant to house the Archives of the Church in Austin, Texas.

NOMINATING PROCESS

GAM considered the issue of screening and qualifying nominees for various Church wide offices, particularly those that carry significant fiduciary responsibility, such as the Church Pension Board and Executive Council. Guidelines were eventually adopted and referred to the Standing Commission on Structure, Governance, Constitution & Canons for conversion into a proper resolution for adoption. In

addition, information was conveyed about desirable skillsets and gifts of nominees to the Joint Committee on Nominations.

BUDGET PROCESS

Considerable time was spent over several meetings regarding the budget process. GAM was asked to offer its input on the proposed structure of the budget presentation. The Joint Standing Committee on Finances for Mission presented a format based on The Jesus Movement. GAM supported the concept of The Jesus Movement vision as an imperative for the Church.

LEGAL MATTERS

A subcommittee of GAM, consisting of Chair Dr. Fredrica Harris Thompsett, Vice Chair Russ Randle, and Secretary Polly Getz, served to interface between Executive Council and legal counsel regarding pending litigation and other legal matters.

SAN JOAQUIN

A joint subcommittee of GAM and FFM was appointed and directed to work with the Diocese to gather information in order to make recommendations for the resolution of outstanding loans.

OPERATIONS

GAM is being kept apprised of work to improve the technology infrastructure and strategic planning processes. In the areas of The Human Resources and Real Estate/Property Management, policies are being reviewed and updated as necessary.

REFERRED RESOLUTIONS

The following resolutions of the 78th General Convention were referred to GAM:

A004 -- called for some restructuring of Executive Council, of which much was addressed above.

A023 -- referred to the establishment of a Coordinator Position for Women's Ministries Networks. Representatives from GAM and FFM determined this triennium was not the time to establish this position.

B021 -- referred to External Funding for Interim Bodies; FFM will consider this issue.

It was with gratitude to staff members in particular and excellent new colleagues that GAM wraps up this triennium with a new spirit of collaboration and transparency.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON LOCAL MINISTRY AND MISSION

Membership

The Rev. Canon Susan Brown Snook, <i>Chair</i>	Arizona, VIII	2018
The Rev. Canon Frank Logue, <i>Vice-Chair</i>	Georgia, IV	2018
Mr. George Wing, Esq. <i>Secretary</i>	Colorado, VI	2018
Mr. Thomas Alexander	Arkansas, VII	2018
The Rt. Rev. Lloyd Allen	Honduras, IX	2018
The Very Rev. Brian Baker	Northern California, VIII	2018
The Very Rev. Dahn Gandell	Rochester, II	2018
The Rev. Canon Tanya Wallace	Western Massachusetts, I	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
Ms. Sally Johnson, <i>Chancellor to the President of the House of Deputies</i>	Minnesota, VI	

Mandate

To facilitate the mission of The Episcopal Church by focusing on congregations and leadership on the local level including work with individuals, congregations, and dioceses in all nine (9) provinces.

Summary of Work

The 2015 General Convention passed several resolutions that significantly impacted the work of Local Ministry and Mission. Most notably was the emphasis on starting and supporting new ministries, evangelism and Hispanic/Latino Ministries. Almost \$3,000,000 was allocated to support Mission Enterprise Zones and starting and supporting new congregations. Just over \$3,000,000 was allocated for Evangelism with about \$1,000,000 for Latino/Hispanic ministries. Local Mission and Ministry established systems and policies for developing these new initiatives.

With the dissolution of standing interim bodies, Local Mission and Ministry stepped in to support departments of DFMS, such as Lifelong Christian Formation, that in the past would have the support of a standing commission. Local Mission and Ministry also has the responsibility of recommending grant allocations for Constable Grants and grants from the United Thank Offering and young adult campus ministry grants.

EVANGELISM

The mission of evangelism – proclaiming the good news of Christ by word and action – at all levels of the church became a strong focus of Local Ministry & Mission’s work during the 2015-18 triennium. Evangelism takes place primarily at the local level, as Jesus’ disciples tell God’s story to others, and shows the continuing power of Jesus’ life among us. At the church-wide level, then, our task is to come alongside that local work, empower it, and support local evangelists in proclaiming the good news of Christ.

Our work in supporting evangelism fell into several areas:

1. Supporting the work done by the staff including revivals, digital evangelism, the Evangelism Matters Conference, evangelism summits and online resources.
2. Supporting the creation of the Beloved Community reconciliation and evangelism resources.
3. Making grants for church planting and Mission Enterprise Zone initiatives (see *D005 Blue Book Report*).
4. Supporting the Genesis Group and staff in creating a church-wide network for coaching, training, and supporting church planters.
5. Supporting the evangelism and church planting work of the ethnic missionaries, particularly the A086 Group (see *A086 Blue Book Report*).
6. Supporting evangelism initiatives by staff, including Presiding Bishop Michael Bruce Curry and Canon Stephanie Spellers.
7. Creating a grant fund to match diocesan and local evangelism project funding; and allocating budget funds for all of the above projects.

We also developed an Evangelism Charter for the church, in order to encourage all Episcopalians to fulfill their baptismal vow to “proclaim through word and example the good news of God in Christ” through discovering their own belovedness, articulating their own stories of encounters with Christ, sharing their stories with others, and allowing themselves to be transformed by the new relationships they build. We offer the Evangelism Charter as a resource for all Episcopalians, and propose the following resolutions:

[Resolution A029: Commend the Evangelism Charter for the Church to all Episcopalians](#)

Because the work of evangelism and making disciples in accordance with the Great Commission is foundational to all Christian ministry, we propose that the matching fund for local evangelism efforts be continued in the 2019-21 triennium, and propose the following resolution:

[Resolution A030: Small Evangelism Grants](#)

Shifting the culture of The Episcopal Church to embrace and intentionally practice evangelism is critical work that needs to happen at every level of our church's life. In order to facilitate and equip that ministry throughout the whole church, we propose the following:

[Resolution A031: Evangelism Staff Officer](#)

[Resolution A032: Congregational Redevelopment](#)

LIFELONG CHRISTIAN FORMATION

Christian formation and discipleship is an integral component of evangelism. Lives are transformed as people of all ages hear the good news of Jesus Christ and grow as disciples through learning, worship, and service.

LMM met with members of the staff as they reported on important work such as the triennial International Episcopal Youth Event. Historically this event is well attended by U.S. dioceses, but has often failed to gain meaningful representation from dioceses in Province IX and other dioceses outside the continental U.S. Through the Constable Fund, the Committee has already committed to the creation of the Evento de Jóvenes Episcopales 2019, through support and training for Province IX youth leaders and an event in or near Province IX in the coming triennium. The Committee anticipates continued support as this essential youth ministry looks to expand beyond its current scope. LMM is also involved in approving campus ministry grants. For additional information about the work of the Formation Office, please refer to their report.

Evangelizing our rising generations is a foundational component of lifelong Christian formation. The U.S. expression of the Episcopal Church could learn much from our brothers and sisters in Province IX, where we enjoy some of our most rapid growth. LMM recommends the following resolution:

[Resolution A033: Supporting and Expanding Episcopal Youth Events](#)

In the last triennium, LMM supported the shift in funding for the General Convention Children's Program from the Constable Fund to the General Convention budget. The program is now overseen by the General Convention Office rather than the Department of Formation Ministries; LMM continues to stand behind its importance and recommends the following resolution:

[Resolution A034 : Supporting The General Convention Children's Program](#)

ETHNIC MINISTRIES

DFMS has four (4) offices in the department of Ethnic Ministries: Latino/Hispanic, Asiamerica, Black and Indigenous. LMM met with leaders of these ministries to learn of their work and support their

efforts. Detailed information on the work in Ethnic Ministries can be found in the Blue Book report from that office of DFMS. Some of their important projects include:

WHY SERVE

The Why Serve Conference invites thirty (30) young adults of color (age 18-30, from the Asiamerican, Black, Indigenous/Native American and Latino/Hispanic communities of the Episcopal Church), to examine their gifts and discern their call for ministry, whether lay or ordained.

NEW COMMUNITY CONFERENCE

The New Community Clergy and Lay Conference is a gathering of one hundred and eighty-five (185) Asian, Black, Latino/Hispanic and Indigenous clergy and lay leaders that acknowledges and celebrates the increased diversity in the membership and leadership of the Episcopal Church.

ASIAMERICA MINISTRIES

- ANDREWS mentoring program on revival, evangelism and social activism
- The 3rd Summit on Human Trafficking with ecumenical and international participation.
- Partnered with ELCA in producing "Rice & Sing," a pan Asian worship songbook.
- EAM Filipino Convocation partnered with ACAM (Anglican Canada-Asian) in a joint Conference on "Jesus Movement in Asiamerican Context" held in Vancouver, BC and co-sponsored by Bishop Melissa Skelton of the Anglican Diocese of New Westminster.

INDIGENOUS MINISTRIES

- The Indigenous Missioner attended the Navajoland Convocation and the Niobrara Convocation in South Dakota.
- Fifteen (15) Indigenous Episcopalians participated at EYE and at the New Community luncheon at EYE, including two (2) on the design team.
- Three (3) representatives from TEC participated in the Anglican Indigenous Conference in Toronto, Ontario, Canada
- Held an event commemorating the 20th anniversary of the 1997 Jamestown Covenant in Virginia

LATINO/HISPANIC MINISTRIES

Through Resolution A086 General Convention allocated funds for a variety of Hispanic/Latino evangelism initiatives focused on building capacity; building community and making disciples. These included Episcopal Latino Ministry Competency, Nuevos Horizontes, a conference focused on Multi-Generational Latino ministry, a meeting of the Diocesan Latino Missioner Network meeting in Miami, and the Province IX's Women's Social Media Bootcamp. Details of these and many other important successful programs can be found in the A086 Task Group's Blue Book Report.

BLACK MINISTRIES

- A training for Rising Stars Experience (RISE) that assists congregations with launching the program for children, youth and young adults
- A New Visions Community Revival and orientation for congregations interested in renewal and revitalization
- A Campus Symposium for motivational talks, listening and discussions on critical issues

ADDITIONAL SUPPORT FOR INDIGENOUS MINISTRIES

In addition to supporting the work of Indigenous Ministries through the office of Ethnic Ministries, LMM investigated the need for a successor body to ECCIM (Executive Council Committee on Indigenous Ministries). Discussions took place with representatives of the indigenous communities, Church staff, and the bishops of the four (4) dioceses principally involved in Indigenous Ministries. The result of the discussions was a recommendation that the incoming Indigenous Missioner should form a council of advice composed of representatives of the domestic indigenous communities.

SUSTAINABILITY BLOCK GRANTS (FOR INDIGENOUS MINISTRIES)

GC2015 budgeted the sum of \$1,500,000 for Sustainability Grants to the four (4) Principal Dioceses involved in Indigenous Ministry (Alaska, Navajoland, North Dakota and South Dakota). A group met three (3) times to discuss sustainability and to make recommendations regarding the use of the funds. Participants included the bishops of the four (4) dioceses, TEC staff, representatives of Executive Council, and members of the Indigenous communities of the four (4) dioceses. The first meeting was in 2015 in Minneapolis, Minnesota. Two (2) additional meetings took place in 2016, one in Cincinnati, Ohio, and the other in Minneapolis, Minnesota. The meetings resulted in recommendations for the use of the Sustainability Grant funds. The recommendations were approved by LMM, FFM, and then by Executive Council at its June, 2016, meeting.

Extended discussions took place in the 2015 and 2016 meetings regarding the meaning of the term, “sustainability.” To the Indigenous communities, sustainability means much more than simply being financially self-supporting. For them sustainability includes developing resources to keep their church communities viable over the long term. They want their children and grandchildren to have the benefits they have had through the continuing presence of the Episcopal Church. The church’s role is more than liturgy and worship. The church has an important pastoral role in the Indigenous communities. Developing leadership among young people is of very great importance to them. Youth gangs, alcoholism, teen pregnancy, despair, and suicide are serious problems on many reservations. The Indigenous communities of the four (4) dioceses are diverse, including both reservation and non-reservation churches, and they have different needs and resources. Although there are many commonalities among them, there are also great differences in their situations. The grants reflect the four (4) dioceses’ perceptions of both short and long-term needs.

At LMM's recommendation, Executive Council approved seven (7) grants:

1. Youth Ministry, \$630,000 (for North Dakota and South Dakota, to be administered by North Dakota) The Diocese of North Dakota and South Dakota are collaborating with Young Life to develop sustainable youth ministries in the two (2) dioceses. This program has resulted in a dramatic decrease in gang violence, teen pregnancy, and completed suicides on the Standing Rock Reservation. The funds will expand this program to develop similar youth ministry programs one at a time on every reservation in the two (2) dioceses.
2. Solar Panels, \$45,000 (North Dakota). The grant funds are for a solar panel array to provide renewable electric power at a diocesan camp facility used by Indigenous and non-Indigenous children and youth of the diocese.
3. Excavator (backhoe), \$28,000 (for Standing Rock Reservation, North Dakota and South Dakota.) The Episcopal churches on the Standing Rock Reservation provide pastoral services, including funeral and burial rites, for the entire Standing Rock community. Some families have had to dig graves by hand, which is particularly difficult in cold weather after the ground freezes. The excavator provides a way for the Episcopal churches on the reservation to support their funeral and burial ministries to the people of the Standing Rock Sioux Reservation.
4. The Houzhou Center Renovation Project, \$325,000 (Navajoland.) The grant provides the Diocese of Navajoland funds to renovate and repurpose a historic hospital building, The Old Hospital, in Farmington, New Mexico. The facility will become a multipurpose center for the diocese to minister to the Navajo community, hosting programs addressing alcoholism, drug abuse, grief recovery, employment training, Bible study, the Hogan Learning Circle, and many other evangelical activities and ministry programs.
5. Alaska Native Council, \$40,000. Travel in Alaska can be difficult. In much of Alaska transportation is available only by airplane. The grant responds to the urgent need for funds to support travel and meeting costs for the members of the Alaska Native Council.
6. Missioner for Leadership Development, \$57,000 (South Dakota). The Missioner for Leadership Development will craft, develop, mentor and oversee the entire, local training program for lay, diaconal and presbyter leadership among the reservations and non-reservation, indigenous communities of South Dakota.
7. Bishop's Native Collaborative, \$375,000 (to be administered by the Diocese of Montana). The grant responds to GC2015 Resolution A028, Support Indigenous Theological Training. Resolution A028 calls for support of the efforts of the Bishop's Native Collaborative to train leaders and their faith communities in pastoral theology. The Indigenous communities of the four (4) dioceses have relationships that extend beyond their geographical boundaries. The resources to be developed through the grant are intended not only for the four (4) dioceses but also for the many other Indigenous communities in the many dioceses of the Episcopal Church.

LMM has recommended that the Sustainability Block Grants be reauthorized and funded in the amount of \$1,500,000 in the 2019-2021 triennial church budget.

CONSTABLE GRANTS

The Constable grants are awarded through LMM, with half of the Executive Council Constable Grant Review Committee, including its chair, sharing membership with LMM. The Constable Fund provides grants to fund mission initiatives related to Christian education and formation that were not provided for within the budget of the General Convention/Domestic and Foreign Missionary Society (DFMS). Those eligible to apply for Constable Grant funding are programmatic offices of the Domestic and Foreign Missionary Society, one of the Standing Committees, Commissions, Agencies, or Boards (CCABs) or Interim Bodies of the General Convention, and Provinces of The Episcopal Church. This triennium, we revised and clarified the application and began the process of learning from past grants and the outcomes of funded projects. At the February 2017 meeting, we awarded seven (7) grants, out of a total of sixteen (16) applications received; the grants funded projects through Provinces II (Forming Christians web-based Christian formation videos), VI (Red Shirt Table Convocation on Pine Ridge Indian Reservation), VII (Building Bridges anti-racism project), and IX (Youth and young adult leadership event in collaboration with Office of Formation Ministries), as well as the Departments of Evangelism and Reconciliation (Church wide Beloved Community story sharing project), Communications (Support for redevelopment of Episcopal Asset Map), and Episcopal Migration Ministries (Regional trainings to empower Episcopalians to be advocates for our refugee neighbors). At the time this report was submitted, the committee was receiving applications for consideration, with grants to be made at the January 2018 meeting of the Executive Council.

Membership of the Executive Council Constable Grant Review Committee:

The Rev. Canon Tanya Wallace, <i>Chair</i>	Western Massachusetts, I	2018
The Rev. Canon James Callaway	New York, II	2018
The Very Rev. Dahn Gandell	Rochester, II	2018
Mr. George Wing, Esq.	Colorado, VI	2018
Ms. Margareth Crosnier de Bellaistre, <i>Staff</i>	New York, II	
Ms. Marian Conboy, <i>Staff</i>		
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	

PAROCHIAL REPORT FORMAT (A084)

We approved the recommendations of the House of Deputies Committee on the State of the Church to change the parochial report to gather information on what languages communities are using in their worship services as well as attendance in emerging worshipping communities that may not have their principal worship services on Sunday morning.

EXECUTIVE COUNCIL JOINT STANDING COMMITTEE ON WORLD MISSION

Membership

Ms. Karen Longenecker, <i>Chair</i>	Rio Grande, VII	2018
Sra. Pragedes Coromoto Jimenez de Salazar, <i>Vice-Chair</i>	Venezuela, IX	2018
Canon Noreen Duncan, <i>Secretary</i>	New Jersey, II	2018
The Rev. Marion Luckey	Northern Michigan, V	2018
The Rev. Nathaniel Pierce	Easton, III	2018
The Rev. James Simons	Pittsburgh, III	2018
The Rt. Rev. Dabney Smith	Southwest Florida, IV	2018
The Rev. David Burrows, <i>Liaison from Anglican Church in Canada</i>		
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018

CHANGES IN MEMBERSHIP

The Rt. Rev. Lloyd Allen of Province IX, who began the triennium as a member of the Standing Committee on World Mission, transferred to another Standing Committee in 2016.

Mandate

To help Executive Council highlight issues beyond the United States (including Provinces II and IX) that call for the Church's discipleship and mission. Special concerns include inter-Anglican relations, sending and receiving missionaries, the Millennium Development Goals, the Church's overseas dioceses, educational opportunities in the Caribbean and Latin America (CETALC), the Anglican Covenant, rebuilding Haiti, and the United Thank Offering.

Summary of Work

Focus on partnerships on the global level beyond The Episcopal Church and international advocacy beyond The Episcopal Church

In addition to the committee's mandate, World Mission also had oversight and development in regards to the following areas of work:

1. Global Partnerships, with special attention towards Young Adult Service Corps & Episcopal Volunteers for Mission;
2. Anglican Communion Relations
3. Episcopal Migration Ministries
4. The Episcopal Church at the United Nations
5. Sustainability in Province IX

6. The Episcopal Church in Haiti
7. The Church in Cuba
8. Covenant Committees and Bilateral Relationships
9. Ecumenical and Interreligious Relations
10. The United Thank Offering

Several DFMS agencies, committees and boards report directly to World Mission. These include the United Thank Offering Board and Missioner, the Task Force on the Episcopal Church in Cuba, Episcopal Relief and Development, the Office of Government Relations and the missioner for Ecumenical and Interreligious Affairs. Committee members determined that the Standing Committee on World Mission could be an advocate and voice for Province IX members in matters pertaining to finance and other areas of governance within TEC.

GLOBAL PARTNERSHIPS

Global partnerships engage missionaries all over the world to represent the Episcopal Church, engage in Christian fellowship and form relationships of interdependence and mutual growth. This includes the Young Adult Service Corp, which sends up to 25 young adults as missionaries all over the world. This also includes Episcopal Volunteers in Mission, a similar program for older volunteers, and other types of mission engagement throughout the world. These relationships are especially important in ongoing relationships in the Anglican Communion. As this work is primarily about relationship and mutual growth, World Mission feels strongly that this is the work of The Jesus Movement in the world.

ANGLICAN COMMUNION RELATIONS

The current budget structure outlines “Mission Beyond the Episcopal Church” as it relates to The Jesus Movement. While much of what is contained in this report is “Mission Beyond,” it bears mentioning the ongoing and critical work we engage in with our Anglican Communion partners. This includes our participation at the Anglican Consultative Council, Primates meetings, the Anglican Bishops in Dialogue initiative, among other programs. This area of work is also relationship-based, as we share in Christian community throughout the world and engage in the Anglican tradition of The Jesus Movement. Due to the evolving nature of politics and faith throughout the world, it is crucial to continue to build partnerships with our Anglican brothers and sisters. World Mission supports budgetary efforts that continue and strengthen this work.

EPISCOPAL MIGRATION MINISTRIES

The Rev. Canon E. Mark Stevenson, Director of Episcopal Migration Ministries [EMM], reported to Executive Council and the WM committee at several meetings this triennium. EMM’s ministry of refugee resettlement and welcome has faced many challenges, and Council responded with offers of help that included emergency funding to support efforts among some of the world’s most vulnerable populations. During this triennium under the current political environment, EMM has had to make several difficult decisions regarding staffing levels and the size of its resettlement network. However, the focus is on a positive future, and staff and volunteers remain passionate and excited about the work. At the June 2017 WM meeting, Rev. Canon Stevenson announced the recent launch of two (2) initiatives that will help grow EMM’s work in the coming years – *Partners in Welcome* and *Journey to Hope*. These programs will form relationships between EMM and faith groups across the Church that

will lead to education about, advocacy for, and intentional ministry among refugees and immigrants throughout the country.

THE EPISCOPAL CHURCH AT THE UNITED NATIONS

In the previous triennium, the Episcopal Church obtained ECOSOC status at the United Nations, opening the door for the church to engage in significant international diplomacy work. This allows for profound access and opportunity with Anglican Communion partners as well as a platform for advancement on global issues. In addition, the Church brings delegates together each year to attend the United Nations Commission on the Status of Women – a global gathering at the United Nations to address issues affecting women and girls. This program is a critical macro-level ministry for the church. World Mission wishes to see continued budgetary support for this program.

PROVINCE IX

The Committee began the triennium examining the progress of financial support for Province IX and the plan previously adopted for Province IX sustainability. The Diocese of Puerto Rico, the Dominican Republic and Honduras were identified from the previous triennium and this triennium as models for achieving self-sustainability. It is our hope that the adopted plan for Province IX's sustainability be maintained and financially supported in the 2019-2021 triennium.

CETALC – COMISIÓN DE EDUCACIÓN TEOLÓGICA PARA AMERICA LATINA Y EL CARIBE

Established by Executive Council in 1977, CETALC has the responsibility to oversee the funding and enforce award criteria for theological education in Latin America and the Caribbean. The goal of CETALC for this triennium has been to evaluate whether funds held in trust for those who want to pursue theological education in Latin America and the Caribbean has been responsibly and fairly utilized. CETALC ensures that the theological education available in the region meets the criteria established by CETALC.

Coromoto de Salazar and staff member, Glenda McQueen, regularly reported to World Mission on the current processes of CETALC. Additionally, an impact report of CETALC's reach has been prepared, and is being awaited at the time of this report. The frequent turn-over of CETALC members has not allowed for proper follow-up and continuation of the work. It is suggested that members serve longer terms to ameliorate this issue.

In general, CETALC has been successful in awarding scholarships to seminarians and others pursuing theological education in Latin America and the Caribbean.

THE EPISCOPAL CHURCH IN HAITI

World Mission is involved in the Episcopal Church in Haiti primarily through oversight of development office projects and fundraising. The specific projects include Saint Vincent's School for children who are handicapped, supporting CASB which is an agricultural college in Haiti, and the rebuilding of the Episcopal Cathedral in Haiti. The Development Office is charged with fundraising for these projects. World Mission expresses thanks to the church for this funding support and expresses deep desire for this to continue in the coming triennium.

THE ANGLICAN CHURCH IN CUBA

The 2015 General Convention established a Task Force on Cuba to study the church's request to rejoin The Episcopal Church. While this Task Force took primary charge of the study, consideration and logistical planning to respond to the church in Cuba's request, World Mission heard reports from the Task Force and also examined any potential financial impact or related financial matters. At the time of this report, World Mission understands the Task Force will introduce legislation to respond to the Church in Cuba at General Convention in 2018. Related canonical and financial issues will have to be addressed depending on the decision of General Convention. World Mission wishes to extend its support to those who have faithfully engaged in this conversation throughout this triennium.

ECUMENICAL AND INTERRELIGIOUS AFFAIRS

World Mission has also supported the work of ecumenical relations and interreligious relationships throughout our work this triennium. In addition, Interreligious Relations have highlighted exciting new areas of work such as Muslim-Christian partnership efforts. This work is extensive and includes the ongoing building and maintaining of partnerships throughout Christian communities and communities of other faiths. Of particular interest in this triennium is the Episcopal - Methodist Dialogue, for which there is a committee named as such. The committee has reviewed responses to a proposal calling for full communion between our two (2) churches, and continues to work towards this end. At the time of this report, World Mission understands the committee will most likely be bringing related legislation to the attention of General Convention 2018, and it stands in strong support of these efforts.

TEC RESPONSE TO THE WORLD COUNCIL OF CHURCHES ON “TOWARDS A COMMON VISION”

The World Council of Churches (WCC) developed in 2013 a document titled *Towards a Common Vision*,” which aims to answer, in a unified ecumenical voice, the question of “what can we say together about the church of the Triune God in order to grow in communion, to struggle together for justice and peace in the world, and to overcome together our past and present divisions?” World Mission dealt with the draft response between 2016 and 2017 and passed resolutions through Executive Council to be considered by General Convention. One resolution called for the reestablishment of the Standing Commission on Ecumenical and Interreligious Affairs, which in the past would have been the body of work on such complex and long-term ecumenical and interreligious affairs. Additionally, Executive Council passed a resolution calling attention to the draft response, allowing it to be received by The Episcopal Church, and finally to be forwarded to General Convention for its consideration. This resolution is included at the end of this report; for further consideration commend Resolution

[A035 The Church: Towards a Common Vision.](#)

Of note, a representative of World Mission, Canon Noreen Duncan, was part of the team that read and finalized the TEC response to the World Council of Churches document, *Towards A Common Vision*.

UNITED THANK OFFERING

World Mission member Marion Luckey was the World Mission liaison to the United Thank Offering during this triennium, serving on World Mission and also on the UTO Board. Over 125 years old, UTO, which started as a committee of the Women's Auxiliary to TEC, continues in its ministry to promote gratefulness and to encourage monetary offerings in response to blessings received. All of the offerings (\$1,500,000 and more) is granted each year throughout TEC and the Anglican Communion.

In addition to traditional grants, the UTO Board introduced Episcopal Seminarian and Young Adult grant opportunities in this triennium. While World Mission is made aware of the progress of the granting process, it is not directly involved in the selection of grants to be awarded. Significant funds were granted to applications from Burundi and Tanzania in this triennium. Funds were also granted to Episcopal Migration Ministries in 2016, and a “block grant” to be distributed to Foreign Missionaries in the field yearly through 2016.

COVENANT RELATIONSHIPS

The Episcopal Church has current covenant relationships with the Anglican Province in Mexico, the Anglican Church in Liberia, and the Anglican Church of Central America. Additionally, TEC has current Bilateral Relationships in place with the Anglican Church in Brazil and the Anglican Church of the Philippines. The committee appointed liaisons to all covenant and bilateral committees and heard reports at each meeting. Of particular note in this triennium, the covenant relationship with the Philippines transitioned to a bilateral relationship as the church in the Philippines became financially self-sustaining. The Presiding Bishop and the primate in the Philippines signed the new bilateral relationship in early 2017.

The World Mission Committee, relying on TEC staff explanations of the histories and manifestations of TEC Covenant relationships, examined the nature and understanding of what it means to be “in Covenant” with different areas of the world where such partnerships exist. While committee members, and TEC staff, agree that those relationships are partnerships, it is evident that all do not function in the same way, or with similar results.

Membership for Covenant Committee: A Igreja Anglicana do Brasil:

The Rev. Canon Marianne Ell	Delaware, III	2018
The Rt. Rev. Edward Konieczny	Oklahoma, VII	2018
The Rev. Irene Tanabe	Hawaii, VIII	2018
Sra. Pragedes Coromoto Jimenez de Salazar	Venezuela, IX	2018

Membership for Covenant Committee: La Iglesia Anglicana de la Región Central de América:

The Rev. Lee Crawford	Vermont, I	2018
The Rt. Rev. Susan Goff	Virginia, III	2018
Dr. Charles Stewart	Central New York, II	2018
The Rt. Rev. Lloyd Allen	Honduras, IX	2018

Membership for Covenant Committee: La Iglesia Anglicana de Mexico:

The Rev. Frank Castellon	New Jersey, II	2018
The Rt. Rev. William Gregg	Eastern Oregon, VIII	2018
The Rev. John Inserra	Wyoming, VI	2018
Ms. Karen Longenecker	Rio Grande, VII	2018

Membership for Covenant Committee: The Episcopal Church in Liberia:

The Rt. Rev. Mark Beckwith, <i>Chair</i>	Newark, II	2018
The Rev. Dr. Wilmot Merchant	South Carolina, IV	2018
Canon Noreen Duncan	New Jersey, II	2018

Membership for Covenant Committee: The Episcopal Church in the Philippines:

The Rt. Rev. Robert Fitzpatrick	Hawaii, VIII	2018
The Rev. Robert Hino	Hawaii, VIII	2018
The Rev. Dr. Sheryl Kujawa-Holbrook	California, VIII	2018
The Rev. Dr. James Simons	Pittsburgh, III	2018

CONCLUSIONS AND RECOMMENDATIONS

The Executive Council Standing Committee on World Mission, led by the Chair Karen Longenecker, remained focused on the committee members' determination at the start of the triennium to responsibly manage its fiduciary purposes. World Mission adjusted its agenda as necessary, while maintaining its mandate to committee specific concerns as well as overall board responsibilities general to Executive Council. In addition to the required and expected committee and subcommittee responsibilities, World Mission committee members, for instance, met with staff in between Executive Council meetings to consult with and for explanation of budgetary and other financial matters.

World Mission committee members have intentionally managed the committee's mandate along with stewardship of the DFMS budget as pertaining to the work. All this with Presiding Bishop Curry's reminder that reconciliation is possible because we are children in The Jesus Movement. The Executive Council Joint Standing Committee on World Mission has been particularly grateful for the service of committee members Pragedes Coromoto Jimenez de Salazar, James Simons, Marion Luckey, Nathaniel Pierce and Karen Longenecker whose tenure ends at General Convention 2018.

A IGREJA EPISCOPAL ANGLICANA DO BRASIL

Membership

The Rev. Canon Marianne Ell	North Dakota, VI	2018
The Rt. Rev. Edward Konieczny	Oklahoma, VII	2021
The Rev. Irene Tanabe	Hawaii, VIII	2018
Sra. Pragedes Coromoto Jimenez de Salazar	Venezuela, IX	2018

Summary or Work

The Brazil Covenant Committee encountered many challenges and were not able to connect with our partners in Brazil until late in the triennium. There was a substantial turnover of membership on both sides of the partnership. Because of these challenges, we did not have the opportunity to have a face to face meeting prior to the writing of this report.

In the summer of 2017, the partners came together by video conferencing and are now working toward identifying better avenues for communication going forward. The members on both sides of the partnership affirmed the desire to continue in relationship; the Brazilian partners have invited The Episcopal Church members to attend their General Convention in Brasilia in May of 2018. One member from The Episcopal Church traveled to Diocese of Sao Paulo and shared experiences and observations for ways to mutually support our shared ministries.

REPORT OF THE IARCA COVENANT COMMITTEE (IGLESIA ANGLICANA DE LA REGION CENTRAL DE AMERICA)

Membership

TEC Members

The Rev. Dr. Lee Crawford, <i>Secretary</i>	Vermont, I
The Rt. Rev. Susan E. Goff, <i>President</i>	Virginia, III
The Rev. Deacon Charles Stewart	Central New York, II
The Rt. Rev. Lloyd Allen, <i>Liaison of Executive Council</i>	Honduras, IX

IARCA Members

The Rt. Rev. Juan David Alvarado	El Salvador
Mr. Marco Austin, Esq., <i>Vice-President</i>	Panamá
The Rev. Harold Dixon	Nicaragua
The Rt. Rev. Sturdy Downs, <i>Primate of IARCA</i>	Nicaragua
The Rt. Rev. Armando Guerra	Guatemala
The Rt. Rev. Hector Monterroso	Costa Rica
The Rt. Rev. Julio Murray	Panamá

Summary of Work

TEC Members of the Covenant Committee met February 16-17, 2016, at the Maritime Institute, Linthicum Heights, Maryland.

Present at this meeting on cold, icy days, were Allen, Crawford and Goff. We met with the Rev. Deacon Frank Castellon, who serves on the Mexico Covenant Committee and with the Rev. Glenda McQueen. We discussed at length the history and politics of the establishment of two (2) provinces in the central region of America, Mexico and IARCA, instead of one. We found ourselves particularly interested in the processes of movement toward autonomy for these two (2) provinces, and learned this history from the Rev. Glenda McQueen, Staff Officer for Latin American and the Caribbean Global Partnerships.

The group also discussed the parameters for revising existing IARCA Covenant documents and recognized that revisions would have to be adopted by the conventions of both IARCA and TEC.

The bulk of the meeting focused on planning and preparing for a full IARCA/TEC Covenant Committee gathering in Guatemala in the Spring of 2016.

The combined TEC/IARCA Covenant Committee met in Guatemala City, Guatemala, April 5-6, 2016. Present from IARCA were Alvarado, Austin, Dixon, Downs, Guerra, Monterosso and Murray. Present from TEC were Allen, Crawford, Goff and Stewart. Also present were the Rev. Ramón Ovalle, Chaplain, and the Rev. Glenda McQueen, staff.

Our time together was hemmed by daily prayer. We shared updates on realities and opportunities for ministry in our various dioceses and worked to build community and mutual support. Early in the time together we concurred that focusing on economic challenges would be more frustrating than helpful, and that rehashing disappointment over TEC budget cuts would be counterproductive. Instead, we committed to be a committee of equals among equals and determined that we would be a group that truly works together.

A theme to which the Covenant Committee returns with frequency is the desire and need to work together in common mission. Each diocese of IARCA presented a report on the life of the diocese, its challenges and mission opportunities. Common themes and challenges that we noted include internal displacement and immigration to the US, low numbers of and low (or no) salary for ordained leadership, the need for local theological education, and injustice experienced by indigenous populations, women and children.

In general, our brothers in IARCA report that relationships between the dioceses and IARCA are good. After twenty (20) years of walking together as a Province, there is much that is functioning well. Since forming the Province, three (3) bishops have been consecrated under the canons of IARCA and new bishops in the other two (2) dioceses will be consecrated in the next triennium. This is an indication of how fully IARCA is coming into its own. All of the dioceses are involved in theological education. The Province is moving toward the formation of a vocational diaconate. All desire to work together more closely in common mission and ministry. All seek to be supportive of women's ministry and of the United Thank Offering. The Provincial Synod remains at work to establish and maintain lines of good communication between the dioceses. Challenges, new and old, lie ahead, but a desire to walk together for the sake of the Gospel is strong.

We focused much time and conversation on a desire and need to revise the original Covenant, which was first adopted in July of 1997. We are half way through the Covenant period and there have been changes, some small, many significant, in that time. Part of the revision work would be to create a glossary of pertinent terms in the Covenant and how we understand them. It would also be vital to ensure that the English and Spanish documents say the same thing. Finally, a revised covenant would include a description of the common life of IARCA. A subcommittee was appointed to draft a revised Covenant. In the months after the Guatemala meeting, the President of the Covenant Committee

provided a first draft as a starting point for this work. As of this writing, further work on a revised Covenant has not yet been done and a revision will not be brought to General Convention 2018. Significant changes in episcopal leadership in three (3) of the five (5) IARCA dioceses are underway, making the work of Covenant revision even more important in the next triennium.

Report Submitted by

The Rt. Rev. Susan E. Goff, Bishop Suffragan, Diocese of Virginia

IARCA Covenant Committee President

EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM

Membership

Mr. James McKim, <i>Chair</i>	New Hampshire, I	2018
The Rev. Cindy Nawrocki, <i>Vice-Chair</i>	Western Michigan, V	2018
The Rev. Patricia Steagall, <i>Secretary</i>	Oregon, VIII	2018
Ms. Carla Burns	New York, II	2018
Dr. Navita James	Southwest Florida, IV	2018
The Rev. Emilio Martin Fumero	Dominican Republic, IX	2018
Ms. Ayesa Mutope-Johnson	Texas, VII	2018
The Rev. Timothy Seamans	Atlanta, IV	2018
The Rev. Dr. Angela Shepherd	Maryland, III	2018
The Rt. Rev. Prince Singh	Rochester, II	2018
The Ven. Paul Sneve	South Dakota, VI	2018
The Most Rev. Michael Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
The Rev. Jabriel Ballentine, <i>EC Liaison</i>	Central Florida, IV	2018
Ms. Heidi Kim, <i>Missioner for Racial Reconciliation</i>		2018

CHANGES IN MEMBERSHIP

- Rev. Emilio Martin Fumero was added to represent Province IX in June 2017
- Ms. Ayesha Mutope-Johnson replaced The Honorable Cornelius Perry to represent Province VII
- Mr. James T. McKim, Jr. replaced The Rev. Ema Rosaro-Nordlam to represent Province I
- Rev. Jabriel Balentine replaced Ms. Jane Cosby as per General Convention mandate (see next section).
- Ms. Heidi Kim replaced The Rev. Angela Ifill as Staff Member

Mandate

This section describes the history of the Committee and its current mandate.

HISTORY OF THE COMMITTEE

The Committee has a long history having been brought into existence at the 69th General Convention as the “Anti-Racism Commission” by concurrence of Resolution 1988-A092. This resolution allocated \$75,000 and charged the Committee with providing assistance to dioceses, congregations, and agencies of TEC in developing and evaluation of programs (including affirmative action programs) to combat racism.

The Committee was authorized for its first three (3) triennium terms at the 70th General Convention by concurrence of Resolution 1991-D113. It has been renewed every nine (9) years since, with the same charge.

COMMITTEE CURRENT MANDATE

At the 78th General Convention, the renewal of the Committee as Resolution 2015-A022 significantly expanded the Committee's responsibilities beyond assistance with programming. Incorporating General Convention Resolutions 2006-A127 (Endorse Restorative Justice and Anti-Racism) and 2009-A142 (Recommit the Church to Anti-Racism and Request Annual Report on Diocesan Actions). It charged the Committee for the next nine (9) years with "guiding and monitoring the Church's work in response to General Convention resolutions directed at eliminating the sin of racism from the life of the Church by:

- Recognizing and developing its anti-racism work as a fundamental and requisite part of Christian formation;
- monitoring and evaluating anti-racism and anti-racism related ministries and programming of The Episcopal Church and, when feasible, contributing to the oversight and coordination of said ministries and programming;
- recommending best practices for eliminating racism;
- collecting data on provincial anti-racism activities to be submitted to Executive Council on an annual basis;
- developing criteria for the credentialing of certified anti-racism trainers; and
- monitoring compliance of anti-racism legislation passed by General Convention."

The current composition of the Executive Council Committee on Anti-Racism (ECCAR) was created by the same resolution (2015-A022). Each province was directed to select a representative from one of its dioceses to serve on the committee.

At this point, all provinces are represented on the Committee. Additionally, the following mandated members have been appointed.

- Fr. Jabriel Balentine as the representative of the Executive Council Joint Standing Committee on Advocacy and Networking
- Ms. Heidi Kim as the staff representative
- The Rt. Rev. Prince Singh as the Bishop representative

The Committee continues to represent a broad diversity of Church members—geographically, ethnically/racially/gendered, and generationally. This diversity is essential to the Committee's deliberations and decision-making.

The budget for the triennium was handled differently than in the past. There was no "programmatic" budget. Face-to-face meetings were granted by special request.

Summary of Work

The triennium was very challenging for the Committee. The actions of the 2015 General Convention on the budget limited how much the Committee could accomplish. This was a disappointment to the Committee because it seemed as if through concurred Resolution 2015-Co19 there was ample funding to support the work of the Committee.

Because there was no programming budget, the Committee struggled through the triennium to find ways to meet its mandate. A year into the triennium one of the Committee's key members resigned. Half way into the triennium – after an extremely productive face-to-face meeting along with other Interim Bodies in Chaska, Minnesota in October of 2016, the Chair became inactive and the Committee went dormant. A new Chair was announced in June of 2017.

Even with the obstacles in its path, the Committee met several times. There were two (2) face-to-face meetings, three (3) meetings via phone and three (3) on-line meetings using Zoom web conferencing technology. A much anticipated face-to-face occurred in September 2017.

Looking at the actual work of the Committee, over the years there have been several General Convention resolutions about anti-racism. The Committee has identified the key resolutions to be followed as:

- 2009-Bo49: (2012-A127 affirmation) Require Anti-Racism Training
- 2015-A182: Address Systemic Racial Injustice
- 2015-A183: Encourage Study of the Issue of Mass Incarceration
- 2015-Co19: Work for Racial Justice and Reconciliation
- 2015-Do39: Send Delegation to AME Symposium on Race
- 2015-Do40: Develop Anti-Racism Youth Ministry Curriculum
- 2015-Do68: Support Ministries Against the School-to-Prison Pipeline

This section provides a description of the work done by the Committee in response to each of the charges of its mandate and includes reference to the General Convention Resolution it supports.

RECOGNIZING AND DEVELOPING ITS ANTI-RACISM WORK AS A FUNDAMENTAL AND REQUISITE PART OF CHRISTIAN FORMATION

The Committee continued to reflect on how important it is for the Church to understand anti-racism theology. The Committee continues to feel that training should be a central part of both Christian Formation and the development of Church leadership.

Theologically, the House of Bishop's pastoral letter titled "The Sin of Racism: A Call to Covenant" (March 2006) identified racism as sin, which General Convention affirmed in Resolution 1994-D136, calling the church to recommit to combat racism through a new covenant. This continues to be our theological grounding.

In the wake of the shootings in Ferguson, MO; Charleston, S.C.; and Baltimore, MD and after the white supremacist riot in Charlottesville, VA; we believe this sin of racism—in ways known and unknown—is being made even more manifest through the recent elections. It not only tears at the very core of our personal relationships with our neighbors but also to God.

In this environment, the Committee is even more convinced that clergy and laity—especially lay leadership—must continue to be required to receive anti-racism training (Resolution 2000-Bo49). Not just "awareness-level" (to use adult education terminology) training, but at least "competency-level" training. Training where they are comfortable not only recognizing racism but also have the skills and confidence in their ability to reconcile and heal the wounds of racism.

As was said in the 2015 report, we recognize that there have been many challenges to the Church's follow-through with the Resolution 2009-Bo49. However, we feel it bears repeating, such challenges neither negate the mandate nor the need for church leaders to receive anti-racism training. Rather, these challenges call the Church to do better. It is through a well-educated and formed clergy and laity that the Episcopal Church will provide servant leaders to help congregations and local communities to "respect the dignity of every human being" and meet the objective of Mission Mark #4: "to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation."

The Committee is working with the Forma Group to find ways to ensure that anti-racism and racial reconciliation training are incorporated in formation efforts across the Church.

MONITORING AND EVALUATING ANTI-RACISM AND ANTI-RACISM RELATED MINISTRIES AND PROGRAMMING OF THE EPISCOPAL CHURCH AND, WHEN FEASIBLE, CONTRIBUTING TO THE OVERSIGHT AND COORDINATION OF SAID MINISTRIES AND PROGRAMMING

The Committee believes that monitoring and evaluation of the whole church's ministries and programming is important. Without monitoring and evaluation, determination of whether or not the Church's efforts are having their intended impact cannot be made. Determination of where to continue current efforts or how to improve upon them cannot be made.

Having said that, because of the volunteer nature of the Committee, it feels that its role is "strategic" in nature rather than "tactical". Thus, the Committee sees "monitoring and evaluating" as recording major efforts and describing their broad impacts rather than following closely the actions performed and judging their specific effectiveness.

On the whole, the Committee believes that anti-racism ministries and programming of TEC are having a positive impact on the Church and society. All Provinces have some level of ongoing anti-racism ministry and/or programming. But we also believe, we have a long way to go before we achieve racial reconciliation “Compliance Standard” as defined so well in the in the Committee’s 2003 Blue Book Report:

“By the end of an anti-racism training, attendees should:

- Be aware and appreciate cultural differences.
- Understand one’s own ethnocentrism.
- Be empowered as an agent of change individually and corporately.
- Know resistance to change is normal and it is easier for most people to deny cultural, ethnic and racial differences.
- Be comfortable in presenting their understanding of race, culture, prejudice and racism including those with differing opinions.
- Define racism as prejudice plus power, and state the inter-relationships between racism and other types of oppression.
- Willingly participate in a visionary planning for a comprehensive anti-racism program with goals and objectives.”

Because the funding was cut for a staff person to track certified trainers and training according to Canon, we cannot report from TEC perspective how many dioceses have trained clergy or lay leaders. This makes even truer the need for diocesan and parish anti-racism and reconciliation committees to carry out the work on the local level as first stated in the 2006 *Committee Report to the 75th General Convention*.

The Committee sees the national Church staff setting the overall environment for people in the provinces and dioceses to do this work. With this in mind, this section describes our observations about past national church ministries and programming. See the section “Collecting Data on Provincial Anti-Racism Ministries” for descriptions of Provincial programs.

There are more efforts by the national church staff than we can cover here. This section describes our impressions of what we believe are the more significant ministries and programs at the national church level and the General Convention Resolution they support. Details of provincial work is included in the section *Collecting Data on Provincial Anti-Racism Ministries in the Church*.

- Election of Bishop Michael Bruce Curry (General Convention 2015):
During General Convention 2015, Bishop Michael Bruce Curry was elected Presiding Bishop. The first African-American or minority to hold the post. This signified a major change in how minorities were seen in the Church. People of color had a role model for national leadership

similar to that established by the Presidency of Barack Obama. His evangelism and championing of The Jesus Movement have energized the Church in ways we have never seen before.

- Issuance of a Church-wide Pastoral Letter (September 6, 2015):
Presiding Bishop Katharine Jefferts Schori and President of the House of Deputies the Rev. Gay Clark Jennings issued a letter in response to the shooting at Mother Emanuel AME Church in Charleston, S.C. calling on Episcopal congregations to participate in “Confession, Repentance, and Commitment to End Racism Sunday”. This brought focus to the issue of anti-racism at a parish level in a way it had never been addressed before.
- The Trinity Institute’s 45th National Theological Conference (Thursday, January 21, 2016 to Saturday, January 23, 2016) 2015-Co19:
This two (2) day conference at Trinity Church, Broadway at Wall Street, in New York City presented the topic “Listen for a Change: Sacred Conversations for Racial Justice”. Speakers include Nicholas Kristof, Anna Deavere Smith and newly-elected Presiding Bishop Michael Bruce Curry. It was a powerful conference which was webcast around the world. Many parishes held gatherings to jointly watch the event live. It proved that a large nation-wide event could be contextualized locally to have a greater impact.
- House of Bishops issue a Word to the Church (March 15, 2016) 2015-Co19:
The House of Bishops of The Episcopal Church, meeting in retreat, unanimously approved a “Word To The Church” based on the statement, “We reject the idolatrous notion that we can ensure the safety of some by sacrificing the hopes of others.” While not a Pastoral Letter, it still had an impact as a message approved by the Bishops assembled.
- Collaboration on “Standing as Stone” Indigenous Nations and Allies Service at the Washington National Cathedral and the Indigenous Nations March on Washington (2015-Co19):
The Presiding Bishop’s staff facilitated collaboration with colleagues of the Presiding Bishop’s Staff on Response to Advocacy, Activism and Resistance of the people of Standing Rock Sioux Reservation and coalition of Indigenous Nations against the construction of the Dakota Access Pipeline Consultation with the DC Episcopal Community to include supporting the “Standing as Stone” Indigenous Nations and Allies Service at the Washington National Cathedral and the Indigenous Nations March on Washington.
- Local consultations, presentations, and trainings to support and advance local capacity for racial justice engagement and advocacy:
Presiding Bishop’s staff provided ongoing consultations, presentations, and trainings to support and advance local capacity for racial justice engagement and advocacy to include but not limited to the Diocese of Chicago, Episcopal Dioceses in California, the Episcopal Church in Maine, the Diocese of Missouri, the Diocese of Southeast Florida and the Diocese of Michigan.

- Participation in coalitions advancing the ongoing negotiations for federal criminal justice reform 2015-A011:
The Office of Government Relations continued to actively represent The Episcopal Church in interfaith coalitions advancing the ongoing negotiations for federal criminal justice reform.
- Co-sponsored Prison Ministry Conference in Baton Rouge, LA 2015-A011:
Reconciliation Justice and Care of Creation co-sponsored the Prison Ministry Conference in Baton Rouge, LA which explored the integration of advocacy, and reentry initiatives alongside traditional prison ministry in diocesan and congregational criminal justice ministries.
- A Working Group has formed to promote holistic reentry, prison ministry and reentry indicatives 2015-A011: Under Beloved Community a Working Group has formed to promote holistic reentry, prison ministry and reentry indicatives.
- Ethnic Ministries led January 28-February 1, 2017 Winter Camp Gathering for Indigenous Ministries in Oklahoma. For Indigenous clergy and lay leaders.
- Ethnic Ministries led February 8-11, 2017 Seminarians of Color in Florida. Conference for learning, mutual support and networking for seminarians of color.
- Ethnic Ministries led March 9, 2017 Standing As Stone Evening Prayer Service at the Washington National Cathedral (the eve prior to Native March on Washington for Standing Rock).
- Ethnic Ministries led June 12-16, 2017 Why Serve Conference at Bexley Seabury, Chicago, for young people of color discerning their ministries.
- Ethnic Ministries participated July 11-14, 2017 Episcopal Youth Event and the New Community Youth Gathering at EYE in Oklahoma, introducing youth to the New Community of the Episcopal Church.
- Ethnic Ministries are in the early stages of planning Winter Camp and Seminarians of Color for 2018, both of which will take place early in the year.
- Bishop Prince Singh Presented ECCAR Efforts to the House of Bishops in Chicago (Spring of 2016) 2015-C019.
Bishop Prince Singh presented the following ECCAR topics to the House of Bishops in Chicago:
 - a) ECCAR's charge
 - b) "State of Anti-Racism Ministries in the Church, 2015" Survey Informal Results: Programming, Services of Racial Reconciliation, and Formal Anti-Racism Certification Training
 - c) ECCAR Resolution 2-2015: Request Bishops Issue a New Pastoral Letter on the Sin of Racism; which as noted above they did

- d) ECCAR Resolution 11.2015 #4: Required Components in Anti-Racism Certification Training:
- e) TEC Anti-Racism Theology and Policies (General Convention, Executive Council, and ECCAR Resolutions, Canons, TEC History, etc.)
- f) Collaboration on defining “Church’s Teaching on Racism”
- g) Discussion of what Bishops want ECCAR to know about Anti-Racism ministry and what Bishops would like added to the Anti-Racism. The result of this presentation was a gathering of Bishops in Chicago in 2016.

The Bishops are trying to educate themselves on what it means to address racial reconciliation. The Alaska House of Bishops will draft a letter in late September (looking like a Pastoral) about integrating human dignity and environmental care and becoming beloved community.

Bishop Singh reports the work of the House of Bishops as follows.

“Recent work on racial justice, reconciliation and healing in the House of Bishops.

At the Spring HOB of 2015 in Kanuga, Presiding Bishop Katharine invited volunteers to write a letter from the House on racism. About sixteen (16) Bishops volunteered. In May 2015, she appointed Mark Beckwith and Prince Singh as Co-Chairs of this endeavor.

Most members of the group met at General Convention 2015, in Utah, where Bishop Michael was elected the 27th Presiding Bishop. At that group brainstorming session, we decide to meet for a retreat to be with each other, to pray and learn together. Visions Inc., facilitated a three (3) day retreat at the Nicholas Center in Chicago from December 1-3, 2015. At the end of three (3) days we decided to recommend that we needed to do some engaged work on racial justice, healing and reconciliation at the House of Bishops before getting to anything like a letter. We worked with the Presiding Bishop's office and planning team for the House of Bishops to make this happen. We reported on our work and plans at the spring House of Bishops meeting in Detroit where we also issued the video.

Visions Inc., facilitated a three (3) day focused engagement and teach-in at the Spring House of Bishops Meeting in Kanuga. This was just ahead of the Presiding Officers issuing the Beloved Community document in May 2017. The culture of the House is something that we are stewards of and feel the need to keep working on it constantly. The group of sixteen (16) Bishops is committed to addressing and working on issues of power, privilege and race. The House of Bishops is engaged, and intentionally doing the internal work of study, reflection and analysis.”

- The Office of Communication Updated the Church Web Site 2015-Co19:
The Office of Communication updated the Church web site to simplify it and provide updated resources on racial reconciliation ministries. Most notably, the resources listed have been

streamlined and the Becoming Beloved Community guidelines have been published helping lead a transition from calling our efforts “Anti-Racism” efforts to calling them “Racial Reconciliation” efforts in line with the direction of the Presiding Officers.

- The Presiding Bishop visits Standing Rock 2015-C019:
The Presiding Bishop joined protesters at the Standing Rock Pipeline site.
- Launching of the “Becoming Beloved Community” initiative. 2015-A182, 2015-A183, 2015-C019, 2015-D068:
Becoming Beloved Community is The Episcopal Church’s Long-Term Commitment to Racial Healing, Reconciliation, and Justice and outlines the church’s strategic priorities for engaging racial injustice in the church and the world. It is the response of The Presiding Officers in conjunction with the President of the House of Deputies, Vice President of the House of Bishops, and Vice President of the House of Deputies to the charge of GC 2015-C019, and relied heavily on responding to the mandates of GC 2015-A182.

The newly formed Reconciliation, Justice, and Creation Care department has been charged with implementing most of this work. Under the department’s guidance, efforts to do a census and audit of the church have begun, via collaboration between the Presiding Bishop’s staff and external consultants.

The Presiding Officers in conjunction with the President of the House of Deputies, Vice President of the House of Bishops, and Vice President of the House of Deputies have provided and will continue to provide communications to drive its implementation through The Jesus Movement. They created a video that was broadcast live and is available via recording on the Racial Reconciliation page of the Church web site.

The funding requested in this resolution has not been totally spent. The budget priorities of C019 are included in the “Becoming Beloved Community” document, with recognition that many of the efforts outlined therein will be ongoing through the end of this triennium and into the next triennium.

The Committee is extremely pleased with the launch of the “Becoming Beloved Community” initiative. It feels that the effort provides an excellent guideline and set of activities which will accelerate the eradication of racism and establish racial reconciliation. We commend the Presiding Bishop and his staff for such a bold undertaking.

- Released Toolkit for study and discussion of the recommended Book Study of the Triennium: “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” by Michelle Alexander (2010/2012) (GC 2015-A183): DFMS officers did, indeed, compile and distribute to Dioceses and made easily accessible on The Episcopal Church website a tool kit of relevant study and discussion guides; print, video, and Internet resource materials; and other information. The

Committee has noted that there have been group readings and discussions across the church which have raised awareness of the depth of the issue. People are hungry to learn how they can address the issue and the Becoming Beloved Community document is providing guidelines for this activity.

- The New Community Conference (July 19 – 21, 2017) 2015-A182, 2015-C019:
This two (2) day conference is an ongoing project sponsored by the Office of Diversity, Social, Environmental Ministries and brings together Black, Latino/a, Asian, Indigenous, and non-Hispanic White lay and clergy church leadership. ECCAR members Ms. Mutope-Johnson, Ven. Paul Sneve, and Mr. James T. McKim attended the conference. They each participated on one of the plenary panels and attended the entire conference. Members who attended, including Presiding Bishop Curry, thought the conference was very effective at showing the Beloved Community in action and sharing how to combat racism. For more on this event, see the report from the Office of Diversity.
- The Standing Committee on Liturgy and Music (SCLM) established the Racial Reconciliation and Justice Workgroup to identify liturgies that have been developed for racial justice and reconciliation. In February of 2017 the workgroup put out a survey on its blog soliciting prayers for racial justice and reconciliation. The results of that survey are included in the SCLM Blue Book report. The results include forms for the Prayers of the People to include petitions for racial reconciliation, as well as a form for the "Renewal of Commitment for the Ministry of Justice and Reconciliation."
- Develop Anti-Racism Youth Ministry Curriculum (GC 2015-Do40):
The Presiding Bishop's staff has indicated that it will work with members of ECCAR, and formation professionals from throughout the church around the curriculum rubric being designed by the ECCAR to develop developmentally appropriate curriculum for all ages.
- Send Delegation to AME Symposium on Race. (2015-Do39):
Piloted partnership and collaboration with the African Methodist Episcopal Church around voting rights to include Voter Engagement & Protection Project between AME & Episcopal Church Dioceses in Alabama & Ohio. We have not been able to determine if this is a delegation attended AME Symposium on Race.
- GC 2015-Do68: Support Ministries Against the School-to-Prison Pipeline:
We have not been able to determine what actions TEC staff took with regard to this resolution.

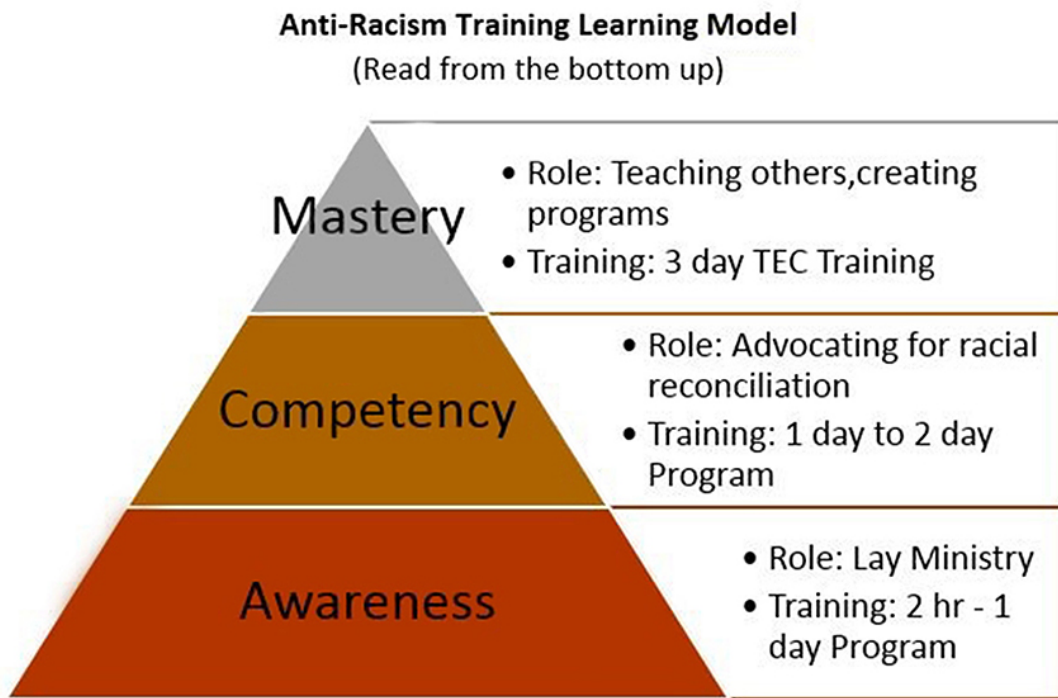
Based on the above, the Committee feels that The Episcopal Church is active at the church-wide level in "racial justice" ministry. The Committee applauds and acknowledges the work of the Ethnic Missioners, Missioner for Racial Reconciliation and our Committee staff liaison Ms. Heidi Kim, Missioner for Social Justice and Advocacy, The Rev. Charles Wynder, Canon Stephanie Spellars, the

Executive Council; and other church officers, committees, and commissions who have provided staff and resources to support the church-wide ministry of “racial justice.”

RECOMMENDING “BEST PRACTICES” FOR COMBATING RACISM.

The Committee agrees that providing anti-racism “best practices” for the Church is a desirable objective. The Committee is continually identifying such practices.

The committee has observed that the term “Programming” seems to be used interchangeably with the term “Training”. The committee believes there is a difference. To illustrate this difference, we have developed the Anti-Racism Training Learning Model below.



As illustrated in “best practices” and many of the church wide activities described in this report, the Committee acknowledges and endorses varied programming strategies that encourage thought and dialogue about race, racism, anti-racism, racial justice, racial reconciliation, and other related concepts. We caution, however, that the one (1) to three (3) hour informational workshops and programs that are not a part of a coherent curriculum normally; should not be used to meet the General Convention mandate of anti-racism training and certification.

We believe best practices are of three (3) types:

- Anti-Racism Related Programming (ARRP) – for those who wish to be aware of racial issues to inform their behavior (awareness level).
- Anti-Racism Certification Training (ARCT) – for those who need skill building to be certification training/credentialing (competency/mastery level)
- Racial Reconciliation Actions – for those who want to do the work of dismantling racism and executing racial reconciliation.

This section outlines our thoughts on these three (3) types of best practices and describes how we intend to gather and disseminate those best practices throughout the Church.

ANTI-RACISM RELATED PROGRAMMING (ARRP)

Anti-Racism Related Programming (ARRP), includes following program guides such as Episcopal Get Acquainted Diversity Dinners and Episcopal Power of Privilege; utilizing films and documentaries to generate conversations, e.g., “Traces of Trade”; book discussions utilizing bestsellers such as “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” (2010/2012) by Michelle Alexander; YouTube conversation starters such as “What Kind of Asian are You?” and “How to Tell Someone They Sound Racist”; and targeted anti-racism informational one (1) to three (3) hour workshops for vestries, diocesan and parish search committees, youth groups, and more. We, also, consider events such as the New Community Conference as ARRP as it does not provide training, but does raise awareness of issues around racism.

The Committee continues to encourage the use of liturgies and worship as a vital part of anti-racism ministry and programming. One such example is the 2008 Episcopal Church “Day of Repentance” service held at The African Episcopal Church of St. Thomas in Philadelphia, in part to atone for the sins of racism and slavery in which the Episcopal Church was complicit (see The Episcopal Archives for copy of service). As encouraged by Resolution 2009-A143, individual dioceses have held services to atone for these sins and/or focus on healing the pain caused by racial injustices and the Doctrine of Discovery (see Resolution 2012-A128, https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=2012-A128). Additionally, we are aware that some dioceses and churches have held racial reconciliation services specifically addressing the Church’s direct and/or indirect relationship with Native Americans and descendants of Mexican, Chinese, and Japanese heritage, all of whom at one time were exploited during the U.S. westward movement.

ANTI-RACISM CERTIFICATION TRAINING (ARCT).

The Committee is aware that Anti-Racism Certification Training (ARCT) has, in the past, included dioceses having annually scheduled training workshops (8-20 hours); dioceses collaborating together to seek funding and offer joint trainings; dioceses expanding units in the Episcopal Church curriculum, “Seeing the Face of God in Each Other”, as warranted by the needs of specific populations within a diocese (e.g., internalized oppression); and dioceses adding content to their certification curricula to address the General Convention Resolutions on the “Doctrine of Discovery.”

While the official approved certification training of the Church is “Seeing the Face of God in Each Other”, the Committee is aware that some dioceses are using other programs. Other training programs being used as certification training include training from organizations such as Crossroads, Kaleidoscope Institute, and Visions, Inc. The Committee believes that certification should be the result of attending Training, not just Programming. It, also, believes that none of these trainings or programs fully prepare people to halt the sin of racism and bring racial reconciliation in a manner consistent with Episcopal Church teachings.

To address this, we are developing a rubric that all Training must meet for that training to qualify the basis for Anti-Racism credentialing. [See the Section titled Proposed Resolutions for a resolution to codify those rubrics.](#)

Over time we would like to see development of materials that contextualize Training for delivery in communities with predominant populations of Native Americans, Asian-Americans, Latino/a/Hispanic Americans, Muslim-Americans, Caribbean Black, African Black, and White working class Americans.

RACIAL RECONCILIATION ACTIONS

The Committee feels that to achieve racial reconciliation and the Beloved Community, it is important not only to know how to recognize racial injustice but also to have opportunities to use that knowledge. Only through the use of that knowledge can unjust structures be changed or eliminated as called for by General Convention Resolutions 2015-A182 (Address Systematic Racial Injustice) and 2015-C019 (Work for Racial Justice and Reconciliation). Examples of this type of best practice are how to host faith-based rallies and how to lobby government officials/institutional leaders.

RACIAL RECONCILIATION BEST PRACTICE DISSEMINATION

The Committee believes anti-racism efforts are most effective when they are part of a coordinated plan of activities with specific goals in mind. There are many best practices already established for carrying out the work of racial reconciliation by those who are trained to do so in a planned, thoughtful manner.

Our plans to facilitate sharing of those best practices are as follows.

- Work with Missioners for Racial Reconciliation, Social Justice, Ethnic Missioners, and TEC Professional Staff to cross-reference Anti-Racism content on their respective pages of the TEC website.
- Develop TEC/ECCAR “Sacred Story Telling Project: Honoring/Celebrating/35th year of Anti-Racism Work in The Church (re: Resolution 1982-A062).
- Develop or identify webinars and/or screencasts with Anti-Racism related content.
- Post Bishop Curry’s “Trinity Institute Sermon” on the Racial Reconciliation page.

- Post link on Racial Reconciliation page of TEC website to 2015 General Convention Anti-Racism Resolutions Toolkit
- Post Best Practices Resources on TEC website
 - a) Books and when available, discussion guides
 - b) Web-available articles
 - c) YouTube and other web-available videos
 - d) Toolkits such as EGAD and EPOP
- Develop TEC Anti-Racism Provincial (and Diocesan) Leaders and Trainers Network to identify and share best practices
 - a) Pull from 2015 Survey Monkey data and other sources: Anti-Racism Provincial Coordinators; Chairs of Diocesan Anti-Racism and related committees, task forces, commissions, etc.
 - b) Work with staff to create “Anti-Racism Best Practices” Conference 2017 (live or on-line)
 - c) Coordinate with Electronic Resource Sub-Committee to help provinces develop mechanism webcasts allowing Provincial Bishops to be visible to the entire province via webcasts (e.g. Province I Hollywood Squares—ZOOM Format)
 - d) Share Anti-Racism book discussions title and resources for provincial and diocesan websites
 - e) Develop Youth and Young Adult Pilgrimages (possibly for College Credit?)
 - f) Create a Best Practices Database/Resource Center with discussion groups and links
- Develop TEC/ECCAR Anti-Racism Policies: Develop Copy for Written and Electronic Distribution
 - a) Create narrative/exposition of ECCAR Resolution 11.15 #4: TEC Anti-Racism Certification Training: Required Components
 - b) Anti-Racism as part of Christian Formation/Theology of Anti-Racism (re: ECCAR 2015 Blue Book Report)
 - c) 2015 General Convention Anti-Racism Resolution “Toolkit”
 - d) Post policies on House of Deputies and House of Bishops websites
 - e) Post policies on Racial Reconciliation and other related websites
 - f) Consider creating an ECCAR-linked Facebook site as a way for those doing this work to connect
 - g) Create a White Paper and/or 2018 General Convention Memorial on “White Privilege and The Church”
 - h) Develop and post a statement clarifying differences between Anti-Racism Programming, Services of Racial Repentance and Reconciliation; and Anti-Racism Certification Training as described in this report.

COLLECTING DATA ON PROVINCIAL ANTI-RACISM (MINISTRIES) IN THE CHURCH TO BE SUBMITTED TO EXECUTIVE COUNCIL ON AN ANNUAL BASIS.

The Committee members are leaders of Anti-Racism efforts in their provinces. Even so, the Committee determined that there are more activities occurring in their provinces than they could ever be aware of. Thus, the above list is anecdotal.

The Committee determined that the best way to ascertain the current status of Anti-Racism ministries in the Episcopal Church overall is to conduct a thorough survey of the provinces of TEC to get baseline data and to gain an understanding of how provinces and dioceses are enacting Anti-Racism certification training. Current plans are to work with the Becoming Beloved Community survey effort to include racial reconciliation components.

Highlights of provincial anti-racism ministries are in the following sections.

PROVINCE I REPORT BY JAMES MCKIM

Province Wide Efforts

In 2013, the Canons of the Province I dioceses raised the issue of the lack of Anti-Racism training across the Province. Based on a grant established by the Province, the Multi-Cultural Awareness and Cultural Competency Task Force was born. Province-wide efforts are directed by the Multi-Cultural Awareness and Cultural Competency Task Force. The group has hosted the following:

- A monthly webcast which is recorded and posted on the Province I web site for all to see. Guests have included all Bishops of the Province, Heidi Kim, Chuck Wynder, Byron Rushing to name a few. Participants have been from around the world. The Committee is grateful to Executive Director Julie Lytle for her assistance in putting on this and other events. One of the webcast topics was How to Do a Book Review of *The New Jim Crow*. 2015-A183, 2015-C019
- Two (2) Anti-Racism Facilitators Training workshops. The Committee felt that there were trainers in the Province who were doing Anti-Racism training but that many of them would be aided by learning about facilitation skills. The two (2) day workshops taught adult learning facilitation skills and best practices for multi-cultural competency training. 2009-B049

Diocese of Connecticut

In January 21-23, 2016 Trinity Institute's annual educational program was livestreamed from NYC to sites across the USA (including five (5) in ECCT). The seminar focused on race and was titled, "Listen for a Change: Sacred Conversations for Racial Justice." Presiding Bishop Michael Bruce Curry preached at the opening worship. A Racial Justice/Racial Reconciliation Ministry Network was launched following Trinity Institute. It meets occasionally and member Aldon Hynes maintains a Google group list serve for conversation. 2015-C019

Possible future actions by the Ministry Network include collecting more resources for parishes; organizing a trip to the National Museum of African American History and Culture in 2017, and reading "Just Mercy," by Bryan Stevenson. The Ministry Network plans to have a table at this year's Annual

Convention. Participating as of September 2016 are: The Rev. Rowena Kemp, Tokunbo Green, Esq., Aldon Hynes, Karin Hamilton, Robin Hammeal-Urban and Elaine Sleath.

Diocese of Massachusetts

The Racial Justice Ministry Team, Episcopal Diocese of Massachusetts, meets monthly-as we have for more than 20 years, September through June-from 6:00 pm until 8:00 at the Cathedral Church of St. Paul, 138 Tremont Street, Boston. The team consists of both lay persons and clergy. Each month, a team member is responsible for conducting the meeting. A typical agenda opens with Prayer and Conversation. Personal sharing allows us to be present to each other in the same way that we encourage participants who attend our bi-annual Conversations to be with each other. The idea is held that we practice and model what we promote. We lean on and learn from each other. This sharing time, beyond the personal, always includes a lively exchange about books, lectures, movies, art exhibitions, newspaper editorials, or other public resources that focus on culture, racism, politics (local and national), and human behavior. 2015-C019

Scheduling and Planning for Conversations, based on the manual, "Seeing the Face of God in Each Other", are held twice each year at the cathedral or local church parish and is a major part of each monthly meeting. The team is composed, the agenda planned, and teaching assignments are made. Diocesan matters and those of the Province are also addressed. Conversations this season were held October 21 and 22, 2016; March 10 and 11, 2017. 2009-B049, 2015-C019.

An annual Retreat is held each year for the team. This year, it is scheduled for October, 2017.

Episcopal Diocese of New Hampshire

Event/Activity	Description	GC Resolution
2015 Commemorative Year of the Martyrdom of Jonathan Daniels	The home parish of Jonathan Daniels, St. James Keene, held a celebration in honor of the 50 th Anniversary of his death. Ruby Sales was the guest preacher. After the service there was a march to his gravesite some four (4) miles away where a gathering of people from across the country sang and prayed.	2015-C019
Active Bystander Training June 25, 2017	Hosted by the Granite State Organizing Partnership (GSOP) of which Episcopal Diocese of NH is a member through the diocesan Reconciliation Commission's contribution of \$3,000 over the triennium.	2015-C019
Trinity Institute Gathering	St. Paul's Concord hosted a viewing of the "Trinity Institute's 45th National Theological Conference"	2015-C019
Diocesan Prison Concerns Committee	The Prison Concerns Committee held a book discussion of the New Jim Crow.	2015-A183

book discussion of The New Jim Crow		
Diocesan Convention 2016 Resolution to read and discuss The New Jim Crow	The Prison Concerns Committee and the Diversity Committee put forth a resolution to Diocesan Convention that parishes read The New Jim Crow	2015-A183
Western Convocation book discussion of The New Jim Crow	The Western Convocation of the diocese held a book discussion of The New Jim Crow at St. Andrews Church in New London.	2015-A183
St John's Church, book discussion of The New Jim Crow	St. John's Church in Dunbarton held a book discussion of The New Jim Crow.	2015-A183
Church of the Good Savior in Milford Lenten Series "Through My Eyes"	Discussions with people from various backgrounds and walks of life at the Church of the Good Savior in Milford.	2015-C019
A Word from the Bishop on Charlottesville (August 12, 2017)	In the wake of the riots at Charlottesville, VA; the Bishop posted a prayer to his blog.	2015-C019
Diocesan funding of the Lutheran Social Service (Ascentria) Refugee Support Program	The diocesan Reconciliation Commission (formerly Outreach Commission) provided \$5,000 over the triennium to the Lutheran Social Service (Ascentria) Refugee Support Program which helps refugees who are mostly from Africa.	2015-C019
Lay Leadership Institute Story Telling Session	Each year the diocese holds the Lay Leadership Institute to provide an opportunity for sharing and training on various issues. Last year a session was held on telling stories.	
Diocesan Advocacy Day	The dioceses of NH and Maine hosted a day of training on how to do governmental advocacy work.	2015-A182, 2015-C019
Barbara Harris Center Multi-Cultural Awareness Training for Camp Leaders June 2017	James McKim and Rev. Karen Montagno provided training on multi-cultural competency for the leaders of the Summer Camps at the Barbara Harris Center which is owned by the Diocese of Mass.	2015-C019, 2015-D068
Multi-Cultural Awareness Training for Camp Counselors June 2017	James McKim and Rev. Karen Montagno from the Diocese of Mass. provided training on multi-cultural competency for the counselors of the Summer Camps at the Barbara Harris Center in Greenfield, NH which is owned by the Diocese of Mass.	2015-C019, 2015-D068

Multi-Cultural Awareness Training for Center Staff August 2017	James McKim and Rev. Karen Montagno provided training on multi-cultural competency for the year round staff at the Barbara Harris Center which is owned by the Diocese of Mass.	2015-C019,
Diocesan Clergy Anti-Racism Training October 2017	The Bishop is hosting anti-racism training provided by an organization in New Hampshire.	2015-C019

Episcopal Diocese of Rhode Island

The diocese opened the Center for Reconciliation [CFR] a place where people can experience and participate in the work of reconciliation. The CFR hosts performances, lectures and educational experiences where people can be transformed and learn how to become reconcilers. We are developing exhibits that explore the intersection of faith and the slave trade in Rhode Island and New England.

The Center for Reconciliation will be based at the Cathedral of St. John, where one or more worshipping communities that embody reconciliation; will bring the voice of the faithful to this work. It includes:

- Slavery walking tours
- Art exhibits exploring slavery, the slave trade, racial identity and reconciliation through the RISD Museum's extensive collection of art and artifacts.
- An Interfaith Anti-Semitism Vigil was held March 7, 2017

2015-C019

Diocese of Vermont

Vermont's Dismantling Racism Team under the guidance of Maurice Harris, Diocesan Communications Minister, and the Rev. Rob Spainhour, Rector of Holy Trinity Episcopal Church in Swanton, has

- developed a reading list for folks in the diocese. 2015-C019
- held a Dismantling Racism Retreat (March 2017) 2015-C019
- held a meeting to plan a Clergy Day for clergy throughout the diocese to explore key issues and to answer the fundamental questions: Why should we care? How should we care? (August 16, 2017) 2015-C019

PROVINCE II REPORT BY MS. CARLA BURNS

Province II-Wide Activities

Event/Activity	Description	Becoming Beloved Community Area*/GC Resolution
Two (2) Train-the-Facilitator, two-and-one-half-day workshops offered to the northern and southern tier, stateside dioceses of Province II attended by representatives of the Dioceses of Central New York, Newark, New Jersey, New York and Western New York	Train-the-facilitator workshops were offered in Rochester and Newark led by Jayne Oasin, seasoned facilitator and expert in the <i>Seeing the Face of God</i> , Anti-Racism methodology	Telling the truth about the Church and race./ 2015-C019,2015-Do68

Episcopal Diocese of Long Island New York

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Formation of Diocesan Commission	Bishop Provenzano established a Diocesan <i>Racial Justice and Reconciliation Commission [RJRC]</i> that included clergy and lay leaders from throughout the Diocese as well as clergy from several different denominations.	Repairing the Breach in Society and Institutions/2015-C019
Diocesan Convention	November, 2016 – Three (3) hours of annual convention were allocated to presentation and small group discussions regarding Racial Justice and Reconciliation	Repairing the Breach in Society and Institutions/2015-C019
Creation & Distribution of a Toolkit	The Diocesan RJRC created a handout, what was referred to as a <i>Racial Justice and Reconciliation Toolkit</i> that contained resources, discussion questions, etc. that can be used by the parishes of the Diocese.	Telling the Truth about the Church and Race/2015-C019
Viewing of TED Talk & discussion.	During a Coffee Hour, the parish reviewed TED Talk: <i>We Need to Talk About an Injustice</i> by Bryan Stevenson	Repairing the Breach in Society and Institutions/2015-C019

Book Study	<i>Just Mercy</i> by Bryan Stevenson	Repairing the Breach in Society and Institutions/2015-Co19
Combined Parish Discussions on Race	Two (2) parishes combined for a three (3) part series regarding Racism	Telling the Truth about the Church and Race/2015-Co19
Listening, praying & discerning	Parish-wide effort to determine what efforts are to be taken.	Repairing the Breach in Society and Institutions/2015-Co19
Social Justice Prayer and Study Group	Read Scripture, Dr. M.L. King Jr.'s <i>Letter from Birmingham Jail</i> , read and discussed Bryan Stevenson's book, <i>Just Mercy</i> , also read and discussed Michelle Alexander's <i>The New Jim Crow</i> , and Ta'nehesi Coates' book <i>Between the World and Me</i>	Telling the Truth about the Church and Race/2015-Co19
Interfaith Community Organizing Group	Forming an interfaith group with local churches and synagogues, facilitated by <i>Faith in New York</i>	Proclaiming the Dream of the Beloved Community/2015-Co19
Family-based study of materials (one (1) hour/week) and Lenten multi-parish discussion groups	Using materials provided by the Diocesan <i>Racial Justice & Reconciliation Commission</i> , there were family-level discussions that were followed by Lenten group discussion that brought together folks from several Episcopal churches. Collected and used materials, videos, etc. that assisted with Racism	Repairing the Breach in Society and Institutions/2015-Co19
Book Study	Two (2) parishes combined for a book reading and discussion based upon the book, <i>The Help</i> . The parishes are rotating hosting the discussions and will expand beyond the book dialogue.	Telling the Truth about the Church and Race/2015-Co19
Group Discussions	Seven (7) Parishes within one (1) Deanery have gathered together to have the first of three (3) conversations. The first meeting covered:	Proclaiming the Dream of the Beloved

	<p><i>“Living Into Our Differences: Conversations of Racial Justice and Reconciliation”</i></p> <p>Video <i>“Sharing our stories: Christ Church Cathedral”</i></p>	Community/2015-C019
Book Discussion	Using the book <i>“America’s Original Sin: Racism, White Privilege, and a Bridge to Tomorrow”</i> , by Jim Wallis, a five (5) week Lenten book reading and discussion in one parish.	Telling the Truth about the Church and Race/2015-C019
Book Discussion	Using the book <i>“Just Mercy”</i> , by Bryan Stevenson, a Lenten book reading and discussion in one (1) parish.	Telling the Truth about the Church and Race/2015-C019
Presentation and Discussion	A member of the diocesan Racial Justice and Reconciliation Commission provided a brief overview of the work of the Commission and then facilitated small group discussions using a YouTube video, <i>“The Talk”</i> .	Repairing the Breach in Society and Institutions/2015-C019
Racism Awareness Training, Committee Formation, Book Discussion	A parish sent a group to a Diocesan training program on <i>Racial Awareness</i> . A parish-level committee has now been established and a book discussion on the book <i>“Americanah”</i> by Chimamanda Ngozi Adichie”	Telling the Truth about the Church and Race/2015-C019
Documentary Viewing & Book Discussion	One parish had a viewing of the documentaries, <i>“I am Not Your Negro”</i> and <i>“13th”</i> ; also had a book discussion of the book <i>“Tears We Cannot Stop”</i> , by Michael Eric Dyson.	Telling the Truth about the Church and Race/2015-C019
Guest Speaker	A parish-level presentation by a guest speaker on the book <i>“The Valley of Dry Bones: The Conditions that Face Black People in America Today.”</i>	Telling the Truth about the Church and Race/2015-C019
Ecumenical Initiative – Readings & Discussion	One parish reached out to a Presbyterian Pastor and a local Rabbi to join together with our Episcopal priest for an afternoon of discussion on Anti-Racism and Justice, with the community at large	Proclaiming the Dream of the Beloved Community/2015-C019

Episcopal Diocese of New Jersey

Event/Activity	Description	Becoming Beloved Community Area/ GC Resolution
Two (2) half day, residential trainings led by the People's Institute for Survival and Beyond April and September, 2016 May, 2017	The Anti-Racism Commission organized two (2) half day residential trainings, facilitated by the People's Institute for Survival and Beyond. The spring training was held on April 7 – 9 at St. Francis Episcopal Church, Dunellen; the fall training was held in September at St. Thomas Episcopal Church in Red Bank. This training was scheduled to embrace the Spanish-speaking congregants of St. Thomas as well as the entire diocese as we celebrated the Hispanic Festival 2016. In all, almost 100 people of God in the Diocese of NJ successfully participated in Anti-Racism trainings.	Telling the truth about the Church and race/2009-Bo49,2015-Co19
Two (2) Hour Parish Workshops 2017	Members of the Commission training teams led workshops for search and discernment committees of the Diocese	Telling the truth about the Church and race/2009-Bo49,2015-Co19
Diocesan-wide Conference featuring Ms. Heidi Kim November 2016 St. David's, Cranbury	The Commission organized a Diocesan-wide conference featuring Ms. Heidi Kim, Missioner for Racial Reconciliation for The Episcopal Church	Telling the truth about the Church and race/2009-Bo49,2015-Co19
Soldiers in the NJ Diocese's Ant-Racism volunteer troops offered workshops to parishes and other entities 2016	In teams of two (2) and three (3), clergy and laity, travelled all over the diocese, facilitating workshops to parishes and other entities. These anti-racists did not request or receive reimbursement for gas,	Telling the truth about the Church and race/2015-Co19

	<p>mileage, food or time. In preparation for the workshops, New Jersey's anti-racists created and designed curricular materials for the presentations.</p>	
<p>2017 Diocesan Convention resolution to make the Diocese of NJ a Sanctuary Diocese</p>	<p>Parish representatives have contacted the Anti-Racism Commission for assistance and interpretation of the resolution. The Commission has been in conversation with the Diocese's Immigration Task Force.</p>	<p>Repairing the Breach in Society and Institutions/2015-Co19</p>
<p>Development of training curricular materials 2017</p>	<p>The Commission has engaged a consultant to assist with the development and design of Anti-Racism curricula and training materials.</p>	<p>Telling the truth about the Church and race/2009-Bo49,2015-Co19</p>
<p>Collaboration with other groups struggling to ensure justice for those forgotten and marginalized 2016</p>	<p>Members of the Anti-Racism Commission collaborated with others, struggling to ensure justice for those forgotten and marginalized. Commission members with other laity and clergy marched in support of local enforcement while denouncing a rash of unjust police shootings of unarmed people of color. We worked with LEAM to advocate for [the] passing of certain bills that would undo various aspects of racism today. We partnered with the Anti-Poverty Network to deliver a report on the intersection of race and poverty in NJ.</p>	<p>Repairing the Breach in Society and Institutions/2015-Co19</p>

Collaboration with the Anti-Racism Alliance of Morris County 2017	The Anti-Racism Commission collaborated with others, struggling to ensure justice for those forgotten and marginalized.	Repairing the Breach in Society and Institutions/2015-Co19
Development of a Ministry of Sanctuary	The Commission has partnered with the Immigration Task Force of the Diocese to develop a ministry of sanctuary to care for those who are currently experiencing fear, discrimination, and prejudice resulting from the actions of individuals or unjust laws, policies, or practices. As there is fear and anxiety about the “alien” in our country, the Anti-Racism Commission with the support of others in the Diocese, has proposed resolutions at this convention to assist and help protect the stranger in our midst, making NJ a Sanctuary Diocese. This is what we do, this is what our faith commands us to do.	Repairing the Breach in Society and Institutions/2015-Co19
Train-the-Trainer Workshop scheduled for October 28, 2017		Telling the truth about the Church and race/2009-Bo49,2015-Co19

Episcopal Diocese Of New York

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Two (2) Day Anti-Racism Workshops using <i>Seeing the Face of God in Each Other</i> . Three (3)	Dialog is the foundation of the two (2) day workshop (9:00 -4:00). We use group exercises and examine scientific and historical evidence	<i>Telling the truth about church race/2009-Bo49,2015-Co19</i>

workshops are offered each year, one (1) in each of the three (3) Diocesan regions sponsored by the Diocesan Anti-Racism Committee	concerning the origins of the concept of race and its legacy. Sponsored by the Diocesan Anti-Racism Committee. Of the hundreds of workshop participants, more than 87% have found the workshop to be “very useful” or “extremely useful” in their work and daily lives.	
Four (4) Hour Anti-Racism Workshops presented to Episcopal Charities grant recipients (2017)	In preparation for interfacing with clients of various congregational initiatives, congregants and program workers examined their places in society and how race impacts our relationships with others. Two (2) workshops were offered in different regions of the Diocese.	Repairing the Breach in Society and Institutions Practicing the Way of Love Telling the Truth about the Church and Race/2009-Bo49,2015-C019
A Conversation with Sabrina Fulton and Tracey Martin	On the publication of their biography of their son, <i>Rest in Power: The Enduring Life of Trayvon Martin</i> on February 1, 2017 at St. Philip’s Church, Harlem, sponsored by the Diocesan Anti-Racism Committee. Over 200 people from throughout the Diocese attended.	Repairing the Breach in Society and Institutions Practicing the Way of Love/2015-C019
Partner Site for Trinity Institute Conference: “Listen for a Change: Sacred Conversations for Racial Justice”	Rivertowns Episcopal Parishes Action on Inclusion and Race (REPAIR) hosted a live video-based partner site for the Trinity Institute Conference, featuring Nicholas Kristof, Michelle Norris, and other speakers as well as local breakout sessions and discussion groups.	Partner Site for Trinity Institute Conference: “Listen for a Change: Sacred Conversations for Racial Justice” /2015-C019
Blessed Absalom Jones Celebration Cathedral of St. John the Divine Saturday, February 11, 2017	This celebration of the first priest of color in the Episcopal Church includes a Eucharist, followed by multicultural entertainment and food provided by members of our culturally rich congregations, sponsored by the Diocesan Anti-Racism Committee.	Proclaiming the Dream of the Beloved Community, Practicing the Way of Love/2015-C019

	Attendance at the 2017 celebration was over 400.	
Jonathan Daniels Youth Civil Rights Pilgrimage August 10-12, 2017	A three (3) day pilgrimage for high school students to learn about the struggle for equal rights, traveling to MLK site in Atlanta GA, and sites in Birmingham, Selma, Montgomery and Hayneville where we join the Jonathan Daniels march and service. Sponsored by the Diocesan Anti-Racism Committee	Repairing the Breach in Society and Institutions/2015-C019
Trinity Institute - Listen For A Change: Sacred Conversations for Racial Justice January 21-23, 2016	Trinity Institute [TI] is a national, annual conference featuring theological perspectives on selected topics, speakers and discussion groups. TI2016 focused on racial justice. Trinity Institute is sponsored by Trinity Church Wall Street.	Repairing the Breach in Society and Institutions/2015-C019
Partner Site for Trinity Institute Conference: "Listen for a Change: Sacred Conversations for Racial Justice" (Conference above)	Partner Site for Trinity Institute Conference: "Listen for a Change: Sacred Conversations for Racial Justice"	
Diocesan-wide congregational reading and discussion of <i>The New Jim Crow</i> by Michelle Alexander	Congregations of the Diocese read and discussed the book using a curriculum developed by the Diocesan Reparations Committee.	Repairing the Breach in Society and Institutions/2015-A183
Book discussion of <i>The Color of Christ</i> by Blum and Harvey.	A Diocesan-wide discussion at St. Thomas Church, Manhattan sponsored by the Diocesan Anti-Racism Committee	Repairing the Breach in Society and Institutions/2015-C019
Book discussion of "Dear White Christians" by Jennifer Harvey	A Diocesan-wide discussion at St. Bartholomew's Church, Manhattan sponsored by the Diocesan Anti-Racism Committee	Repairing the Breach in Society and Institutions/2015-C019

Presentation on gun violence prevention by Task Force Against Racism, Trinity Church Wall Street	Parishioners co-sponsored, with the Center for NuLeadership on Urban Solutions (CNUS), a Pink Houses Event on Gun Violence. The event took place in East New York, Brooklyn for young people at risk, residents, community leaders and community organizations.	Repairing the Breach in Society and Institutions/2015-C019
Visit to Sing Sing Correctional Facility, Ossining, NY, by Prison Ministry Task Force, Trinity Church Wall Street	Parishioners and staff attended the annual graduation of incarcerated students in the Hudson Link for Higher Education/Mercy College program. Students were awarded their Associate and Bachelor's Degrees.	Proclaiming the Dream of the Beloved Community/2015-A183, 2015-Do68,
21st African American Read-In February, 2017 at St. Philip's Church, Harlem	St Philip's Episcopal Church Cultural Committee convened a Read-In. Individuals read excerpts from works by Black authors, engaging with members of the Literary Society, a Harlem based book club.	Proclaiming the Dream of the Beloved Community, Practicing the Way of Love/2015-C019
Addressing the Ills of Mass Incarceration Christ Church, Riverdale	Christ Church, Riverdale engaged with four organizations from the greater community to learn about ongoing activities that they can participate in to address the problems of mass incarceration. Representatives from four (4) NYC organizations spoke: Alliance of Families for Justice (AFJ), Getting Out and Staying Out (GOSO), Hudson Links for Higher Education and KAIROS Prison Ministry.	Repairing the Breach in Society and Institutions/2015-C019, 2015-Do68
Justice Thurgood Marshall Law Day May, 2017	St Philip's Episcopal Church Cultural Committee had an even song and conversation with The Honorable Stephen G. Breyer. This event was cosponsored with community	Practicing the Way of Love, Repairing the Breach in Society and Institutions/2015-C019

	organizations, The Vera Institute of Justice and The Fortune Society.	
Film screening: “I’m Not Racist, Am I?” October, 2016	Rivertowns Episcopal Parishes Action on Inclusion and Race (REPAIR) hosted a screening at the Warner Library in Tarrytown, NY, of this documentary film about high school students coming to grips with their own attitudes toward race, followed by a discussion with the film’s producer, Andre Lee.	Repairing the Breach in Society and Institutions/2015-Co19
Presentation by Ibram X. Kendi, author of STAMPED FROM THE BEGINNING February, 2017	Rivertowns Episcopal Parishes Action on Inclusion and Race (REPAIR) hosted an appearance at the Warner Library in Tarrytown, NY, by the author of “the definitive history of racist thought in America,” which won the 2016 National Book Award for Nonfiction.	Repairing the Breach in Society and Institutions/2015-Co19
The Reparations Committee of the Diocese of New York Introduces A Year of Lamentations	From the construction of our churches, to the private households of prominent church leaders, to the refusal of the Episcopal Church in New York to recognize the ministry of black Episcopalians, our diocese was a powerful agent of oppression. Acknowledging these facts, the Diocesan Reparations Committee is planning a Year of Lamentation for 2018. During this time the entire Diocese will examine our role in slavery and its aftermath through art, film, discussion and other activities.	Telling the Truth about the Church and Race/2015-Co19

Diocese Of Central New York Anti-Racism Team Report 2016-2017

Anti-Racism Trainings conducted in four (4) major geographical areas of the Diocese	The Anti-Racism Team in the Diocese of Central New York held basic training days in Manlius, Ithaca, Rome and Watertown, providing opportunities in four (4) major geographical areas of the Diocese.	Telling the Truth about the Church and Race/2009-B049,2015-C019
Individual parish follow-ups to Anti-Racism Trainings	Individual parishes sponsored follow-ups to basic trainings with studies, movie nights, discussion groups, and ministries.	Practicing the way of love/2009-B049,2015-C019
Clergy Day Anti-Racism Training Epiphany, 2015	The 2015 Clergy Day was dedicated to Anti-Racism Training, thereby including the majority of clergy in the Diocese.	Telling the Truth about the Church and Race/2009-B049,2015-C019
Partnering with Lutheran churches in Syracuse to view "Listen for a Change: Sacred Conversations for Racial Justice" January 2016	The Anti-Racism Team partnered with Lutheran churches to serve as remote site for this three (3) day conference.	Repairing the breach in society and institutions/2015-C019

PROVINCE III REPORT BY CANON ANGELA SHEPHERD

Provincial

Event/Activity	Description	Becoming Beloved Community Area & GC Resolution *
Train the Trainer Workshop, three (3) days in Martinsburg, WV, June 2017	The Rev. Jayne Oasin led participants through best practices for Seeing the Face of God in Each Other Anti-Racism Workshop.	Telling the Truth about the Church and Race /2009-B049,2015-C019
Gathering for diocesan coordinators - 2016	Offered an opportunity for support and sharing of resources.	Telling the Truth about the Church and Race 2015-C019

Episcopal Diocese of Delaware

Event/Activity	Description	Becoming Beloved Community Area & GC Resolution*
An annual workshop is led by Visions.	Workshops include various components to combat racism. Visions provides post workshop analysis.	Telling the truth about the Church and race 2015-C019
Outreach Education/Training Difficult Conversations	Practical Approaches to Cross-Cultural Transformation (PACT) is a grassroots organization of the Diocese of Delaware that is available to provide thought provoking and educational opportunities for individuals and parishes. The mission is to foster Christian growth and action in areas of diversity and multi-cultural appreciation.	Telling the truth about the Church and race 2015-A011 2015-C019

Episcopal Diocese of Maryland

Event/Activity	Description	Becoming Beloved Community Area & GC Resolution*
2 nd Trail of Souls Pilgrimage, Baltimore – November, 2017	Pilgrims tour four (4) historic churches in Baltimore to explore ties to chattel slavery.	2015-2015-A182 2015-C019
Sutton Scholars Summer High School Enrichment Program 2016 – ongoing	Partnership with Morgan State University includes four (4) weeks of academic instruction that includes soft skills and life skills. Students come from Baltimore City Public Schools beginning with rising 9 th graders each cohort moves forward through the 12 th grade.	Repairing the Breach in Society and Institutions 2015-D068
“Seeing the Face of God in Each Other Anti-Racism Workshop” 2015 – June 2017 18 Workshops, 350 Participants, twelve (12) hours.	Workshops were led by trained facilitators who are members of the Diocese of Maryland’s Truth and Reconciliation Commission. Components include: power, white privilege, race, racism, class, Doctrine of	Telling the truth about the Church and race 2015-C019

	<p>Discovery, becoming allies, and next steps. Racial demographics of participants:</p> <p>279 participants were White/Caucasian</p> <p>59 participants were African American</p> <p>5 participants were Asian</p> <p>1 participant was Hispanic</p> <p>6 participants were Bi-racial or unknown</p> <p>70 participants were Clergy</p> <p>280 participants were Laity</p>	
<p>Third Annual Trail of Souls Event.</p> <p>Six (6) week book study leading to dialogue with the author.</p> <p>Stand Your Ground: Black Bodies and the Justice for God. The Rev. Dr. Kelly Brown Douglas November 5th, 2016</p>	<p>An evening book study led by two members of the Truth and Reconciliation Commission discussed each chapter of the book. The author then came to discuss her work and answer questions on November 5, 2016</p>	<p>Repairing the Breach in Society and Institutions 2015-C019</p>
<p>Holy Conversations on Reparations 2016 - 2017</p>	<p>A May 2016 diocesan convention resolution asked that the Diocese of Maryland give "...an amount equivalent to at least ten percent of the assets of its unrestricted investment funds to the diocesan chapter of the Union of Black Episcopalians (UBE) as an initial act of reparation;...". The resolution was referred to Diocesan Council who then hosted five (5) listening sessions. Two white clergy, one for and one against reparations, toured the diocese offering their perspectives. Q&A and personal statements followed each session.</p>	<p>Repairing the Breach in Society and Institutions 2015-C019</p>
<p>Second Annual Trail of Souls Event.</p> <p>Six (6) week book study leading to dialogue with the author. Dear White Christians: For "Those Still Longing for Racial Reconciliation", the Rev.</p>	<p>An evening book study led by two members of the Truth and Reconciliation Commission discussed each chapter of the book. The author then came to discuss her work and answer questions on November 7, 2015.</p>	<p>Telling the Truth about the Church and Race 2015-C019</p>

Dr. Jennifer Harvey, November 7 th , 2015		
Building Bridges: Connecting Police, Church, and Community May 4 th , 2015	Two (2) hour evening event included a Baltimore Police Chief and Bishop Sutton discussing ways the police, faith communities, and neighborhoods can work together. Attendees included community members and non-Episcopalians.	Repairing the Breach in Society and Institutions 2015-A011

Episcopal Diocese of Pennsylvania

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Anti-Racism Workshops	Seeing the Face of God in Each Other Anti-Racism Workshop and Crossroads have been used as a foundation to create workshops that meet the needs of local groups.	Telling the truth about the Church and race 2015-C019

Episcopal Diocese of Southwestern Virginia

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Fall 2017 Series – “Pursuing Community: A Continuing Conversation on Race” (in three (3) communities across the diocese) “A Framework for Civil Discourse on Race”, Lexington, VA on 9/13/17 “Race and Law Enforcement: Practices, Policies and Laws”, Roanoke, VA on 10/25/17	Goals include: 1. To organize a diverse and ecumenical co-sponsorship group in each community that may continue to have conversation past the date of the presentation; 2. To provide fact-based information to what otherwise are emotionally driven topics in neutral community settings, e.g., community college or public school; 3. To live-stream (Facebook) to reach a broad geographic and age-diverse audience; and 4. To record each presentation in order to provide it on the diocesan website and to use in future Anti-Racism training.	Repairing the Breach in Society and Institutions Telling the Truth about the Church and Race 2015-A011 2015-C019

<p>“The History and Uses of the Confederate Battle Flag”, Wytheville, VA on 11/8/17</p> <p>Speaker: Wornie Reed, Ph.D., Director of Race and Social Policy Research, VA Tech</p>		
<p>Allyship Workshop (by “Service Never Sleeps” out of D.C.) to train trainers (both clergy and laity) in each convocation</p>	<p>Goals include: 1. To train at least two (2) trainers per convocation; 2. To provide at least two (2) trainings in the coming year by each new trainer (minimum of ten (10)); 3. To offer trainings that are open to the entire community at a neutral place in the community</p>	<p>Repairing the Breach in Society and Institutions Telling the Truth about the Church and Race Practicing the Way of Love 2015 – A011 2015-C019</p>
<p>Diocesan Convention 2018 – Theme Anti-Racism, with guest preacher and speaker, The Rev. Canon Stephanie Spellers</p>	<p>Goals include: 1. Educate and inspire for action; 2. Set the stage for further work in the coming year, leading up to centennial convention, attended by Presiding Bishop.</p>	<p>Repairing the Breach in Society and Institutions Telling the Truth about the Church and Race Practicing the Way of Love 2015-A011 2015-C019</p>

Episcopal Diocese of Washington

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Seeing the Face of God in Each Other Anti-Racism Workshops Eight (8) workshops 2014 – 2017	This workshop is designed to explore race, racism, class, power, and privilege.	Telling the truth about the Church and race 2015-C019
Committee members support parish events: presentations, book studies, groups specific training for mission trips and youth groups.	Supplemental activities continue the necessary work that is needed to dismantle racism.	Telling the truth about the Church and race 2015-C019

Episcopal Diocese of West Virginia

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Seeing the Face of God in Each Other Anti-Racism Workshops 2016 – 1 2018 – 2	This workshop is designed to explore race, racism, class, power, and privilege.	Telling the truth about the Church and race 2015-C019

PROVINCE IV REPORT BY EUGENE WILLARD

Anti-Racism Report from Province IV

In the spring of 2017 Province IV awarded \$20,000 in grants to new ministry initiatives that further The Jesus Movement and model mission and outreach in innovative ways. Among those was a \$4,000 grant to the Dioceses of Lexington and Kentucky to provide a new training program for clergy and lay leaders in racial reconciliation that is grounded in the Holy Eucharist, the mission of the church and baptismal vows. (Dioceses of Lexington and Kentucky)

“The Executive Committee of Province IV is very pleased at the missional depth of this year’s grant applications,” said Province IV President Angela Daniel, noting this is only the second year of the provincial granting program. “The 2017 ministry grants are excellent blueprints for doing God’s work in the world.” 2009-B049, 2015-C019

Also, at the Province IV Synod 2017 at Kanuga Conference Center (near Hendersonville, N.C.), a workshop on “Making the Journey Together: Racial Reconciliation for All God’s Children” was held twice to accommodate Synod participants interested in the subject. 2015-C019

In the Diocese of Southwest Florida:

The theme of our 2016 Diocesan Convention, “Seeking Transformation through Reconciliation,” saw a Panel discussion addressing Racism and life experience. The Panel was led by the Rev. Jabriel Ballentine. From that gathering, the Bishop re-formed the Anti-Racism Committee into a nine (9) member Committee on Race and Reconciliation. The Committee is made aware of grassroots efforts going on within the Diocese. Our 2017 Convention will be keynoted by Dr. Catherine Meeks of the Diocese of Atlanta. 2015-C019

Diocese of Louisiana

Within the last year, the Episcopal Diocese of Louisiana has participated in solidarity marches in New Orleans and Baton Rouge, celebrated the feast day of Blessed Frances Joseph Gaudet, partnered with local community organizing coalition Justice and Beyond for an Anti-Racism workshop, and hosted Traces of the Trade’s Katrina Browne as she guided a movement and dance for racial healing workshop. 2015-C019

In Fall 2017, we will pilot our Prophetic Storytelling Project by following Jesus’ evangelical example of inviting people to gather for a meal and become storytellers. In the coming months, we will call on congregations and individuals to share a piece of their personal history. It is our intention that this will serve as the opening pages for a book of our collective stories and pave the way for healing. 2015-C019

Diocese of East Tennessee

We’ve been talking and planning to re-organize our approach, hoping to get folks from Atlanta’s Beloved Community organization to come to East TN to do a training and workshop. I do know that several groups have been reading and studying Catherine Meeks’ book, “Living Into God’s Dream”. 2009-B049

Diocese of Mississippi (Submitted by Anita P. George)

Anti-Racism Mission Statement: “In Mississippi, the Episcopal Church has had a long history of leadership in social-justice matters which have not only torn our state apart, but now give us opportunity for transformation and redemption. From issues of anti-racism to rebuilding just communities after the devastation of Hurricane Katrina, our church has stepped out to be a living part of the body of Christ.”

Selected Anti-Racism and Racial Reconciliation Activities:

- The Diocese of Mississippi hosted the Episcopal Church-sponsored “Fifty Years Later: The State of Racism in America”, moderated by Ray Suarez.

- The diocese authorized, published and disseminated a pamphlet, “Up From Slavery”, at its Annual Council that describes its initial study of the church’s historical connection to the Institution of Slavery. This action was in direct response to Resolution A123-2006.
- A resolution was passed at the Mississippi Diocesan Annual Council of 2007 requiring all church leaders, lay and ordained, to participate in Anti-Racism training. The Racial Reconciliation Task Group has for many years offers Anti-Racism training on an annual or semi-annual basis as registration numbers suggest.
- Under the leadership of the Diocesan, the Anti-Racism Task Force acknowledged that Mississippi was entering a period of five (5) years of significant anniversaries in the Civil Rights Movement: 1961-Freedom Riders travel through the South to Jackson; 1962-James Meredith enters the University of Mississippi; 1963-Assassination of Medgar Evers; 1964-Murders of Schwerner, Goodman and Chaney in Philadelphia; 1965-Passage of the Voting Rights Act. Events were sponsored or supported for each of these important years of history.
- A liturgy in honor of Medgar Evers is held annually in June. These services are held alternately across area Episcopal churches in Jackson, MS. They bring together not only local Episcopal churches but also an ecumenical community whose purpose is to keep Evers’ memory and work alive in the minds of the Mississippi community, especially its younger generations.
- The Diocese sponsored a celebration of its historically black Episcopal churches. Each of the five (5) congregations was highlighted in its respective town through local and statewide media coverage and homecoming ceremonies. The celebrating congregations were joined by former parishioners from across the nation who returned home for the historic events. Culmination of the twelve (12) month commemoration was a Festal Eucharist replete with a diocesan-wide choir held at the cathedral. Participants in these celebrations represented the full diversity of the Episcopal Diocese of Mississippi.

Diocese of Western North Carolina

The Commission to Dismantle Racism still is alive and well and continues to do workshops across the diocese. We have met with our "new" bishop, who endorses our efforts, and wants his staff to be a model for the diocese. We will be expanding the involvement of the Commission in directly confronting racism issues in our communities and in facilitating efforts of reconciliation. 2015-C019

Diocese of West Tennessee

Over the past number of years, the Diocese of West Tennessee has offered training in multi-cultural diversity as our response to the more targeted focus of traditional Anti-Racism training mandates from General Convention. However, last year’s conference was cancelled due to lack of persons signing up for it, and no other trainings were offered this year to date. I attribute this to a general sense of malaise in much of the Episcopal community in response to the current political climate that has put a damper on improving relationships at the very time that it is most needed. The hoped for slow but steady progress on matters such as racial, gender, immigration, sexual orientation, economic and educational reform have been stymied for now. This does not mean that the effort to offer training will be stopped. However, the current mood in the diocese (and apparently in many other places as well) is to hunker down, regroup and look for ways to be heard among the voices gaining volume by

proclaiming values that are not part of the Episcopal Church's teachings of God's love for all our neighbors. 2009-B049

Diocese of Southeast Florida

"I am the Archdeacon for Social Justice in the diocese of Southeast Florida; anti-racism is part of my portfolio. In this diocese we have been dealing for many years with the issue of race relations and ethnicity through various workshops, trainings, etc. In March 2016 we had Fr. Charles Wynder, then on Aug. 6, 2016, Heidi Kim from the Episcopal Church Center conduct workshops on race and ethnicity. The Rev. Dr. Gayle Fisher Stuart facilitated a workshop on Race and Law enforcement on Jan. 14, 2017. These main events are in addition to regular meetings of the Racial Healing (Anti-Racism Commission) to address many race matters in Southeast Florida. At our diocesan convention in November, Charles Wynder will conduct a workshop around "Becoming the Beloved Community."

— J.Fritz Bazin. Archdeacon

Episcopal Church in South Carolina (Submitted by The Venerable Calhoun Walpole)

Here in The Episcopal Church in South Carolina, especially since the massacre at Emanuel AME Church in Charleston on June 17, 2015, we have been striving to follow Archbishop Desmond Tutu's admonition: "There can be no reconciliation without a proper confrontation." We are aware that any proper confrontation must begin with ourselves, as we confront the often conflicting and struggling natures—and, at times, blindness—in our own hearts. The Episcopal Church on Edisto Island meets in the historic sanctuary of New Missionary Baptist Church. The two congregations work together on a variety of ministries and a real relationship has been forged over the last few years which continues to deepen and grow. 2015-C019

The Episcopal Church of the Good Shepherd in Summerville and Wesley United Methodist Church, where the Episcopalians met for several years, continues to enjoy a relationship in which opportunities for mutual growth and shared understanding are frequent and intentional.

Not long after the massacre in 2015 a weekly discussion group began between members of Calvary Episcopal Church and East Cooper Episcopal Church. This group meets regularly to read and pray and discuss matters common to all. 2015-C019

Then, in September, 2016, a Tuesday afternoon Book Study at 5:00pm was launched at Grace Church Cathedral in Charleston. This group meets weekly and regular attendance ranges from 35-70 each week. This is a joint venture between members of the diocese and Cathedral and Mt. Zion AME Church, which is located next door to the Cathedral on Glebe Street. Members of other nearby AME churches also participate, including representatives from Mother Emanuel, as well as one of the survivors of the massacre, in addition to the historian and archivist of that congregation. In Will Willimon's recent book about the lynching of Willie Earle in South Carolina in 1947, he quotes a pastor, who, in the immediate aftermath of the Emanuel massacre, asks the rhetorical question of his

congregation, “What if our bible studies were so intense that people actually would want to kill us?” It was a startling and sobering question to ponder with people who knew quite well what it did indeed mean to engage in the study of the Scriptures wherein others would—and did—wish to kill them. 2015-C019

The clergy coordinators of the Tuesday Episcopal-AME Book Study are the Venerable Calhoun “Callie” Walpole of Grace Church Cathedral and TEC in SC and the Rev. Dr. Kylon Middleton, senior pastor of Mt. Zion AME Church and Co-Founder and Executive Director of the Clementa Pinckney Foundation.

Discussions are generally in small groups, which consider an emerging curriculum of questions, then followed by a wider plenary discussion. Our gatherings are also punctuated by a host of guest speakers. In addition to various articles and essays, the books we have read and discussed include the following:

- Michelle Alexander, “The New Jim Crow: Mass Incarceration in the Age of Colorblindness”
- C. Vann Woodward, “The Strange Career of Jim Crow”
- James Cone, “The Cross and the Lynching Tree”
- Will Willimon, “Who Lynched Willie Earle?”
- The Epistle of Paul to Philemon
- John T. Edge, “The Potlikker Papers: A Food History of the Modern South” (currently reading) 2015-A183, 2015-C019

Various ancillary endeavors and ministries are either both already connected to — and emerging — from the Book Study, which include, but are not limited to the following:

- Support for Turning Leaf Project, a growing effort to combat recidivism through cognitive behavioral therapy and jobs, an effort described in 2015 by then-Deputy Attorney General Sally Yates in an address at Columbia University School of Law as a model program for illustrating “a new way of thinking.” (See Sari Horwitz in The Washington Post October 29, 2015.) Diocesan Chancellor and key Book Study member Thomas S. Tisdale served as the first Chairman of the Board of Turning Leaf Project and continues to serve on its board. A group from Chicago is currently exploring how a similar program might help that city reverse an alarming rise in murders and gun violence. See <http://www.turningleafproject.org/> 2015-A182

- Okra Soup Unite!/Charleston Illumination Project.

In 2015 Charleston Mayors Joseph P. Riley and then later John Tecklenburg tapped author and polarity expert Margaret Seidler (now a key Book Study participant and member of Mt. Zion AME) to coordinate the Charleston Illumination Project, an effort to promote better relations and understanding between area police and the community. The group conducted hundreds of hours of listening sessions, the result being that our police force, under the leadership of Chief Gregory Mullen, finds itself in a true place of trust and understanding—and real relationship—with the Charleston police recognized as servants and members of a shared and

strong community. The Illumination Project holds monthly interfaith prayer gatherings with representatives of the police department, community and area clergy.

Okra Soup Unite! is an endeavor to gather individuals around the table for meaningful conversation and communion. Okra Soup is the quintessential Low Country dish, though it is not found on restaurant menus, but rather in homes, among family and friends, as well as in local spring Tea Rooms. With roots in West Africa, it is fare that transcends generations and continents, heritage and race, class and creed. A pot of Okra Soup is not a melting pot, in which each individual ingredient is subsumed. The beauty and strength of Okra Soup is that each ingredient adds to the whole while retaining its own special and unique flavor and substance. A pot of Okra Soup is therefore a contributing pot, a retaining pot, a mutually-enhancing pot, an ever-expanding pot. In the words of Jakki Grimball Jefferson, granddaughter of Civil Rights pioneer Esau Jenkins, “Okra Soup grows. When someone new comes, you can always stretch the pot.” Esau Jenkins’ own powerful motto, now immortalized in the National African American Museum is “Love is progress; hate is expensive.” His spirit looms large over our Okra Soup project. See attached flyer.

Okra Soup Unite! and the Illumination Project partner together regularly to host large suppers with various speakers or films, which are followed by facilitated conversations at tables of diverse groups. Grace Church Cathedral hosts these events, which occur at least quarterly. Generally, at these gatherings, Mayor John Tecklenburg plays the piano accompanied on the saxophone by Episcopalian Lonnie Hamilton III, a long-time General Convention deputy, local legend, community leader and member of Calvary Episcopal Church. See attached flyer for our most recent event. 2015-A182, 2015-C019.

This past June, Dr. Lonnie Bunch, Founder and Director of the Smithsonian National Museum of African American History and Culture in Washington, D.C. was in Charleston and met with us to learn about our recent efforts. Upon listening, he noted not only the value, but the necessity, of the role of churches and houses of worship in serving as agents of welcome and as intersections for cultures, and, ultimately, reconciliation—describing that the employment of such an intentional method was precisely what set the stage for healing and reconciliation in South Africa.

- Criminal Justice Conference Saturday September 16.

Sponsored by the Episcopal Forum of South Carolina and coordinated by key Book Study member Lynn Pagliaro. “Transforming Our Criminal Justice System: Engaging Our Community”—in collaboration with Charleston County Criminal Justice Coordinating Council, Charleston Illumination Project, and area Faith-based organizations and community partners. See attached flyer. 2015-C019, 2015-A182

- Support for an endeavor/vision by the acclaimed Gullah artist Jonathan Green, together with Diocesan Chancellor Thomas S. Tisdale and Civil Rights lawyer Armand Derfner, to work towards what would ultimately be a Congressional act that would confer citizenship posthumously upon all enslaved persons inhabiting our country. Green sees this as a necessary step in the efforts towards healing and the restoration of dignity. No longer slaves, but citizens... 2015-A182

In many ways, it feels as if we are part of a movement of sorts, a movement that is stretching us towards healing and a deeper understanding of ourselves and one another. Given our own history here—ancient and recent—it seems particularly good and right that Charleston is playing host to such an exciting movement and serving as a creative model for positive and deep engagement.

Diocese of Central Gulf Coast (Submitted by Joe McDaniel, Jr.)

On behalf of Bishop Russell Kendrick (July, 2015) of the Diocese of the Central Gulf Coast (“CGC”) we provide the following information about our anti-racism activities over the past year. While we know we are not yet where we hope to be, and need to be, many parishes and diocesan leaders in the Central Gulf Coast have been very proactive in addressing Racial Reconciliation.

Following several incidents of gun violence, more specifically involving law enforcement and African-American citizens (some as close as in Mobile, AL), in mid-July, 2016 Bishop Kendrick held a day of listening to the concerns of the parishioners of the two (2) historically African American Congregations, St. Cyprian's Episcopal Church in Pensacola, FL, and at Good Shepard Episcopal Church in Mobile, AL. During these listening sessions Bishop Kendrick heard of the stories of personal and painful moments of discrimination and overt acts of racism that many of the parishioners had personally experienced. There were moments of tears, as painful memories of racism were discussed. It was important for the Bishop to hear these stories, as it gave him a contextual frame of reference in deciding on the next course of action to take in the CGC to confront racism.

On September 29, 2016, Messrs. Joe McDaniel, Jr. and Gary Moore attended an evening with Bryan Stevenson, author of “Just Mercy”, at St. Luke’s in Atlanta and the following day they participated in a work session with the Diocese of Atlanta’s Commission on Race Relations-Beloved Community at Dr. Catherine Meeks’ invitation. Sharing ideas, gaining experience, and networking on these issues has proven very valuable. 2015-C019

On October 13, 2016, at All Saints Episcopal Church in Mobile AL, the Rev. Jay Augustine, senior pastor of the historic St. James African Methodist Episcopal Church [AME] of New Orleans brought us the topic “The Legacy of Jesus's Church: Racial Reconciliation & Social Justice After the Day of Pentecost.” This ecumenical outreach was an example of the CGC reaching out to other denominations to demonstrate why the church is the appropriate place to begin discussions on issues concerning racial reconciliation. 2015-C019

October 22, 2016, a diocesan representative participated in a lynching site memorial/pilgrimage in Macon, Georgia, which was sponsored by the Diocese of Atlanta and he enjoyed a short session among Bishop Robert Wright, the Bishop of Atlanta, Dr. Catherine Meeks and The Rev. Deacon Carolyn Foster, from the Diocese of Alabama. 2015-C019

On January 13, 2017, Messrs. McDaniel and Moore met in Birmingham, AL with the leadership and staff of Greater Birmingham Ministries, and with The Rev Deacon Carolyn Foster of the Diocese of Alabama's Commission on Racial Reconciliation. This was at the time that several sites in Birmingham were named as National Preservation Park Sites and preceded the Martin Luther King, Jr. Holiday. 2015-C019

On January 21, 2017, at St. Francis, Gulf Breeze, FL, a Racial Reconciliation Workshop, co-facilitated by the Rev. Deacons Carolyn Foster and Thomas Osborne, of the Diocese of Alabama occurred. This was the first such Workshop to be held within the CGC in over twelve (12) years. Bishop Kendrick and his entire staff were in attendance, along with other key diocesan leaders. 2015-C019

On March 26, 2017, at St. Andrew's By The Sea Episcopal Church, in Destin, FL, the Rev. William Lamar, IV, Senior Pastor from the Metropolitan AME Church, Washington, DC, delivered the sermon. This event capped an effort during Lent to share time and break bread between the Episcopal parish and the Gregg Chapel AME Church in neighboring Ft. Walton Beach, FL. 2015-C019

On April 8, 2017, Messrs. McDaniel and Moore attended a meeting (convened at St Mark's Birmingham) of the Episcopal Diocese of Alabama's Race Relations Commission in order to plan for a joint diocesan hosting of the annual Jonathan Myrick Daniels Pilgrimage in Hayneville, AL. 2015-C019

On May 6, 2017, at the historically African-American St. Cyprian's in Pensacola, FL, a second Racial Reconciliation workshop was conducted. Parallel to these workshops and others before them, two CGC representatives (Gary Moore, a parishioner from St. Paul's Episcopal Church, in Daphne, AL and Joe McDaniel, Jr., a parishioner at Christ Church Parish, in Pensacola, FL) have been in training to become facilitators to conduct the Racial Reconciliation Workshop. On May 6, 2017, they completed that training and are now certified by TEC to conduct such seminars/workshops. 2015-C019

During the summer of 2017, the congregation of St. Mary's Episcopal Church in Andalusia, AL partnered with First Presbyterian Church of Andalusia to co-host a program titled "Unity in Community" which aimed to create friendships and neighbor relations with the residents of the predominately African-American Westhaven Apartments. Efforts included a "pool party" in which those church members and the apartment residents and children all swam in the same pool, held cookouts, and later hosted a "back to school" party at which each school age child in the Westhaven Apartments was provided a

new backpack filled with age-appropriate school supplies. There are ongoing discussions about how to continue these relationships. 2015-Do68

Also, during the summer of 2017, St. Simon's of Ft. Walton Beach, FL teamed up with The Gregg Chapel AME and several other local churches to pack approximately 50,000 meals for local children. St. Simon's also did a pulpit swap and/or choir swap earlier in the year with Gregg Chapel AME. 2015-C019

August 12, 2017, a program was hosted by the Brotherhood of St. Andrews at Christ Church Parish, in Pensacola, FL, which was conducted by Marianne Webber, the playwright who wrote the story of the life and witness of Episcopal Civil Rights Martyr Jonathan Myrick Daniels. The program also focused on the role that the church played in the Civil Rights Movement. 2015-C019

On August 19, 2017, CGC and the Diocese of Alabama co-hosted the Jonathan Myrick Daniels Pilgrimage at which The Rev. Dr. Bernard Lafayette was the featured speaker. He was an original SNCC member. Bishop Kendrick was the narrator of the pilgrimage stations and celebrated Holy Eucharist inside the courthouse. Other members had participatory roles in the hosting and many diocesan members remained afterwards for the forum on racial reconciliation while others visited Civil Rights Era Interpretative Centers near Selma, AL, and still others gathered at St. Thomas Episcopal Church, Greenville, AL for respite and reflection. 2015-C019

At the CGC level, we are currently in the process of calling together a ten (10) to fifteen (15) member task force/steering committee/commission to address the issues surrounding Racial Reconciliation on an ongoing basis. 2015-C019

We are in continuing dialogue with the Episcopal Diocese of Mississippi's Chairwoman of the Commission on Racial Reconciliation, Dr. Anita George, to create a joint diocese program. 2015-C019 In Mobile, AL, the parishes of predominately White St. Luke's parish and predominately African-American Good Shepherd parish are exploring ways of partnering on some programs aimed at Racial Reconciliation. For example, they jointly sponsored a chartered bus to the Jonathan Myrick Daniels Pilgrimage. 2015-C019

On August 19th, St. Simon's on the Sound in Ft. Walton Beach partnered with the Gregg Chapel AME Church to co-host a candlelight vigil following the tragic events and national focus on white supremacists, Nazism, and civil rights progress or lack of it. 2015-C019

Several CGC representatives are assisting the All Congregations Together (ACT II) arm of Baldwin County, AL's Ecumenical Ministries to host Bryan Stevenson (author of best-selling "Just Mercy" and founder of the Equal Justice Initiative [EJI]) on November 3, 2017 in predominately White, upper income populated Fairhope, AL. The event will cap a fundraising process for (1) ACT II as it celebrates its 25 years of community engagement and (2) to raise funds for EJI. A community book read of "Just

Mercy” will precede the event. In addition, the CGC is planning to participate in some way to find a place to establish a marker to remember a lynching site in Baldwin County, AL, in which Fairhope is located. This program is part of the EJI’s community remembrance project. 2015-C019

If you have any questions, please do not hesitate to contact either of us. Joe McDaniel at 415.225.9066 or via email at mcdanieljoe43@yahoo.com or Gary Moore at 251.928.3311 or via email at psalm82.3and4@gmail.com.

Diocese of East Carolina (Submitted by The Rev. Canon Sonny Browne)

My name is Sonny Browne. I'm Canon for Diocesan Life in East Carolina, and I work directly with the Racial Reconciliation Commission in East Carolina.

For many years, this Commission has conducted workshops that were "required" for persons in leadership positions in parishes and the diocese. These have not been extremely successful. In the past year, all of the workshops were cancelled due to lack of enrollment. The notable exception being one that was cancelled due to Hurricane Matthew, which had about twenty-five (25) folks enrolled.

In 2016, the Commission met with Catherine Meeks, Diocese of Atlanta, to learn more about racial reconciliation. In 2017, the retreat met and was fruitful with ideas and reflections. Going forward, the group has goals of a pilgrimage in East Carolina focusing on sites of slavery, plantations, race riots, and lynchings. The group has also recognized that East Carolina is home to about 90% of the state of North Carolina's American Indian population, yet we have done little or nothing to acknowledge the racism, forced removal, and genocide of the American Indian population. We hope to amend that error in awareness and recognition. Similarly, the Commission received reports and awareness regarding the Latino community. 2015-C019

We have also begun an online (Facebook based) discussion board of Catherine Meeks' recent book, which has also resulted in a local group or two starting face to face discussion groups of this book. 2015-C019

East Carolina's Commission holds racial reconciliation and diversity awareness training for staff members of Camp Trinity at Trinity Center, our diocesan camp and conference center. Each session has worked with about twenty-four (24) members of camp staff annually. 2015-C019

The Commission also has recognized that no single tactic is sufficient. Moving forward, the Commission intends to use a variety of settings, events, and dialogues to further awareness and discussion of racism and racial reconciliation in East Carolina.

Please let me know if you or others have any questions about racial reconciliation efforts in East Carolina.

Grace and Peace.

PROVINCE V REPORT BY REV. CYNTHIA NARWROCKI

Diocese of Northern Michigan

Relationship building with the Native American community in North Michigan, collaborative efforts and scholarships for Native American students. A096

Four (4) events around the diocese to show the film “Traces of the Trade” with Dain and Constance Perry presenting. This effort will be presented again in November 2017. A096 ,2015-A182

Four (4) people attended the Unholy Trinity Conference in Chicago. A011, 2015-A182

Viewed the webinar “Becoming Beloved Community” and downloaded the materials. 2015-A182

Diocese of Indianapolis-

One (1) day workshop titled “Race, Privilege and Diversity”, presented by Dr. Ivy Forsythe-Brown of the University of Michigan. A096, 2015-A182

Diocese of Michigan

Ministry Fair titled: Waters of Reconciliation: Who Is My Neighbor?” May 6, 2017. A096, 2015-A182, 2015-C019

Visions, Inc. brought two (2) workshops. A096, 2015-A182,

Heidi Kim was keynote speaker at diocesan convention, with a session titled “Where Do We Go From Here?”. Other sessions were “Living the Life of the Beloved Community”, “Sanctuary for Immigrants”, “Go and Do Likewise: Living Gospel Compassion”, “If You Really Knew Me” and “Courageous Conversations: Strengthening God’s Kingdom”. A096, 2015-A182, 2015-C019

Diocese of Eastern Michigan

Three (3) sessions were offered across the diocese. Sessions included: What is Racism?, Intersectionality, History of Race in the U.S., Privilege Walk and How the System Punishes Black and Brown Bodies. These sessions incorporated videos from Presiding Bishop Curry, Charles Blow, Tim Wise and Victor Rios. They also used an interview with Jennifer Harvey, author of “Dear White Christians.” A096, 2015-A182

Diocese of Western Michigan

Three (3) sessions were offered across then diocese. These sessions were led by Dr. Ulana Klymshmidt and Dr. Cedric Taylor of Central Michigan University. The sessions were designed to promote discussion around historic and current events which are/were racially motivated. There were also presentations at the three (3) Bishop's Teaching Days across the diocese. These sessions showed The Brown Eyed/Blue Eyed Experiment and discussions followed. A096, 2015-A182

DIOCESE OF OHIO

2016

Three (3) members of the Diocese of Ohio's Commission on Racial Understanding [CRU] Co-chairs Denise Caywood and Nancy Foye-Cox and Emerita member Byrdie Lee served on the Diocesan 200th Anniversary Timeline Committee and supported the inclusion of race, gender, Civil Rights, and social justice history events in the Timeline, which debuted at Diocesan Convention on November 10th.

November 10th. The Diocese of Ohio's 200th Anniversary year began at Diocesan Convention in Bowling Green, Ohio.

November 11th. CRU Co-chairs Denise Caywood and Nancy Foye-Cox presented the CRU Annual Report at Convention.

December 3th - 5th. CRU members Deborah Likins-Fowler, Shawn Dickerson, and Nancy Foye-Cox, represented the Diocese of Ohio in Pittsburgh, Pennsylvania at the very first Jesus Movement Revival by Presiding Bishop Michael Curry, "Pilgrimage for Reconciliation, Healing, and Evangelism."

December 4th. Co-chair Nancy Foye-Cox represented the CRU at the 125th Anniversary service of Historic St. Andrew's-Cleveland - a historically black congregation. Retired Suffragan Bishop Arthur Williams was the celebrant, and Canon Annette Buchanan - UBE national president, was the guest preacher. CRU Co-chair Charles Bradford and CRU member Anita Pruitt, are members of St. Andrew's.

December 11th. Nancy Foye-Cox represented the CRU at the 125th Anniversary service of Historic St. Andrew's-Cleveland - a historically black congregation. CRU Co-chair Charles Bradford and CRU member Anita Pruitt, are members of St. Andrew's.

2017

February 3rd - 5th. Three (3) CRU members - Deborah Likins-Fowler, Shawn Dickerson, and Nancy Foye-Cox, represented the Diocese of Ohio in Pittsburgh, Pennsylvania at the very first Jesus Movement Revival by Presiding Bishop Michael Curry, "Pilgrimage for Reconciliation, Healing, and Evangelism."

February 10th and 11th. CRU co-chairs, Charles Bradford and Nancy Foye-Cox, CRU members Deborah Likins-Fowler, Allison Hauserman, Denise Caywood - immediate past CRU co-chair, the Rev. Barbara Maxwell, Anita Pruitt, the Rev. Debra Q. Bennett, the Rev. Lisa O'Rear, the Rev. Shawn Dickerson, and Emeritus member Tom Austin attended Diocesan Winter Convocation in Sandusky, Ohio. The keynote speaker was the Rev. Dwight Zscheile, author of *The Agile Church: Spirit-Led Innovation in an Uncertain Age*.

February 12th. Under the leadership of former CRU member, the Rev. Peter Faass, *Oh Lord, What a Mornin!* - an afternoon of film and musical performances, was presented by Christ Church-Shaker Heights in honor of Black History Month.

February 25th. Under the leadership of Dylan Sellers and the Rev. Kelly Augenbaugh - Vicar, Historic St. John's-Ohio City, the CRU co-sponsored with the Wilma Combs UBE Chapter and St. John's Institute a viewing of the Academy Award nominated documentary, *13th*, an Eva Duvernay film for NETFLIX. Sixty (60) people attended St. John's (Station Hope on the Underground Railroad) and participated in the panel discussion which followed. UBE Chapter President Wendy Wilson Walker moderated the discussion which included CRU member - the Rev. Debra Q. Bennett, and CRU consultant - Dylan Sellers. The discussion centered on the history of mass prison incarceration of African Americans. Given the excellent response to the *13th* viewing, the CRU is exploring co-sponsorship of a film series with St. John's in 2018. The CRU is also exploring a book review and discussion series.

May 12th and 13th. The Rev. Jayne Oasin - retired Anti-Racism and Gender Equality Officer on the national church staff, conducted a Train-the-Trainer Anti-Racism session at Trinity Commons in Cleveland, for twenty (20) people from the Diocese: Kim Adams, the Rev. David Bargetzi, Gary Benjamin, Charles Bradford, Denise Caywood, James Caywood, Marie Curry, Christopher Decatur, the Rev. Shawn Dickerson, Nancy Foye-Cox, Joshua Handley, Melody Hart, Allison Hauserman, Brant Lee, Deborah Likins-Fowler, the Rev. Barbara Maxwell, Katie Ong-Landini, Toni Ponzo, Anita Pruitt, and Wendy Wilson Walker. Training was based on training materials developed by Oasin, *"Seeing the Face of God in Each Other"*. Five (5) training teams will in turn train all elected and appointed Diocesan clergy, lay leadership and the Bishop's staff, in keeping with prior General Convention resolution requirements. This followed extensive research by the CRU in 2016, under the leadership of past CRU Co-chair Denise Caywood, regarding the status of anti-racism training in the Diocese of Ohio.

September, October, and November. Under the leadership of West Mission Area CRU Representative and UBE Chapter Vice President, Sallye Miyara, the CRU is also sponsoring an upcoming Fall Workshop Series, *"Responding to Racism with Love, Prayer and Reconciliation"*. The Workshop facilitator will be Colins Imoh from the University of Toledo. NOTE: All workshops are from 4:00-6:00 p.m. on Sunday afternoons.

September 17th - St. Andrew's: 2770 West Central, Toledo. *Empowering Loving Responses to Racism*.

October 15th - St. Paul's: 310 Elizabeth Street, Maumee *Multi-Cultural Children's Book Day* and

November 19th - St. Timothy's: 871 East Boundary Street, Perrysburg. *The Chains of Institutional Racism: Housing, Criminal Justice, and Education*. (For more information contact, Sallye Miyara.)

November 11th. Under the Leadership of Denise Caywood and the Rev. Lisa O'Rear, the CRU is developing an Anti-Racism Training Resolution for adoption at the 2017 Diocesan Convention. Presiding Bishop Michael Bruce Curry will attend this Convention.

The CRU Training Work Group - co-chaired by Denise Caywood and Brant Lee, and Group members, James Caywood, Toni Ponzo, Allison Hauserman, and Anita Pruitt, is reviewing the training manual and other materials and videos for our Diocesan training package, and including the best time format for delivering training. The newly published, national church publication, *Becoming the Beloved Community*, is being reviewed as well to determine how Anti-Racism training fits into this program. Training presenter practice sessions will be scheduled by Marie Curry and Deborah Likins-Fowler, and a training calendar will be established for implementation after elections at the 2017 Diocesan Convention. A new CRU brochure is being developed for distribution at Diocesan Convention. Bishop's Office Summer intern Lauren Jackson developed a brochure first draft.

Several CRU members have either been certified, or are seeking certification, as Lay Preachers: Charles Bradford, Anita Pruitt, Deborah Likins-Fowler, and Allison Hauserman. They hope to preach Diocesan-wide on matters of racism and social justice.

PROVINCE VI REPORT BY REV. PAUL SNEVE

Province VI is comprised of the Dioceses of South Dakota, North Dakota, Iowa, Colorado, Minnesota, Nebraska, Montana and Wyoming. Events will be listed by Diocese.

Events that were available to all of the Dioceses within Province VI

Winter Camp

January 28- February 1 St. Crispin's Retreat Center, OK. Working with the Bishop's Native Collaborative, the Diocese of Oklahoma hosted "Winter Camp" which was a gathering of Indigenous Church Leaders, Lay and Ordained, to share, learn and worship and so support Native Ministry. This event supports Resolutions A193, A182.

Niobrara Convocation

June 22-25 Red Shirt, SD. The 145th Annual Niobrara Convocation gathered at Red Shirt Table. This long established event gathers Native Congregations from South Dakota, North Dakota, Minnesota, Nebraska, Iowa and Colorado to worship together, reconnect with relatives and to discuss issues pertaining to Ministry in "Indian Country". This event supports Resolutions A193, A182, A019.

Bishop's Native Collaborative

August 20, 2017 in Faribault, MN. Representatives of the Dioceses of North Dakota, South Dakota, Navajoland and Alaska, as well as other interested parties met with the Most Rev. Carol Gallagher and the Very Reverend Brad Hauff, National Native Missioner discussed the development and implantation of a ministry formation curriculum designed specifically for Native Ministries. This event supports Resolutions A182, A193, A019, A182.

"Love in Action: Episcopal Churches Welcome Refugees" Webinar

March 8 a free one (1) hour webinar hosted by the Episcopal Migration Ministries. Participants were introduced to community efforts born out of Episcopal congregations to create a welcoming community for refugees and immigrants. Examples and stories from three (3) faith communities were shared. This event supports Resolutions A096, A182, A193, C019.

North Dakota

North Dakota School for Ministry

January 20-22, February 17-19, May 5-7, November 10-12, December 15-17 Assumption Abbey, Richardton, ND students preparing for lay or ordained ministry gathering to take weekend workshops designed to supplement local studies. Anti-Racism Training is a significant component of these events. The North Dakota School for Ministry is a member of the Bishop's Native Collaborative. This event supports Resolutions A193, C019.

Weekday & Weekend Ministers' Conferences

March 31- April 2, March 5-7 at Assumption Abbey, Richardton, ND

This event provides continuing education for lay and ordained ministers in a retreat-like setting. Anti-Racism training is a significant component of these events. This event supports Resolutions A019, A182.

Clergy Standing with Standing Rock

November 3 at Backwater Bridge, Standing Rock Reservation This gathering hosted by St. James' Episcopal Church of Cannonball, ND. Clergy from all faiths and denominations were invited to gather in peaceful and prayerful support of the Water Protectors at Standing Rock as well as to ceremonially reject the Doctrine of Discovery. This event supports Resolutions A024, C019, A182, A096.

Iowa

Prayer Service for Christian Unity

January 18 Olmsted Center, Des Moines, IA

Multiple denominations gathered together on the Drake University campus for a prayer service focused on Christian Unity. In this time of societal fracture and in the wake of a divisive political campaign, followers of Jesus gathered to take concrete steps to follow Jesus in his prayer that all his people "might be one." This event supports Resolutions A096, A182.

REVIVAL Leadership Team Gathering

January 7 St. Andrew's Episcopal Church, Des Moines, IA

REVIVAL 2017 is an opportunity to gather together in local congregations to reawaken and rediscover God's Holy Spirit at work among us as well as to rekindle and recharge faith and ministry and to share in Christ's abundant joy and strength in all our culturally unique contexts. This event supports Resolutions Do68, A193, A182.

AFRECS Conference: Building Bridges of Reconciliation

October 21 Marriott Hotel, Des Moines, IA

This conference brought together Sudanese from the Diaspora and from South Sudan with American friends of South Sudan and Sudan to work for peace and reconciliation in the world's youngest nation. This event supports Resolutions A193, A096, A182, A019, C019.

Racial Reconciliation as Spiritual Formation

June 24 Grinnell College, Grinnel, IA

This gathering led by Heidi J. Kim serves on the Presiding Bishop's staff as the Missioner for Racial Reconciliation. Her approach to the work of reconciliation is grounded in her commitments to lifelong spiritual formation, and deep listening to our shared stories of embracing the diversity of the Body of Christ. This event supports Resolutions A096, A182, A193, A024, C019.

Urban Immersion

April 1 St. Timothy's Episcopal Church, Des Moines, IA

Youth grades 7 - 12 participated in the Des Moines Area Urban Immersion. They learned about the needs of the local community and how to make a difference. Sponsored by Center for Social Ministry. This event supports Resolutions A096, A182, A193, Do68, C019.

South Dakota

Niobrara School for Ministry: Exegesis

February 19-20 Deloria Center, Pierre, SD

Students preparing for lay or ordained ministry gathered for a Ministry Weekend to focus their studies on learning how to Exegete Scripture in a manner that is objective and so, better able to adapt and share with their local congregations within their contexts. This event supports Resolutions A193, A019.

Niobrara School for Ministry: Congregational Speech and Song

March 10-11 Trinity Episcopal Church, Pierre, SD

Students preparing for lay or ordained ministry gathered for a Ministry Weekend to learn and practice public speaking and singing primarily within a liturgical setting. Students practiced and discussed both using both English and Dakota resources. This event supports Resolutions A193, A019, A182.

Dakota Experience

March 17-18, November 3-4 Emmanuel Episcopal Church, Rapid City, SD and Calvary Cathedral, Sioux Falls, SD

This workshop is a component of the Anti-Racism Training required for all Employees within the Diocese of South Dakota, however all are invited. This workshop provides a solid introduction to Dakota history, culture and theology. This training is vital for all ministers in the Diocese since fifty (50) to eighty (80) percent of all South Dakota Episcopalians are Native American. This event supports Resolutions A182, A019, A024, C019.

Niobrara School for Ministry: Summer Seminary

May 21-25 Terra Sancta Retreat Center, Rapid City, SD

This intensive class will engage students in a liturgy practicum exploring liturgical planning and execution within the unique cultural contexts of the three (3) Episcopal Churches in Rapid City. This event supports Resolutions A182, A019.

Anti-Racism Training

October 20-21 Trinity Episcopal Church, Pierre, SD

This event will satisfy the remaining Anti-Racism Training canonical requirements that began with Dakota Experience. This event will focus on the broader topic of Racism both as it pertains to larger societal systems as well as individual behaviors that support Racist Systems. Discussion will be encouraged to find ways to heal the wounds caused by Racism. This event supports Resolutions A096, A182, A193, A019, D068, A024, C019.

Colorado

Caffeinated Church Conference

June 13 & July 11 Zoom Conference, Bishop's Office, Denver, CO

This Conference provides training in a creative church collaboration through hands-on training in the areas of graphic design, marketing/advertising, layout/design, and website development. This program supports Resolutions A182, A019, A193.

Church Development Institute – Year I and Year 2

February 2-5, March 30- April 2, June 1-4, October 26-29 Cathedral Ridge, CO

CDI is a two (2) year program for clergy and lay leaders to learn about developing their congregations in this rapidly changing environment. This program supports Resolutions A182, A193, A019.

Episcopal Service Corps

St. Columba House, Denver, CO & Centennial House, Steamboat Springs, CO

Colorado Episcopal Service Corps is engaging young adults with a compelling program of spiritual formation, Rule of Life, and outstanding opportunities for service and reflection. Corps members in

both locations come together for prayer and retreat time at Cathedral Ridge during the program year. This program supports Resolutions A096, A193, A019, C019.

Alternatives to Violence Project Workshop

September 9, Denver Women's Correctional Facility [DWCF]. Learn from the women inside the DWCF regarding how you can turn conflicts into opportunities to learn new skills, improve personal relationships and make a difference in your community. This event supports Resolutions D068, A096, A182, C019.

Refugee Service Sunday

September 10, Good Shepherd Episcopal Church, Centennial, CO

An all-ages program of education & service to learn about, serve, & pray for local refugees. A hands-on children and youth program will help kids understand what life is like for refugees, while adults hear from a local Iraqi refugee about her journey. This event supports Resolutions A096, A182, A193, C019.

Stephen Ministry Introductory Workshop

Saturday, October 7, 9:00 am to 1:00 pm, at Church of St. Michael the Archangel, 7400 Tudor Rd., Colorado Springs, CO 80919. A half-day workshop to learn more about Stephen Ministry and how your congregation can become involved. Those who attend will experience a sample of Stephen Ministry training and learn caregiving skills they can put to use right away. This event supports Resolutions A096, A193.

Minnesota

It's Time to Talk: Forums on Race

October 17, 2017 Minneapolis Convention Center, Minneapolis, MN

The 15th Annual "It's Time to Talk: Forums on Race" featuring Sun Yung Shin, editor of *A Good Time for the Truth: Race in Minnesota*, a provocative book where sixteen (16) of Minnesota's best writers provide a range of perspectives on what it is like to live as a person of color in Minnesota. This event supports Resolutions A096, A182, A193, D068, A024, C019.

East, West, Southeast, Northeast, Southeast, Northwest Metro Mission Areas

April 7, 2018 Various Locations, MN

Participants from local faith communities build relationships, dive into mission opportunities of racial reconciliation through storytelling, and skill acquisition to support local ministries. These events support Resolutions A096, A182, A193, D068, A024, C019.

Episcopal Earth Keepers

Various events are held throughout the diocese throughout the year. The mission of the Episcopal Earth Keepers Circle is to educate and involve our communities in keeping the earth healthy for all. We

link faith communities with resources to inform and support your Earth Keeping work. An enormous number of resources are available and as well as connections to organizations we have found helpful.

Protect Minnesota & Protect Minnesota Interfaith Alliance

Multiple events in conjunction with numerous organizations and Faith Communities are held throughout the year. Protect Minnesota is the only independent gun violence prevention organization in Minnesota. Founded twenty-five (25) years ago as a coalition of sixteen (16) organizations, Protect Minnesota is committed to building a strong statewide network and partnership with faith communities, public health groups, businesses, law enforcement agencies, elected officials and national organizational partners.

Diocesan Convention; Engaging God's Mission of the Beloved Community

September 15-16 Duluth Entertainment Convention Center, Duluth, MN

This year at convention we'll be exploring Dr. King's vision of the Beloved Community. As we look back at the work that ECMN has done in years past, we see the strands of that good work - reconciliation, care for the environment, hunger, international relief - being woven together into this focus on the Beloved Community.

First Nations Kitchen

Every Sunday evening All Saints Episcopal Indian Mission serves traditional healthy organic Indigenous meals in a welcoming family environment. This ministry was initially established to serve Indigenous People of the Twin Cities but all are welcome. This ministry supports Resolutions A096, A182, A193, A024, D068, A024, C019.

Nebraska

The Road to Rosebud – Youth Outreach and Mission

June 18 – 23 St. John's Episcopal Church, Valentine, NE

Over the last nine (9) years, youth and adults from across the diocese of Nebraska have participated in a week-long youth outreach project working on the Rosebud Indian Reservation. They offer meals, fellowship, and Vacation Bible School to kids between the ages of 5 and 12 and complete various service projects in and around the Church of Jesus, Rosebud, SD. This event supports Resolutions A096, A193, A024, C019.

GROW: A Micro-Youth Event

October 28th St. James' Episcopal Church, Fremont, NE

GROW is an opportunity for community building with youth from across the diocese. The day is structured around service work, retreat-style talks and small groups. Each GROW event, will be centered in prayer and conclude with worship. This event supports Resolutions A182, A193, D068.

Celebrate Recovery.

The Recovery Commission encourages all congregations of the Diocese of Nebraska to set aside a Sunday each year to Celebrate Recovery. Addiction is one of the most powerful of the evils that corrupt and destroy the creatures of God. Some designate a Sunday in April, which is Alcohol Awareness Month; others would rather address a broader spectrum but it is best if parishes give some careful consideration to both when and how you want to Celebrate Recovery with a "Recovery Sunday." The Recovery Commission offers a variety of resources to assist churches. These programs support Resolutions A193, A019, D068.

Listening Across the Differences

August 5 Trinity Cathedral, Omaha, NE

At this event, participants experience and reflect on the practice of hospitality at a time when communities are marked by deep divisions that alienate us from each other. Participants are encouraged to work to transform lives and communities through the act of radical welcome and listening across difference. This event supports Resolutions A096, A182, D068, C019.

Invite * Welcome * Connect

September 30 St. David's Episcopal Church, Lincoln, NE

This event seeks to change the culture of The Episcopal Church to move from maintenance to mission. Participants are invited to participate in a summit focusing on offering hospitality to the stranger in our midst and is designed for teams of lay people and clergy. This event supports Resolutions A096, D068, C019.

Wyoming

The Rev. Warren Murphy Islam Series

This Ecumenical and Interfaith Officer for the Diocese of Wyoming, has prepared a three (3) part series on Islam that is available on the Diocesan website under the Education tab on the Episcopal Diocese of Wyoming's website. This may be used by individuals or for group study. This program supports Resolution A096.

QPR TRAINING

October 6-8 Diocesan Convention, Lander Community Center, Lander, WY

QPR Suicide Prevention Training was available at this year's Annual Convention. More information about the training will be shared in the eSpirit and on the Diocesan website. This event supports Resolutions A096, A193.

Montana

All of God's People

May 3 St. Peter's Cathedral, Helena

Ms. Martha Winford lead this workshop that explored Racism and how it enforces societal systems of racism. This event supports Resolutions A096, A182, A193, C019.

Grace Camp and Mini Grace Camp

Grace Camp (for campers entering grades 3-8): June 18-23

Mini Grace Camp (for campers entering grades 3-6): July 4-7

These two (2) events are free summer events at Camp Marshall for children with a parent in prison. These camps enable children of a parent in prison to have an enjoyable camp experience in a safe and supportive environment. These events support Resolutions A182, D068, C019.

From Despair to Hope – (Suicide Prevention)

April 8 Diocesan Convention, St. Peter's Cathedral, Helena

The Rev. Mary Alice Jones and the Rev. James Jones lead a workshop on suicide prevention. This event supports Resolutions A096.

Freedom in Christ Prison Ministry

Ongoing ministry within the Montana State Prison, Deer Lodge, MT

Freedom in Christ Prison Ministry is a unique niche ministry. One of its main goals is to connect the inside group of Christian prisoners with the people of the Christian church on the outside. This is achieved by offering worship opportunities where people from the outside come and worship with the prisoners. This ministry supports Resolutions A096, A182, A193, D068.

PROVINCE VII REPORT BY MRS. AYESHA MUTOPE-JOHNSON

Event/Activity	Description	Becoming Beloved Community Area */GC Resolution
Assoc. of Black Psychologists – Mid-Year Meeting – Houston, TX 1/14/17	Panelist – Post Enslavement Trauma	Proclaiming the Dream/2015-C019
IONA Seminary of Diocese of Texas – Camp Allen, Navasota, TX - 1/13/17	Presentation – The Church and Race – exploring Episcopal history with racism, focus on E. Texas	Telling the Truth; Proclaiming the Dream/2015-C019
National Assoc. of African American Studies – Dallas – 2/13/17	Presentation on Post Enslavement Trauma, submitted scholarly paper for publication	Telling the Truth; Proclaiming the Dream/2015-C019

How are the Children – St. James Episcopal Church, Houston - 3/4/17	Post Enslavement Trauma Teach-in and Healing Circle – Adult and Youth engagement	Telling the Truth; Proclaiming the Dream; Practicing the Way of Love/2015-C019
Spring into Wellness Fair – Houston Public Library – Young Branch – 4/29/17	Booth and Display w/ Ujima Health Connection on issues of mental health, including Post Enslavement Trauma	Proclaiming the Dream; Practicing the Way of Love/2015-C019
Myth of Race; Truth of White Privilege – Trinity, Woodlands, TX – 5/3/17	Presentation to church group on identifying, recognizing and addressing racism & privilege	Proclaiming the Dream; Practicing the Way of Love/2015-C019
Peace Village for Kids – Roswell, NM, Diocese of Rio Grande - 6/26 – 6/30/17	Peace Camp to teach children the way of peace, problem-solving, multi-cultural practice	Proclaiming the Dream; Practicing the Way of Love/2015-C019, 2015-Do68
Seeing the Face of God training – 7/11-7/13/17	Training of Province VII Anti-Racism Network members in “Seeing the Face of God” course	Practicing the Way of Love/2009-B049
Multi-Cultural Community Gathering – St. Augustine, Kansas City, MO – 7/17-21/17	The church reaching into the changing community for cultural exchange	Practicing the Way of Love/2015-C019
Gateway of Grace, Dallas, TX – all year	Supporting immigrant families with education, child-care, transportation, assimilation	Practicing the Way of Love/2015-C019
Peace Village for Adults – Taos, NM – TBA	Peace Camp for adults of multiple cultures and religions, including the Taos Pueblo	Proclaiming the Dream and Practicing the Way of Love/2015-C019

PROVINCE VIII NO REPORT WAS PROVIDED.

However, Mr. McKim reports that the Kaleidoscope Institute, founded and supported through the Diocese of Los Angeles, is a major anti-racism and reconciliation training resource world-wide. 2009-B049, 2015-C019.

Mr. McKim, also, reports that that the Diocese of Los Angeles sent a number of people to the New Community Conference in July 2017 in an effort to continue their training in Anti-Racism work and to expose them to other cultures. 2015-C019.

Mr. McKim, also, reports that a delegation from the Episcopal Diocese of Northern California also attended the New Community Conference in July 2017. The delegation was led by Bishop Barry Beisner. 2015-C019.

PROVINCE IX NO REPORT WAS PROVIDED.

DEVELOPING CRITERIA FOR THE CREDENTIALING OF CERTIFIED ANTI-RACISM TRAINERS

This mandate on credentialing trainers is necessarily linked to what is required in Anti-Racism Training for ordained persons and lay leadership (see section on ARCT above). We have been inquiring into how dioceses and diocesan bishops view the certification requirement of anti-racism trainers.

Based on our research and the fact that funding has not been provided for a staff member who would be tasked with running a trainer certification program as was done in the past, we believe that a different process should be developed to certify trainers and include certification for individuals managed at the local level.

The ideas being explored:

- ECCAR would develop a set of criteria for certifying trainers and for certifying individuals
- ECCAR and/or TEC staff would certify trainers from a short list of vendors and maintain that list on the Episcopal Church web site.
- Each Diocese could approve a list of trainers in their Diocese.
- TEC will maintain a list of training materials from specific vendors which meet a rubric defined by the committee on The Episcopal Church web site.
- Other training may be developed to contextualize the recommended training material as long as it meets the rubric defined by the Committee. While we do not have budget to contextualize training, this approach addresses the notion described in the 2009 *Executive Council Committee on Anti-Racism Blue Book Report* that,

“We do a gross injustice to the spirit and intent of all previous anti-racism resolutions if we do not apply our increased awareness of how oppression operates to all new immigrant populations and to those who are denied the full protection of citizenship in our country. We would also add that we must not only address racism but its dual relationship with classism. The two have become inexorably joined in this society and in the church. Thus, we call upon all in The Episcopal Church to serve as models of justice-making in their local congregations and dioceses and communities.”

- To prove that learners have gained the knowledge and skills we believe are appropriate, TEC staff (or the Committee) would develop a Certification Exam aligned to these rubrics as a way of conferring certification on ordained and lay people. It, too, would be placed on the church web site.
- Overall, the objective for training should be documented as the “compliance standard” as was described in the Committee’s 2003 Blue Book Report and mentioned earlier in this report.

- Key to the rubric (which we plan to include in materials describing the rubric) is the definition of restoration of social justice (and the success of the Committee) stated so well in the 2006 *Committee on Anti-Racism Blue Book Report to the 75th General Convention*,

“... we must face the full impact of racism on all the people of color who have been harmed by it particularly with regard to the historic exclusionary practices of this Church. Racism has been incorrectly understood as a black/white problem. In fact, it is a sinful flaw in the character of our culture that continues to impact all people of color particularly new immigrants and those with different religious affiliations. It is incumbent upon us, therefore, ... to address this issue as inclusively as possible thereby avoiding further marginalization of ethnic and religious groups. Important tools in implementing this intentionally comprehensive process are the principles of restorative justice, which provide a neutral articulation of the self-examination and amendment of life that is required, in fact, to fulfill our baptismal covenant of “respecting the dignity of all persons”.”

The principles of restorative justice have been achieved when:

- All persons who have been disempowered or targets for marginalization or oppression are shown equal concern and inclusion.
- The community disdains theological and moral judgments and focuses on the brokenness and pain of those who have been harmed by exclusion or stereotypes.
- Persons who have caused harm are held accountable and understand their responsibility to meet the obligations to and needs of those whom they have harmed.
- History is taken into account and thus persons who are the inheritors of unearned privilege understand their responsibility in addressing inequity that has been created in the current society.
- All institutions in the church and society acknowledge and accept their responsibility for any policies, procedures, or structures that perpetuate injustice and do harm to individuals and groups.
- Healing and grace are the outcomes for all parties who have accepted their responsibilities and obligations for the disharmony and pain that previously existed in a process understood as restorative and not retributive.
- Dialogue has replaced debate and opportunity exists for all to participate equally in the process.
- Affected individuals or communities are empowered through their involvement in the discussions and dialogue related to the redress of their grievances.

- Collaboration and reintegration are encouraged while coercion and isolation are discouraged.
- A determination of whether there are unintended consequences of our actions or policies.
- Truth and mercy thrive in an atmosphere of genuine reconciliation, restoration, and compassion. The restorative justice process must be concerned with local issues and insure that the stories of specific disadvantaged groups be valued and heard.

Only after this is done can an authentic process of reconciliation for all of the Church be devised and recommended.”

[Resolutions A044](#) and [A045](#) below are designed to implement these ideas.

MONITORING COMPLIANCE OF ANTI-RACISM LEGISLATION PASSED BY GENERAL CONVENTION

The section titled: Monitoring and Evaluating Anti-Racism Related Ministries and Programming of the The Episcopal Church describes the national church staff and governing bodies’ compliance to anti-racism legislation passed by General Convention. The Provincial reports in the section titled: Collecting Data on Provincial Anti-Racism Ministries show compliance with many of the General Convention resolutions around Anti-Racism.

From these reports we can see that there is much good work going on to achieve racial reconciliation. The great majority of this work is in support of Resolutions 2009-Bo49 and 2015-Co19. All provinces are having anti-racism ministries and are doing some kind of anti-racism/racial reconciliation programming.

It is noteworthy that the greatest efforts are in those provinces where there is significant diversity and strife. Even so, the work has been mostly educational with only a few efforts to effect systemic change in institutions. Most notable as the exception to the rule is the Episcopal Church in South Carolina. It is to be recognized for doing tremendous work on all fronts: from training to providing reconciliation opportunities to addressing rampant incarceration. Perhaps this is because of the tragedy of the shootings at Mother Emanuel AME Church and the long history of slavery throughout the Province. This work proves the Church is well positioned not only to help people recognize the wounds of racism but also to heal them.

The Committee is concerned that we are not aware of a way to tell if all clergy have completed the canonically required anti-racism training. In fact, we are not certain that all clergy and lay leaders are getting sufficient anti-racism training (using our definition of “Training”) to meet Resolution 2009-Do49. We are working with provinces to determine the best way to track dioceses’ compliance with this and all resolutions.

Proposed Resolutions

RESOLUTION A042: CHANGE THE COMMITTEE’S NAME FROM “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM” TO “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM & RECONCILIATION”

RESOLUTION A043: CLARIFY AND UPDATE MANDATE OF THE EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM

RESOLUTION A044: ESTABLISH EXPECTED COMPONENTS (RUBRIC) FOR ANTI-RACISM CERTIFICATION TRAINING

RESOLUTION A045: REVISION AND REMINDER OF ANTI-RACISM TRAINING REQUIREMENT

RESOLUTION A046: THE EPISCOPAL CHURCH [TEC] HOST A RACIAL RECONCILIATION AWARDS PROGRAM

Budget

The Committee had no budget for the triennium but received funding for several face-to-face meetings. Additional funds are being sought from other sources.

The Committee would like to meet approximately five (5) times during the next triennium. This will require \$12,000 for 2018, \$12,000 for 2019, and \$6,000 for 2020 for a total of \$30,000 for the triennium.

The Committee is aware that \$1.2 million in funds were allocated for racial justice and reconciliation work by General Convention Resolution 2015-C019 that were not entirely spent. We hope to work with the Presiding Officers to provide guidance on how that money should be spent.

Continuance Recommendation

This report documents the good work being done by the Committee. The five (5) areas the Committee feels it is important to address going forward are: (1) ECCAR Collaborations; (2) Anti-Racism theology; (3) TEC Training Certification; (4) Racial Reconciliation Networks (5) Racial Reconciliation web resources; and (5) Reconciliation of Racial Reconciliation efforts.

Specifically, the goals of the Committee for the next triennium should be as follows.

- Provide guidance on anti-racism work in collaboration with:
 - a) Resolution 2015-C019 Working Groups as identified by Presiding Officers and TEC Professional staff
 - b) the House of Bishops
 - c) Executive Council Joint Standing Committee on Advocacy and Networking
 - d) Interim Body for Deployment: Survey experiences of Clergy of Color; Certify Anti-Racism Training for Call Committees, etc.

- e) Interim Body for Prayer Book, Liturgies, Music: Develop Services of Racial Repentance and Racial Reconciliation Resources
 - f) Seminaries and affiliated academic institutions such as Voorhees and St. Augustine: consult on curricular offered; Provide TEC certified trainer options; seek other ways ECCAR can assist.
 - g) Episcopal Formation Network: Consult on programming and seek other ways to assist.
- Provide encouragement and guidance to Provinces to host webcasts of Bishops Addressing Anti-Racism using the Hollywood Squares format--Province I.
 - Gain insight into member makeup and needs by working with larger church survey (Re: GC 2015-2015-A182).
 - Publish works on anti-racism theology, policies, and practices to be distributed in both hard copy and electronically.
 - Development of “TEC Provincial and Diocesan Leaders and Trainers Network”.
 - Provide Racial Reconciliation Electronic (Web) Resources (see Best Practices section for details).
 - Development of a “certification” mechanism around anti-racism training.
 - Development of “TEC Racial Reconciliation Awards Program” to raise the visibility of racial reconciliation and lift up examples of successful racial reconciliation.

We recommend the Committee be allowed to continue to carry out this important work with the revised charter as described in the proposed resolutions as we believe we are well positioned to help make racial reconciliation a reality in and through the Episcopal Church and the world.

EXECUTIVE COUNCIL COMMITTEE ON CORPORATE SOCIAL RESPONSIBILITY

Membership

The Rev. Canon Brian Grieves, <i>Chair</i>	Hawaii, VIII	2018
The Rev. Canon Kathleen Cullinane	Hawaii, VIII	2018
The Rev. Chase Danford	New York, II	2018
The Rt. Rev. Douglas Fisher	Western Massachusetts	2018
The Rev. John Floberg	North Dakota, VI	2018
Mr. William B. McKeown	New York, II	2018
Mr. Paul Neuhauser	Iowa, VI	2018
Mr. William Smith	Iowa, VI	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
Mr. Michael Kerr, <i>Liaison Investment Committee</i>	Virginia, III	
Ms. Patricia Zerega, <i>Consultant</i>		

CHANGES IN MEMBERSHIP

Resigned: Barbara Mann. Appointed: William B. McKeown

Acknowledgments: The committee is grateful for the collaborative participation in its work to the Church Pension Fund represented by Anne Mallonee and Nancy Sanborn. Particular appreciation is expressed to staff support offered by Kurt Barnes, Margareth Crosnier de Bellaistre and Nancy Caparulo. Thank you to General Convention staff, especially Michael Barlowe, Brian Murray, Patrick Haizel and Marian Conboy and their team. Rebecca Linder Blachly, Director of Government Relations, has joined the committee's extranet communication, and offers important advice on shareholder rights in Washington, especially with the Securities and Exchange Commission. Appreciation is also extended to Michael Kerr, Liaison from the Investment Committee, and Warren Wong, from the Economic Justice Loan Committee.

Mandate

AN/FFM 008 (2015-2018) Resolved, That the Executive Council, meeting in Linthicum Heights from November 15-18, 2015, establish the Executive Council Committee on Corporate Social Responsibility to be responsible for researching the social responsibility records of corporations whose stock is held in DFMS portfolios and recommending appropriate courses of action based on the positions established by General Convention and Executive Council. The procedures for this committee will be as follows: With the approval of Council, it will be responsible for developing shareholder resolutions on social justice issues to be submitted to companies in which the Church invests its funds. CCSR will also review similar resolutions being offered by other churches or advocacy groups and recommend

whether the Episcopal Church should support them. These recommendations will be forwarded to the Executive Council through the Standing Committee on Advocacy and Networking. As new issues come up during the triennium, CCSR will forward its recommendations to the next meeting of Executive Council. Membership will consist of nine (9) members, including at least one (1) bishop, one (1) priest or deacon and one (1) lay person; one (1) member of FFM, one (1) member of the Investment Committee, and one (1) member of A&N. Members will be nominated by the Presiding Officers of the Executive Council jointly and elected by Executive Council.

Summary of Work

The committee met four (4) times (three (3) times by tele-conference, one (1) in person meeting at The Church Center) through the submission of this report. An additional two (2) to three (3) teleconferences are planned prior to and just after the 79th General Convention.

The committee identified six (6) priority areas for its work during the triennium:

HUMAN TRAFFICKING

The committee participated in dialogues with United/Continental and Marriott Hotels on its training of staff to identify victims of trafficking and was active in strategy planning with ecumenical partners. There are additional dialogues with Delta Airlines and Swift Transportation (a trucking company).

CLIMATE CHANGE

A shareholder resolution with Chevron titled “Climate Change Stress Testing and Scenario Impact Assessment” was withdrawn after the company’s publication *Managing Climate Change Risks*, believing that it marked an important first step toward the disclosure requested in the shareholder proposal. The committee monitored progress of the Investment Committee which was charged with implementing General Convention’s Resolution C045 (78th GC) calling on the Church to divest from companies engaged in fossil fuels. That monitoring is ongoing. Dialogue continues with Pepsico, EOG Resources, and Union Pacific. The focus with Union Pacific is safety in transporting oil.

CORPORATE BOARD DIVERSITY

A shareholder resolution in which the Episcopal Church was the lead filer with the CACI corporation asking for appointment of a woman to the board led to changes in the company’s guidelines for serving on its board and agreement was reached to withdraw the shareholder resolution in favor of an ongoing dialogue with the company.

GUN VIOLENCE

The committee recommended and the Executive Council endorsed the Sandy Hook Principles in order to guide the committee’s work with companies in the business of making and selling guns. This will help guide the committee’s work on this issue.

HUMAN RIGHTS

Occupation of West Bank and Gaza: A shareholder resolution was filed with the Caterpillar Corporation asking the company to appoint an independent director to its board with expertise in human rights. The resolution was withdrawn after a successful dialogue with investors and company representatives, which included an employee appointed to a new position for human rights. Dialogues will continue twice a year by mutual agreement. Motorola, Facebook and PayPal are also in the DFMS portfolio and connected to the Occupation. Motorola provides sophisticated equipment to the Israeli military, Facebook has removed benign Palestinian postings and PayPal has offered services to residents of illegal settlements while not providing services to Palestinians. The committee supported renewal of a \$500K investment in the Bank of Palestine by the Economic Justice Loan Committee.

The committee also participates in an ongoing dialogue with Anadarko, an oil and gas company, on its human rights policies globally.

DAKOTA ACCESS PIPELINE

The committee discovered that the DFMS held stock in at least five (5) banks that made loans to the pipeline project and joined other investors in asking the banks to exert pressure to reroute the pipeline away from water sources serving the indigenous community at Standing Rock.

Monitoring continues on all these issues. Future issue areas might include health care and immigration reform. All actions and recommendations of the committee adhere to policies of the General Convention and Executive Council. The work is done ecumenically through the Interfaith Center on Corporate Responsibility (ICCR), of which the Episcopal Church is a founding member.

Proposed Resolutions

[RESOLUTION A047: ETHICAL INVESTMENTS](#)

Budget

- \$50,000 for half time salary and benefits per year
- 7,500 for staff travel and expenses per year
- 7,000 for committee expenses average per year
- 10,000 for Interfaith Center on Corporate Responsibility (8750 for dues and 1250 for fees)

\$74,500 per annum or \$223,500 for the triennium 2019-2021

The committee is deeply grateful to Church Center leadership for finding funding to resource the committee's work. Adequate funding has been an issue since 2010 and will hopefully be fully resolved by inclusion in the 2019-21 triennial budget.

EXECUTIVE COUNCIL COMMITTEE ON HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

Membership

The Very Rev. Dr. Martini Shaw, <i>Chair</i>	Pennsylvania, III	2016
The Rev. Canon James G. Callaway, D.D.	New York, II	2016
Dr. Joel Cunningham	Tennessee, IV	2016
Mr. Scott Evenbeck	Indianapolis, V	2016
Dr. Anita George	Mississippi, IV	2016
The Rev. Dr. Canon Michele V. Hagans	Washington, III	2016
The Rev. Dr. Eugene Y. Lowe, Jr.	New York, II	2016
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2016
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2016

Mandate

The HBCU Task Group was appointed by the Executive Council at the direction of a resolution in January 2015: that the Executive Council...requests the Presiding Officers appoint a task group to consider how the Episcopal Church can better support our Historically Black Colleges and Universities, including financial, administrative, leadership, and other forms of support.” The two remaining Episcopal HBCUs are St. Augustine’s University in Raleigh, NC and Voorhees College in Denmark, SC.

Summary of Work

The appointments were made in the Fall of 2015, headed by The Rev. Martini Shaw, Rector of St. Thomas’ Church in Philadelphia, and the HBCU Task Group first meet by teleconference on October 22, 2015. While the initial work was by teleconference, the Task Group convened both institutions at St. Augustine’s University in Raleigh, North Carolina from January 28-30, 2016. A second on site visit was held at Voorhees College from February 2-4, 2017. The Task Group was formed to fill a void in understanding and communication between the institutions and the council. The timing was especially fortuitous, however, as both St. Augustine’s and Voorhees had significant cash flow crises in the summer of 2016. The rapport between the schools and TEC facilitated church support overcoming a longstanding financial crisis in the short term. This also laid the groundwork for ongoing support addressing student recruitment, especially of Episcopal students, and fund development. Initiatives in these areas are well underway at St. Augustine’s assisting Dr. Everett Ward, President and beginning at Voorhees with the appointment of Dr. W. Franklin Evans.

WHAT IS YET TO BE DONE IN 2016-17?

Last summer, TEC's development director Ms. Tara Elgin Holley started working with Bishop Michael Bruce Curry to marshal local support from five (5) congregations in Raleigh, North Carolina, in providing material and other relational support to St. Augustine's University, while working with their development staff to up their game. Then Dr. Lang Lowery was sent by TEC's CFO Kurt Barnes to facilitate the sale of a golf course in August 2016, leading to a new sustainable financial plan to overcome a chronic deficit, while looking at telecommunication and property maintenance to enhance student experience.

Such assistance is only beginning at Voorhees College, which is vexed by the fracture in the church in the former Diocese of South Carolina. Voorhees called on two (2) years support in July 2016. In 2017 they are receiving monthly payments from the support budgeted for 2018, a situation that will leave them at risk in 2018, a threat the Committee is watching carefully, as their fundraising assistance from TEC is only in its beginning phase.

St. Augustine's University drew down all three (3) years of TEC block grant funding last summer, but now has a financial plan for establishing a year end surplus supported by accelerated fundraising. Currently, St. Augustine's accreditation is on probationary status, which makes their financial success all the more crucial.

As a baseline, continuing relationship with the Church is one of the marks of Identity and Character of the Colleges and Universities of the Anglican Communion. These institutions are members of the Association of Episcopal Colleges, CUAC's Episcopal chapter, where Canon James Callaway works to bring them together with their eight (8) sister Episcopal peers for mutual support and sharing. TEC's *Black Ministries* Officer, Canon Angela Ifill has carried out an invaluable programmatic role with St. Augustine's and Voorhees through annual Campus Symposia, bi-annual Recognition Events, and presence at General Conventions. But while these efforts have gone a long way to connect students and engage administrators, the level of church engagement has been limited to the historically flat but ongoing budgetary support. The Task Group has discovered that much more is needed and possible.

WHAT PART OF THAT WORK BEYOND MEETINGS HAS BUDGET IMPLICATIONS FOR 2019-2021?

The systemic finding of the HBCU Committee has been that the linkage we have established has met a crucial need of supporting these Episcopal institutions connected with their sponsoring Church at a governance level. Perhaps it can be best described in terms from the Anglican Congress in 1963 as "mutual responsibility and interdependence." Our task is to help The Episcopal Church find the ways and means for its being continued. One area we are exploring is to find ways to include the diocesan bishops relating to St. Augustine's and Voorhees more directly into the Task Force.

The original Executive Council resolution called for an "Episcopal Historically Black Colleges and Universities Task Group to consider how the Episcopal Church can better support" these two (2)

institutions, “including financial, administrative, leadership and other forms of support.” We have found the need to sustain that emphasis particularly as it is reflected in the standards of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) over the next five (5) to seven (7) years. (We will never forget that in 2012, after 140 years of witness, one of our heroic Episcopal HBCU’s, St. Paul’s College in Lawrenceville, Virginia closed on losing its accreditation.) As we are seeing with St. Augustine’s now, the vibrant support of a sponsoring church can play a significant role in their assessment of a member’s viability.

All this suggests the need for continuing work together beyond the next Triennium. We really need to be mindful of actively supporting the places that do this critical yet vulnerable work of the Episcopal Church. We need to have an ongoing body that brings together experienced church folk with academic, administrative and fundraising capabilities.

HOW DOES THAT WORK FIT INTO THE JESUS MOVEMENT VISION? (WHY IS IT NECESSARY?)

Bishop Curry gives the following voice to The Jesus Movement: “We’re following Jesus into loving, liberating and life-giving relationship with God, with each other and the earth... This crucially includes Reconciliation: Embodying the loving, liberating way of Jesus with each other to repair and restore that we call racial reconciliation.”

It can be argued that material Racial Reconciliation in the Episcopal Church began in 1868 with the opening of St. Augustine’s Normal School and Collegiate Institute in Raleigh, North Carolina. As Thelma Roundtree wrote in her history of St. Augustine’s (“Strengthening Ties that Bind”), “Its purpose was to train freedmen quickly to prepare other freed slaves to teach... therefore, the establishment of St. Augustine’s is believed to have been the result of initiatives taken by twelve (12) priests who traveled from North to South... to start a school for freedmen.”

In 1883 in Lawrenceville, Virginia, the son of a former slave, James Solomon Russell, a newly ordained priest started a Normal School for former slaves that became St. Paul’s College (which tragically closed in 2012.) Finally, in 1893 Elizabeth Evelyn Wright, trained by Booker T. Washington at Tuskegee Institute, opened a Normal School in Denmark, South Carolina that with the purchase of land made possible by Ralph Voorhees became Voorhees College.

The Union of Black Episcopalians (UBE) and Canon Ifill have offered the following perspective, which we quote:

“There are few historically black institutions more valuable to its community and the economics and culture of the larger society than Historically Black Colleges and Universities. Statistics show that approximately one half of all black college graduates are products of HBCUs... While far from circumstances which spawned them, Historically Black Colleges and Universities are still essential mission to the black community.”

In our time our Episcopal HBCUs are reaching out to other disadvantaged ethnic groups, principally Hispanics, and their role continues to evolve. In seeking Racial Reconciliation, however, they stand as the beachhead of the church's witness to racial healing.

EXECUTIVE COUNCIL ECONOMIC JUSTICE LOAN COMMITTEE

Membership

The Hon. Warren Wong, <i>Chair</i>	California, VIII	2018
Ms. Dianne Aid	Olympia, VIII	2018
Rev. Kimberly Jackson	Atlanta, IV	2018
The Very Rev. Will Mebane	Western New York, II	2018
The Rt. Rev. Rodney Michel	Pennsylvania, III	2018
The Rev. Andrew Walter	Washington, III	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	
The Rev. Canon Michael Barlowe	California, VIII	
Mr. Kurt Barnes	New York, II	
Mrs. Nancy Caparulo	Newark, II	
Ms. Margareth Crosnier de Ballaistre	New York, II	
Mr. Tanie Oconer		
Ms. Keys Daniels		
Mr. Maxwell Gritzuk		
Mr. Robin Odland		

Mandate

AN/FFM 007 (2015-2018) The following is a true copy of a Resolution adopted by the Executive Council at its meeting from November 15-18, 2015 at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Linthicum Heights from November 15-18, 2015, establish the Executive Council Economic Justice Loan Committee to be responsible for overseeing the assets set aside by General Convention and Executive Council for loans that support greater economic justice by enhancing people's ability to improve their economic well-being and empowering the powerless and oppressed. The Economic Justice Loan Committee is to be made up of a minimum of five (5) persons nominated by the Presiding Officers and appointed by the Executive Council, from the Investment Committee and Committee on Corporate Social Responsibility and other appropriate persons at large. The Committee will report on its work to Executive Council at least once annually through the Committee on Corporate Social Responsibility or the Investment Committee. Loan criteria are to be approved by Council.

REPORT NOT RECEIVED IN TIME FOR PUBLICATION.

EXECUTIVE COUNCIL INVESTMENT COMMITTEE

Membership

Mr. Michael John Kerr, <i>Chair</i>	Virginia, III	2018
Mr. David L. Alvarez-Roldan	Puerto Rico, IX	2018
Mr. N. Kurt Barnes	New York, II	2018
The Rt. Rev. Clifton Daniel, 3 rd , D.D.	Pennsylvania, III	2018
Ms. Dena Frith Moore	Virginia, III	2018
The Rt. Rev. Rodney R. Michel	Pennsylvania, III	2018
Mr. Benjamin Waring Partridge, IV	The Virgin Islands, II	2018
Ms. Maibeth J. Porter	Alabama, IV	2018
Mr. Ronald Radcliff, Jr.	South Carolina, IV	2018
The Rev. Andrew Walter	Washington, D.C., III	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018

Mandate

In accordance with Executive Council By-laws, the Investment Committee has all the authority of the Council and Board of Directors of The Domestic and Foreign Missionary Society of The Protestant Episcopal Church (DFMS, or the Society) under the law to act on 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 on other funds or assets held by the foregoing for investment.

Summary of Work

The Investment Committee recommends investment objectives designed to provide a sustainable and increasing level of income to support the 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. It also develops and regularly updates Investment Policies that assist the Committee in effectively supervising, monitoring, and evaluating the investment of the Endowment's assets.

The Committee establishes strategies and policies for the management of the investment portfolio, which includes the trust funds of the official corporation – The Domestic and Foreign Missionary Society – and other Episcopal entities that wish to co-invest with the DFMS.

The portfolio is diversified and continues to be focused on equities, with approximately 63 percent invested in equities; 17.5 percent invested in fixed income; and 19.5 percent in convertibles, hedge fund

of funds, and real estate. The Committee continues to evaluate portfolio return, while maximizing risk protection by reducing U.S. equity allocation and increasing non-U.S. equity and alternative investments.

Long-term performance of the trusts has been exceptional, with annual returns, after all fees and expenses, of +4.9% for the 10 years ending June 30, 2017, which includes the 2008-2009 economic downturn. The current one (1) year net return ending June 30, 2017 reflects a 15.0% gain. Over the one (1), three (3) and five (5) year periods, the portfolio performance has been ranked in the top twenty (20) percent of all foundations with assets between \$250 million and \$1 billion, as tracked by the InvestorForce Performance Reporting Network (subsidiary of MSCI Inc.). Since inception of the current portfolio on January 31, 1993, the annualized net performance has been 8.1%. Since June 30, 2015, the market value of the portfolio has risen from \$373 million to \$420 million as of June 30, 2017.

During the triennium, ECIC has worked closely with the Committee for Corporate Social Responsibility (CCSR) and the Economic Justice Loan Committee (EJLC), with liaisons to each of those committees. ECIC thanks the chairs of those committees, the Rev. Canon Brian Grieves and Mr. Warren Wong, for their responsiveness to our interdependent work. ECIC continues to be well-served by Mr. Kurt Barnes and a very dedicated staff from The Episcopal Church Center.

Over the last three (3) years, ECIC has reviewed and revised the Investment Policy Statement with approval from the Executive Council. ECIC has also dealt with two (2) primary goals during this triennium beyond ongoing portfolio oversight.

First, ECIC has worked very closely with our investment consultant, Mercer, on how to respond as fiduciaries to the General Convention resolution Co45, requesting a divestment of fossil fuels from the portfolio. To do so, ECIC is adhering to the resolution and is approaching the broadly stated resolution in a fiscally responsible and fiduciary-minded prudent manner. ECIC has worked with specialists in the field of socially responsible investing and have made adjustments to portfolio holdings with an eye towards ESG (Environmental, Social and Governmental) issues. ECIC has reviewed structures for portfolio screening based on ESG Quality rankings, percentages of fossil fuel reserves and Weighted Average Carbon Intensity (WACI). Classifying investment opportunities along a continuum involving sustainability and active ESG integration into investment decisions will be a focus of ECIC in the second half of 2017. The resolution is contrary to the long-standing position of The Episcopal Church of engagement rather than divestment. The Episcopal Church has made socially responsible investments at least since the 1960s – and ECIC continues this practice, following a trinity of avoidance, affirmative action, and advocacy:

1. Avoidance: Not investing in companies whose activities are contrary to our social and moral values.

2. Affirmative Investing: Investing in institutions that can provide financial resources to underserved communities.
3. Advocacy: Voting proxies and activism that focus on constructively influencing corporate behavior.

ECIC is cognizant of the important work of CCSR in addressing current issues by means of ECIC retaining shares in specific companies. Without ownership, CCSR cannot engage companies in pursuit of social justice, from board diversity to human trafficking or from climate change to the Dakota Pipeline access.

To this end, subsequent to its November 2017 meeting, the committee adopted a formal strategy resolution on implementation of a response to C045. A copy of which is attached to this report.

Second, ECIC has worked with Mercer on numerous Monte Carlo simulations on the spending rate imposed on the portfolio from the actions of General Convention. The current Investment Policy Statement allows for a spending rate ranging from 4.0% to 5.0%. The current spending model for the triennium has been a base of 5% plus an additional allocation from the floor of General Convention pushing the actual spending rate to 5.7%. 10,000 simulations involving expected return, expected inflation and spending rates of 4.5%, 5% and the current 5.7% were generated over a prospective ten (10) year period. The difference in median case estimates of portfolio market value is a \$55 million gap. The projections on such ongoing and excessive draws adversely impact the long-term sustainability of the portfolio to support the ministries of The Episcopal Church of the future. ECIC proposed a gradual reduction of the spending rate over the coming triennium and appreciates the June 10, 2016 agreement and endorsement of the Executive Council in reducing the planned budgetary draw on the portfolio from five (5) percent to four (4) and one-half ($\frac{1}{2}$) percent (each based on a trailing five (5) year market value average) during the 2019-2021 triennium.

The DFMS investment portfolio consists of the following three (3) types of funds:

- Endowment funds held and managed by DFMS and benefiting DFMS;
- Funds owned by and benefiting other Episcopal and Anglican entities in the United States and abroad, for which the DFMS is the trustee;
- Custodial funds held and managed by the DFMS, but owned by and benefiting other Episcopal and Anglican entities in the United States and abroad.

There are almost one thousand one hundred (1,100) trust funds maintained in a common portfolio, managed by sixteen (16) investment managers and participating on a pro-rata basis in all returns of that portfolio. The Society is also trustee for nineteen (19) charitable trusts, which are separately invested and managed, but are not commingled with any other fund, as required by law. The

Treasurer's Office publishes an annual trust fund book, and the Investment Committee reports regularly to the Executive Council.

Budget

The Committee meets four (4) times each year, generally in person, to review performance and discuss current investment issues. The Committee's expenses are charged to the income of the endowment.

JOINING AUDIT COMMITTEE OF THE EXECUTIVE COUNCIL AND THE DFMS

Membership

Mr. Bryan W. Krislock, Esq., <i>Chair</i>	Olympia, WA, VIII	2018
The Rt. Rev. Jeff W. Fisher	Texas, VII	2018
Dr. Delbert C. Glover	Rhode Island, I	2018
Mr. G. William Haas, Esq.	New York, II	2018
Ms. Nancy Koonce	Idaho, VIII	2018
The Rev. Michele Ann Racusin	San Joaquin, VIII	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018

Mandate:

To regularly review the financial statements relating to all funds under the management or control of the Council and the Society and to report on at least annually to the Council.

Summary of Work

MEETINGS

The Audit Committee's role is to provide oversight of the financial reporting process, the audit process, the system of internal controls and compliance with laws and regulations on behalf of Executive Council. New York State law, and industry best practices, recommend (and in some cases require) that an organization appoint an audit committee comprised of independent, non-employee members to provide oversight of the organization. To exercise this oversight, the committee is given broad authority to discuss issues of concern with staff members, employees, board members, and other individuals as needed. The Committee may, with the approval of Executive Council, hire such independent investigators and firms as may be necessary to review allegations that come to the Committee's attention.

The Committee as currently constituted was appointed in Fall of 2015 and the terms of its members commenced in 2016 and will serve through the end of 2018. In addition to The Domestic and Foreign Missionary Society ("DFMS") Annual Statements, Episcopal Relief and Development's Statements are consolidated with the DFMS financial statements. Due to this relationship, a representative from Episcopal Relief and Development attends all meetings of the Committee.

The Committee met six (6) times during 2016 through 2017— three (3) times each year—at the Church Center. As provided in the Committee’s Charter, the previous members served until successors were appointed. As a regular practice of the Committee, it met with senior staff members in executive session to ensure that candid conversations could occur regarding any legal, financial, or other risks to the organization and receive regular updates on pending litigation. The Committee also continues to monitor reputational risks to the organization.

According to its chartered responsibilities, the Committee reviewed:

- quarterly and annual financial statements and the judgments and assumptions underlying them;
- the adequacy of the Society’s internal controls;
- the administration and activities of the grants auditor;
- the performance, and subsequent recommendation for the appointment, of the external auditing firm;
- the nature and scope of the proposed audit with the independent auditing firm;
- the final audit report of the Society’s financial statements and the independent auditors’ recommendations to management for improvements in any areas of weakness; and,
- in cooperation with the Society’s legal counsel, any potential liability exposure that could directly affect the Society’s financial statements.

Unqualified opinions were received from the independent auditing firm Grant Thornton for the 2015 and 2016 financial years. The Executive Council accepted these reports upon recommendation from the Audit Committee. The results of the 2017 audit are expected to be received at the Committee’s May 2018 meeting, in time for the Committee to provide it to the General Convention.

Major projects in this triennium include:

REVISIONS TO THE AUDIT COMMITTEE CHARTER

The Committee reviewed its charter and recent changes to New York State Law—where the DFMS is incorporated—on the role of the Audit Committees in Corporate Governance. After conducting the review, the Committee recommended changes to the Charter that included responsibility for reviewing the DFMS’s risk management program, reputational and other, non-financial risks to the organization. The Executive Council accepted the recommended revisions to the Audit Committee’s charter.

APPOINTMENT OF EXTERNAL AUDITOR

In 2017, the Audit Committee conducted a comprehensive request for a proposal process for the selection of a new auditor for the 2018-2021 triennium. A selection criteria was prepared and firms were invited to submit proposals. The criteria that the firms were evaluated by criteria such as: price, capability, financial stability, expertise, staff turnover, and industry reputation. Given the international nature of the church, with operations in multiple countries, the ability of a firm to handle international issues was a priority.

Five (5) firms submitted proposals and based upon the selection criteria, they were invited to prepare and present to the Committee. The Committee then reviewed the proposals and recommended Grant Thornton, LLP. This recommendation was forwarded to Executive Council.

INTERNAL AUDITOR AND ENTERPRISE RISK ASSESSMENT

The Committee continued a discussion regarding the need for an internal auditor at the DFMS. An internal auditor is an employee who independently reports to the Audit Committee and can review specific areas of concern or risk to the organization. For example, if the Committee were concerned about abuses involving travel expenses and the travel policy, the internal auditor could review whether volunteers and staff are complying with the travel policy adopted by the Executive Council.

After consulting with the independent audit firm, the Audit Committee decided that an enterprise risk assessment was necessary to identify what areas of risk to the organization may exist. This step is necessary to understand how an internal auditor may help reduce those risks to the organization and would help provide a job description for this. The Committee is working with the new Chief Operating Officer and that process is under way.

Other areas of concern:

In addition to the above work, the Committee has identified the following areas of concern to the organization and future areas of work:

DEVELOPMENT OF POLICIES AND PROCEDURES MANUAL

Currently, neither the Council nor the General Convention maintains a codification of the policies and procedures adopted by the General Convention and Council. As a result, there is a significant risk that adopted policies and procedures will be lost, misremembered, or forgotten. Included within this policy manual would be an updated whistleblower policy, travel policy, conflict of interest policy, and other operational policies.

SHORT TERM RESERVES AND DRAW ON INVESTMENT PORTFOLIO

Over the past several triennia, there has been a larger draw on the investment portfolio than is recommended. Although these are made for valuable and important missional needs, and the returns on our portfolio have been large enough to support these draws, there is still considerable risk to the Church if these draws continue. Because of the excessive draw, the portfolio is less able to absorb future crises and to provide for future generations of the church.

In addition, short term reserves have been used for several unexpected needs, resulting in the need to rebuild these reserves to handle unexpected events. The Committee strongly recommends that the

next budgeting cycle include a provision to rebuild these reserves and ensure that the Church is able to weather any future economic downturn or crisis.

Continuance Recommendation

SUCCESSION PLANNING

There are currently several long-term, key staff who contain significant institutional knowledge about the operations of the DFMS. In addition, key elected and volunteer positions have regular turn over due to the nature of their terms and positions. The Committee has recommended the creation of succession plans for key positions to ensure that in the event of an unexpected, or expected turnover, there is a strong transition plan in place.

INTERNALIZED STRATEGIC PLANNING

In conducting its audit and review of the staff, the Committee reviewed the current operations and decision making processes. Through this review, the Committee recommends that the current structure and governance procedures of the board be evaluated to ensure that there is a regular review of the strategy to ensure decisions to allocate resources are done based upon this plan.

THE UNITED THANK OFFERING BOARD

Membership

Dr. Sandra Squires, <i>President</i>	Nebraska, VI	2018
Dr. Marcie Cherau, <i>Vice-President</i>	Georgia, IV	2018
Ms. Birdie Blake-Reid, <i>Secretary</i>	Long Island, II	2018
Mrs. Kathy Mank, <i>Financial Secretary</i>	Southern Ohio, V	2018
Ms. Sherri Dietrich	Maine, I	2021
Ms. Vernese Smith	Long Island, II	2021
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
Ms. Joyce Haines	Southern Virginia, III	2018
Ms. Joyce Landers	Central Gulf Coast, IV	2021
Ms. Margaret Cooper	Missouri, V	2018
Ms. Elizabeth Campbell	South Dakota, VI	2021
Ms. Valinda Jackson	Kansas, VII	2021
Ms. Barbara Schafer	Nevada, VIII	2018
Ms. Reina Lopez	Honduras, IX	2021
The Rev. Sarah Carver, <i>Appointed Member</i>	North Carolina, IV	2018
Ms. Caitlyn Darnell, <i>Young Adult Representative</i>	North Carolina, IV	2021
The Rev. Marion Luckey, <i>Executive Council Liaison</i>	Northern Michigan, V	2021
The Rev. Canon Heather Melton, <i>Staff Officer, Staff Liaison</i>	Long Island, II	

Mandate

To 1) promote an attitude and culture of thankfulness within The Episcopal Church, 2) assist in raising awareness of UTO, 3) encourage ingathering offerings to support mission throughout the world, 4) recommend priorities and criteria for current-year grants, 5) solicit and evaluate grant applications based on said criteria, 6) recommend approval of said grants to the Executive Council of The Episcopal Church through The Episcopal Church Finance and Mission Departments, and 7) establish and nurture relationships with those who are awarded grants through activities including, but not limited to, periodic site visits.

The United Thank Offering [UTO] Board, rooted in prayer and guided by the principles of the *Theology of Thankfulness* and INC-055, gave priority to the following areas during the 2015-2018 triennium:

- Granting the Annual Ingathering
- Increasing Participation in the Spiritual Discipline of Gratitude
- Creating a Donor/Membership Database

Summary of Work

The Board met in person five (5) times: 2015 in Maryland, 2016 in Tennessee and North Dakota, in 2017 in Puerto Rico and Maryland/Washington, D.C. During each meeting, the Board conducted business, visited/learned about grant sites and met with local Episcopal Church Women and United Thank Offering volunteers.

Members of the Board also met online to address the work set before the Board between meetings.

GRANTING THE ANNUAL UNITED THANK OFFERING INGATHERING

During this triennium, the Board continued to evaluate the granting process annually to increase transparency, ease of the application process and support grant applicants, dioceses and Provinces. After the success of the 125th Special Anniversary Grants to Young Adults, the Board continued and expanded this program to include seminarians. UTO awarded fourteen (14) grants to young adults and twelve (12) to seminarians in 2016 and 2017. These grants included projects ranging from designing sustainable spaces on unused church property to helping start a new congregation in a community center in an inner city. The Board continued the annual granting process utilizing the focus of Mark 5 and then embraced The Jesus Movement, following the leadership of the Presiding Bishop, for grants for 2017 and beyond. We awarded forty-two (42) grants in 2016 and thirty-five (35) in 2017. Grant projects ranged from hiring a community organizer in Northern Indiana to supporting a mill project with the New York Haiti project. (The 2018 grants were not awarded yet at the time this report was due.)

Each year the Board receives requests for more money than has been collected to distribute through grants, and it is our hope to strengthen and increase the Ingathering so we can support more ministry initiatives throughout The Episcopal Church and the Anglican Communion.

THE JULIA CHESTER EMERY, UNITED THANK OFFERING INTERNSHIP

Each year, part of the Ingathering is used to support missionaries of The Episcopal Church. This annual grant is an important reminder of one of the first grants given by the Ingathering to send a missionary to Japan. In 2014, the Board determined that it would like to have a deeper relationship with Young Adults as well as with the missionaries the Ingathering is supporting. In a cooperative effort with Global Partnerships and General Theological Seminary, The Board created the first internship, naming it the Julia Chester Emery United Thank Offering Internship. The first year focused on educational programs at the seminary and ways to increase participation among younger people in UTO. The program was a wonderful success for all involved and so the Board voted to continue to offer the internship. The second year, UTO partnered with the Diocese of North Dakota. Our intern served in Bismarck and arrived shortly after the North Dakota Access Pipe Line protests began in Standing Rock so her work shifted to support the congregation in their ministry at the protectors' camp. For the third

year, the Board is partnering with Missional Voices and the Diocese of Texas. The Board chose to further refine the program and now the internship intentionally seeks out young women who wish to serve the church as lay leaders. This internship year will focus on marketing for both organizations as well as supporting intentional support groups for recent UTO grant sites and Hurricane Harvey recovery projects. It is our hope that this new partnership will help strengthen ties in Province VII, deepen and broaden participation in the United Thank Offering and open up new opportunities for greater partnerships.

INCREASING PARTICIPATION IN THE SPIRITUAL DISCIPLINE OF GRATITUDE

During the Triennium the Board has dedicated funding and time to increasing participation in the spiritual discipline of gratitude. We've created new materials, videos and resources for congregations, but perhaps the most important is our new Blue Box app for smart phones which will be launched at General Convention 2018. The Board recognizes that many people no longer carry change or forget to make a thank offering when they are going about their daily lives, so the new app allows individuals to have a Blue Box in their phone that includes a gratitude journal and shares a new story each day of where UTO grant funds have gone to support innovative mission and ministry throughout the church. It is our hope that this will increase gratitude, giving and make UTO more accessible.

During this triennium we looked for partnerships to support the work of the church in new ways and to raise the profile of UTO. In 2015, we partnered with Episcopal Migration Ministries (EMM) to raise money around Christmas time to support the work of EMM as it resettles refugees during a time when the refugee crisis was getting a great deal of attention. Then in a major shift in 2016, UTO moved our distribution center to The Episcopal Church in Navajoland. This move has been mutually beneficial to UTO and Navajoland, and we are grateful to continue to support Navajoland and their ministries which are leading towards self-sustainability. Additionally, our staff visited the Diocese of California to produce a series of videos on the importance of practicing gratitude in cooperation with Bishop Marc Andrus. In 2017, we celebrated the 165th birthday of our great advocate, Julia Chester Emery, by inviting congregations to spend the month of September learning about gratitude, UTO and Ms. Emery's life and ministry.

DONOR DATABASE/MEMBERSHIP

One of the great challenges that the UTO Board faced this triennium was to collect the names of individuals and parishes that participate in the United Thank Offering to better recognize their contributions. The staff began collecting information from donors to populate a database while the Board began reaching out to Diocesan staff for help in identifying UTO leaders and parishes. Additionally, we partnered with the Asset Map to begin listing congregations who participate in UTO and to allow congregations to select UTO as a ministry they participate in. We hope that in being able to define how many congregations are participating in UTO, we might be able to better support them and reach out to others to encourage participation.

COURTESY RESOLUTION FOR THE UNITED THANK OFFERING

Be it *resolved*, the House of _____ concurring, that the 79th General Convention of The Episcopal Church recognizes and commends the work of the United Thank Offering volunteers, committee/Board members and staff for their ministry and spiritual discipline of gratitude as demonstrated in daily life through gifts given to Blue Boxes which have combined to give **\$135,760,167.33** in the last one hundred and twenty-eight (128) years to support mission and ministry throughout the Episcopal Church and the Anglican Communion. As the United Thank Offering commences its next century of ministry, The Episcopal Church commends UTO's significant contribution to teaching us to live a life of gratitude, and granting innovative ministries of young adults, seminarians, parishes and dioceses to the Episcopal branch of The Jesus movement, by encouraging all Episcopalians to participate in the United Thank Offering and its Ingathering.

Continuance Recommendation

UTO Board PRIORITIES FOR THE 2018-2021 TRIENNIUM:

SUPPORTING THE GRASSROOTS NETWORK

The Board will begin holding regional training meetings in conjunction with other events throughout the church to teach, encourage and empower participants, organizers and leaders in the spiritual discipline of gratitude. Additionally, the Board and staff will develop an online training program for individuals interested in learning about UTO or ways to create their own spiritual discipline of gratitude. As we continue to develop our membership database we will be better equipped to find out how to provide support for our leaders, members and ways to encourage others to participate in UTO for the first time. UTO will also design a pilgrimage to visit UTO grant sites in Navajoland for all interested persons to engage on the ground with the important work of UTO grants.

INCREASING THE ANNUAL INGATHERING

Recognizing the long term decline of the annual Ingathering, the Board will continue to monitor the amounts received and seek ways to increase participation in the United Thank Offering which will increase the Ingathering. It is the goal of the Board to increase the Ingathering over this triennium, thus ending almost two (2) decades of decline. We will continue to update and upgrade our new Blue Box app in order to appeal to new participation in a digital age.

GRANTING THE ANNUAL INGATHERING

The Board will follow the leadership of the Presiding Bishop and Executive Council in funding projects that embrace The Jesus Movement and Beloved Communities. The Board will continue to review the annual granting process, understanding the importance of finding ways to have clearer criteria and expectations as well as a more accessible application process. Our goal is to ensure that those who are in most need of UTO funds to support innovative ministries have the opportunity and ability to

apply for those funds. We will continue to work with Executive Council and the DFMS on being a transparent and accountable granting process.

BOARD EFFORTS TO ADDRESS DISCRIMINATION AND RACISM OF ITS MEMBERS:

- The Board has a policy that all Board members receive Safeguarding God's Children and some form of Racial Reconciliation training before or early in their Board service, except in one instance where it was not possible due to geography;
- At least one (1) member of the Board should be from each province of The Episcopal Church to reflect diversity in keeping with the By-laws of the United Thank Offering Board;
- The Board meets once in one of the countries/territories where it has granted funds outside the North American borders of the United States,
- if needed, translators will be provided to ensure the full participation of all non-English speaking members; and
- affirm the Church in its decision to have diversity represented on the Interim Bodies in accordance with General Convention 2006-A092.

Budget

PROPOSED BUDGET FOR THE 2018-2021 TRIENNium

The UTO Board will meet three (3) times during the triennium, including one (1) meeting outside the United States. To accomplish its programmatic and grant-making responsibilities, the UTO Board will utilize projected income from the dedicated trust funds (Based on the DFMS trust fund projected dividend) of \$973,152 for the triennium in addition to \$200,977 from the General Convention budget.

79th General Convention Resolutions Approved by Executive Council

RESOLUTION A029: COMMEND THE EVANGELISM CHARTER FOR THE CHURCH TO ALL EPISCOPALIANS

Resolved, That the General Convention commends the Evangelism Charter for the Episcopal Church to dioceses, congregations, communities of faith, and all Episcopalians, urging them to read and study its principles and integrate them into their life of faith.

Explanation

The Evangelism Charter for the church was developed by a group of committed Episcopal evangelists gathered by the Local Ministry & Mission Committee of Executive Council. We anticipate that video and curricula will be developed based on its principles that will help Episcopalians learn the practices of evangelism. The Charter reads as follows:

Evangelism Charter for The Episcopal Church

Celebrant: Will you proclaim by word and example the good news of God in Christ?

People: I will, with God's help.

Every baptized Episcopalian has vowed to proclaim with our words and our lives the loving, liberating, and life-giving good news of Jesus Christ. Through this Episcopal approach to evangelism, we seek, name and celebrate Jesus' loving presence in the stories of all people - then invite everyone to MORE. This commitment means engaging in:

Evangelism OF the Church

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." This is the greatest and first commandment." - Matthew 22:37-38

With God's help, as followers of Jesus Christ, we will ...

- Recognize and live into our own belovedness as children of God
- Engage daily practices of prayer, scripture reading, worship, and service
- Recall times in our lives when the love of God has been real and present to us
- Articulate our own story of experiencing God's love for us

Evangelism BY the Church

"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth." - Acts 1:8

With God's help, as bearers of the Good News of Jesus Christ, we will ...

- Invite and listen deeply to the stories of everyone you encounter
- Name and celebrate stories of the presence of God in Christ everywhere

- Share our stories of encounter, good news, and resurrection in Jesus
- Plant seeds of hope, and trust God to give the growth

Evangelism FOR the Church

“So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God In him the whole structure is joined together and grows into a holy temple in the Lord.” - Ephesians 2:19-21

With God’s help, as members of the Body of Christ, we will ...

- Allow ourselves to be transformed by new relationships
- Discover a fresh approach to the gospel as we gain new perspectives
- Invite others to discover their own belovedness in Christ
- Grow more servants for The Jesus Movement to change the world

“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”- Matthew 28:19-20

[Back to Evangelism discussion](#)

RESOLUTION A030: SMALL EVANGELISM GRANTS

Resolved, That the General Convention directs the Executive Council to implement small grants program to encourage local parish and diocesan evangelism efforts; and be it further

Resolved, That the sum of \$100,000 shall be allocated for this grant program.

RESOLUTION A031: EVANGELISM STAFF OFFICER

Resolved, that the General Convention direct funding of a full-time Staff Officer for Evangelism to serve on the Presiding Bishop’s staff.

RESOLUTION A032: CONGREGATIONAL REDEVELOPMENT

Resolved, That the 79th General Convention requests that the Presiding Bishop and the President of the House of Deputies in consultation with the Church Center staff create a church-wide Community of Practice that works with up to one hundred (100) congregations and their bishops to help them redevelop to better engage the cultural realities of their communities for the sake of launching new ministries and multi-cultural missional initiatives; *and be it further*

Resolved, That the Communications Office be directed to make a priority of reporting on the stories of redeveloped congregations on an ongoing basis through news media, video, and other means and through developing a website that provides detailed information about the redevelopment efforts happening throughout the church; and be it further

Resolved, That the cost of this initiative will be equally shared by the church-wide budget, participating dioceses and redeveloping congregations; and be it further

Resolved, That the presiding officers appoint a task force to coordinate this initiative in collaboration with Church Center staff. That task force may be combined with a task force on Church Planting and Missional Initiatives at the discretion of the presiding officers; and be it further

Resolved, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$725,000 for the implementation of this resolution.

[Back to Evangelism discussion](#)

RESOLUTION A033: SUPPORTING AND EXPANDING EPISCOPAL YOUTH EVENTS

Resolved, That the General Convention commends and supports the vital role of the Episcopal Youth Event in the formation of young people, and be it further

Resolved, That General Convention supports the efforts of the Department of Formation Ministries to expand the scope of EYE, through the Evento de Jovenes Episcopales and possible other events to reach beyond the continental U.S.

RESOLUTION A034: SUPPORTING GENERAL CONVENTION CHILDREN'S PROGRAM

Resolved, That the General Convention commends and supports the General Convention Children's Program, and continues to direct funding to include the youngest of God's children in our work together.

[Back to Lifelong Christian Formation discussion](#)

RESOLUTION A035: COMMEND "THE CHURCH: TOWARDS A COMMON VISION"

*Resolved, the House of ____ concurring, That the 79th General Convention commend to every Episcopalian for study the 2013 convergence statement published by the World Council of Churches, *The Church: Towards a Common Vision* (TCTCV).*

[Back to World Mission discussion of the TEC response to the World Council of Churches](#)

RESOLUTION A036: AFFIRM ONGOING WORK AND DIALOGUE WITH ECUMENICAL BODIES

Resolved, the House of _____ concurring, That the 79th General Convention affirms the continuation of the ecumenical dialogues in which the Episcopal Church is engaged; the Presbyterian-Episcopal Dialogue; the Anglican-Roman Catholic Dialogue [ARCUSA], noting particularly a renewed round of conversations; and the work toward full communion with United Methodist Church. This Convention also affirms the continued coordinating committee work with our full communion partners, the Evangelical Lutheran Church and the Moravian Church (Northern Province and Southern Province); and be it further

Resolved, That this Convention celebrates with joy and gratitude the deepening relationship among the leaders of The Episcopal Church, the Evangelical Lutheran Church in America, the Anglican Church of Canada, and the Evangelical Lutheran Church in Canada, and commends the members of all four (4) churches for the work they have done together and the statements and study documents they have jointly issued.

RESOLUTION A037: ENCOURAGE INTERFAITH ENGAGEMENT

Resolved, the House of _____ concurring, that the 79th General Convention affirms the work being done on behalf of interfaith engagement by The Episcopal Church at all levels in the life of the Church. We particularly cite the deepening of the Christian Jewish and Christian Muslim engagement as well as the broadening engagement with other religious traditions such as Hinduism, Buddhism, Sikhism and others.

RESOLUTION A038: AFFIRM THE INTER-ANGLICAN SECRETARIAT

Resolved, the House of _____ concurring, That through our funding and active participation, this Church continues to bear witness to this Church's ongoing commitment to the Anglican Communion and the work of the Inter-Anglican Secretariat (Anglican Communion Office).

RESOLUTION A039: AFFIRM THE WORK OF THE EPISCOPAL CHURCH AT THE UNITED NATIONS

Resolved, the House of _____ concurring, That the 79th General Convention and the Domestic and Foreign Missionary Society of The Episcopal Church rejoice together in being granted Economic and Social Council consultative status at the United Nations; and be it further

Resolved, That this Church encourages all Episcopalians to educate themselves about the work of the United Nations and the many ways in which our collective call as Christians to "seek and serve Christ in all persons" links with the work undertaken at the United Nations, and to partner with the United Nations and its agencies to achieve these goals; and be it further

Resolved, That the 79th General Convention encourages all Episcopalians to avail themselves of the resources and opportunities presented by this status, in particular partnering with the Global Partnerships team and the Church's official representatives to the United Nations.

RESOLUTION A040: WCC STATEMENT: TOWARDS A COMMON VISION

Resolved, That the Presiding Bishop and the President of the House of Deputies be encouraged to refer the issue of a formal response from The Episcopal Church to the 2013 World Council of Churches statement *The Church: Towards a Common Vision* [TCTCV] to the Joint Committee on Ecumenical and Interreligious Relations for the purpose of proposing a definitive response from the 79th General Convention.

Explanation:

The full statement *The Church: Towards a Common Vision* [TCTCV] can be found at the following url:

<http://www.oikoumene.org/en/resources/documents/commissions/faith-and-order/i-unity-the-church-and-its-mission/the-church-towards-a-common-vision>

The proposed draft response from The Episcopal Church to *The Church: Towards a Common Vision* can be found here:

<https://www.episcopalchurch.org/library/document/draft-proposed-response-episcopal-church-church-towards-common-vision>

By way of background, please note the following resolution which was adopted by the Executive Council on this matter:

Resolved, That the Executive Council, meeting February 5-8, 2017, at the Maritime Center, Linthicum Heights, Maryland, acknowledges the receipt of a proposed draft response from an ad hoc committee of The Episcopal Church to the 2013 statement issued by the World Council of Churches entitled *The Church: Towards a Common Vision* [TCTCV], a convergence statement that has been developed over the last thirty (30) years by the WCC's Commission on Faith and Order; and be it further

Resolved, That the title of this proposed response developed by this ad hoc group be changed to "A draft of a Proposed Response of the Episcopal Church to *The Church: Towards a Common Vision*," and be it further

Resolved, That the Executive Council also acknowledge that the World Council has invited all member churches to respond formally to this significant document; and be it further

Resolved, That the Executive Council, as the body duly authorized to act on behalf of the General Council convention between the triennial meetings thereof, directs the Secretary of Executive Council to submit to the Commission on Faith and Order of the World Council of Churches this proposed, draft response along with a copy of this resolution by no later than March 31, 2017, clearly noting in a cover letter that a final and definitive response from The Episcopal Church must await formal and final action by the General Convention of this Church.

RESOLUTION A041: EPISCOPAL CHURCH-UNITED METHODIST DIALOGUE

Resolved, the House of _____ concurring, That this 79th General Convention receives with gratitude the proposal “A Gift to the World, Co-Laborers for the Healing of Brokenness,” which was prepared and distributed by The Episcopal Church-United Methodist Dialogue; and be it further

Resolved, That this Convention encourages and supports prayerful consideration by all Episcopalians during the coming triennium of this significant step forward in response to our Lord’s fervent wish “that all may be one.”

RESOLUTION A042: CHANGE THE COMMITTEE’S NAME FROM “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM” TO “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM & RECONCILIATION”

Resolved, the House of _____ concurring, That the Presiding Officers have boldly pushed the Church toward The Jesus Movement as a moment of reconciliation to God; and be it further

Resolved: That name of the Executive Council Committee on Anti-Racism” be changed to the “Executive Council Committee on Anti-Racism & Reconciliation”

Explanation:

The Presiding officers have moved away from using the term “Anti-Racism” and have begun using the term “Racial Reconciliation” as to be a more expanded scope of effort. Our members who visited the New Community Conference confirm that people of color are hungry for this change and expanded scope.

Some people have expressed the opinion that anti-racism work includes the work of reconciliation. Looking up the definition of "Anti-Racism" in the Oxford dictionary results in the definition "The policy or practice of opposing racism and promoting racial tolerance." The committee feels that opposition of racism and promotion of tolerance is not quite the same the God's call to reconciliation - returning to a right relationship with God calls our neighbor.

The committee’s sense is that the work of anti-racism is advocating for people not to behave in a racist manner whereas the work of reconciliation goes further - seeking to actively change relationships. The end goal of reconciliation is being in a state of reconciliation or reconciled, not just a world where people tolerate one another or behave politely/respectfully.

In an effort to accommodate all the perspectives discussed, the Committee proposes adding “& Reconciliation” to the end of the current name. This change would allow us to:

- 1) keep the positive "tension" identified as being caused by use of the term "Anti-Racism"
- 2) support the shift from the negative (the term “anti”) to the positive (the term “reconciliation”) that many of us have made and which seems to be bearing fruit

- 3) support the Presiding Officers' scope expansion to include reconciliation
- 4) be viewed as in step with the Presiding Officers
- 4) leverage the name recognition the Committee has achieved (and, hopefully the momentum)
- 5) keep the brand recognition of short name for the Committee (ECCAR)

[Back to anti-racism report](#)

RESOLUTION A043: CLARIFY AND UPDATE MANDATE OF THE EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM

Resolved, the House of _____ concurring, That the mandate for the Executive Council Committee on Anti-Racism be amended, clarify its charge and to update terminology to include the term "Reconciliation" and hereby read as follows:

"This Committee is charged with guiding and monitoring the Church's work in response to General Convention resolutions directed at eliminating the sin of racism from the life of the Church by:

- Recognizing and developing its anti-racism *and racial reconciliation* work as a fundamental and requisite part of Christian formation;
- monitoring and evaluating anti-racism and ~~anti-racism~~ *racial reconciliation* related ministries and activities of national Church staff and, when feasible, contributing to the oversight and coordination of said ministries and programming;
- recommending best practices for eliminating racism *and promoting racial reconciliation*;
- collecting data on provincial anti-racism *and racial reconciliation* activities to be submitted to Executive Council on an annual basis;
- developing criteria for the **credentialing of certified ~~anti-racism~~ trainers** *ordained and lay people as having completed "anti-racism/racial reconciliation training in fulfillment of the Canons and General Convention Resolution 2009-B049; and*
- monitoring compliance of anti-racism/*racial reconciliation* legislation passed by General Convention."

Explanation:

The Presiding officers have moved away from using the term "anti-racism" and have begun using the term "racial reconciliation" as to be a more expanded scope of effort. The committee appreciates and wants to support that change. Our members who visited the New Community Conference confirm that people of color are hungry for this change and expanded scope.

Some people have expressed the opinion that anti-racism work includes the work of reconciliation. Looking up the definition of "Anti-Racism" in the Oxford dictionary results in the definition "The policy or practice of opposing racism and promoting racial tolerance." The committee feels that opposition of racism and promotion of tolerance is not quite the same as God's call to reconciliation - returning to a right relationship with God calls our neighbor.

The committee's sense is that the work of anti-racism is advocating for people not to behave in a racist manner whereas the work of reconciliation goes further - seeking to actively change relationships. The end goal of reconciliation is being in a state of reconciliation or reconciled, not just a world where people tolerate one another or behave politely/respectfully.

The Committee, also, feels that the term "Anti-Racism" has history and value. In an effort to accommodate all the perspectives discussed, the Committee feels a compromise is to add the term "racial reconciliation" to the wording of its charge.

Move from credentialing of trainers to credentialing of individuals.

Based on our research and the fact that funding has not been provided for a staff member who would be tasked with running a trainer certification program as was done in the past, we believe that a more manageable process should be developed which would focus on certification of individuals managed at the local level.

We believe it will be easier and more cost effective to approve and maintain a list of vendor provided training curricula which must follow the rubric defined by this Committee yet allow other training curricula to be used as long as it follows the rubric defined by this Committee.

To prove that learners have gained the knowledge and skills we believe are appropriate, TEC staff (or the Committee) would develop a Certification Exam aligned to this rubric as a way of conferring certification on ordained and lay people. It, too, would be placed on the church web site.

[Back to anti-racism report](#)

RESOLUTION A044: ESTABLISH EXPECTED COMPONENTS (RUBRIC) FOR ANTI-RACISM CERTIFICATION TRAINING

Resolved, the House of _____ concurring, That the 79th General Convention recognize that in order to maintain a common theological framework and pastorally congruent response regarding our commitment to dismantle the sin of racism, specific components must be included in any anti-racism training designed to fulfill the canonical requirement for all persons seeking ordination; and be it further

Resolved, That these same components will also be applicable to any Anti-racism Training for laypeople; and be it further

Resolved, That the components are confined to three categories, 1) HISTORICAL Components: Canonical Requirements, Domestic and Foreign Missionary Society's Historical Commitment found in General Convention resolutions, "The Church's Contemporary Response to Racism", and "Becoming Beloved Community", and 2) INFORMATIONAL OR DIDACTIC Components: Prayer, The Baptismal

Covenant, Power, Class, The Doctrine of Discovery, Race, Racism, Internalized Racial Privilege, Internalized Racial Oppression, Becoming Co-conspirators, Recognizing Racial Reconciliation (See Recommendations and Next Steps from 2006 Blue Book report), and Next Steps, and 3) EXERCISE COMPONENTS: Prayer, Respectful Communication Guidelines, Other exercises as indicated to accomplish learning objectives for historical and informational components; and be it further

Resolved, That Executive Council's Committee on Racism will provide material to define and develop the above categories; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$130,000 for the implementation of this resolution.

Explanation: The Episcopal Church currently requires Anti-Racism "training" of all ordained persons and lay leadership. General Convention Resolution 2000-B049 states:

"Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training; and be it further

Resolved, That the Executive Council select and authorize appropriate programs that will be used at the national level; that each province select and authorize appropriate programs that will be used at the provincial level; and that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter, and the Council report on this information to the 74th and 75th General Conventions."

ECCAR is mandated to monitor "compliance of anti-racism legislation (including the one above) passed by General Convention" and to develop "criteria for the credentialing of certified anti-racism trainers" (GC 2012-A161 and GC 2015 A022). Committee members have reported that our church, at multiple levels, is not in full compliance with the requirement of anti-racism training and believes that part of the problem may be due to the lack of availability of "certified" trainers.

During the 2009 General Convention the position of Anti-Racism Officer was discontinued and so, too, were church-wide anti-racism “Train-the-Trainer programs.” Because of this, the list of certified trainers was no longer available. Yet the anti-racism training requirement remained in effect.

Executive Council’s Committee on Anti-Racism has spent the last triennium collecting data that has revealed a variety of methodologies that are used throughout the church. In some dioceses, nothing is used at all. In addition, the Committee noted in 2015 with strong concern that increasingly some entities within TEC are providing insufficient anti-racism training. They are providing workshop programming (e.g., 2-3 hour programs) which only provide an awareness of issues around anti-racism. Learning research leads us to believe that only longer training programming (e.g., 8-14 hours) can truly teach the knowledge and skills necessary to facilitate racial reconciliation.

While we applaud the growing use of customized, shorter anti-racism “programming,” we strongly urge that the Church needs to understand the difference between “programming” and “training”, and that the two (2) are not interchangeable.

The committee has concluded that the above identified components, informational and pragmatic, will strengthen our life together as a denomination that understands the intricate ways in which the sin of racism infects individuals, congregations, and communities. Informational and pragmatic components are offered as a panacea to the current disparity that exists between trainings that are currently offered. When necessary, some components are easily adaptable to local culture. This resolution will allow The Episcopal Church to ensure ordained and lay leader members have the necessary knowledge and skills to fulfill the intention of the TEC Canons, General Convention Resolutions, and Presiding Officer’s initiatives around anti-racism and racial reconciliation.

[Back to anti-racism report](#)

RESOLUTION A045: REVISION AND REMINDER OF ANTI-RACISM TRAINING REQUIREMENT

Resolved, the House of _____ concurring, That we acknowledge that all dioceses have not followed the spirit of the Canon regarding Anti-Racism training or General Convention Resolution 2000-B49 regarding training of all ordained persons and lay leadership; and be it further

Resolved, That the Presiding officers remind dioceses that ordained persons and lay leaders, are required to become certified and that certification is based on anti-racism training; and be it further

Resolved, That the definition of “anti-racism training” include passing a certification examination as defined by the Executive Council Committee on Anti-Racism and TEC staff which adheres to the rubric and process recommended by the Executive Council Committee on Anti-Racism; and be it further

Resolved, That the General Convention Resolution 2000-B049 be amended to clarify the training requirement training and read as follows:

“Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training meeting the rubric defined by the Executive Council Committee on Anti-Racism and receive certification of such training; and be it further

Resolved, That the Executive Council and TEC staff select and maintain an authorized list of appropriate trainers and programs that could will be used at the national level for anti-racism training which meets the rubric defined by the Executive Council Committee on Anti-Racism ; that each province select and authorize appropriate programs from this list that will be used at the provincial level; and that each diocese select and authorize appropriate programs from this list that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter to TEC staff member identified on the Church website for this purpose, and the Council report on this information to the 74th and 75th General Conventions and future General Conventions until such time as the Executive Council on Anti-Racism or its succeeding body determines it is no longer necessary.”

Explanation: The Episcopal Church currently requires Anti-Racism “training” of all ordained persons and lay leadership per General Convention Resolution 2000-B049:

The Committee is mandated to monitor “compliance of anti-racism legislation (including the one above) passed by General Convention” and to develop “criteria for the credentialing of certified anti-racism trainers” (GC 2012-A161 and GC 2015 A022). Committee members have reported that our Church, at multiple levels, is not in full compliance with the requirement of anti-racism training (canonical or by resolution) and believes that this is due to the lack of clear guidelines for certification of lay or ordained persons and the expense in the training offered by qualified trainers.

This resolution clarifies what constitutes fulfilment of the Canon regarding anti-racism training and General Convention Resolution 2009-B049 making it easier to follow the spirit of the resolution.

The Standing Commission on National Concerns no longer exists, thus the clause referencing it should be stricken.

The reporting times of the original resolution have passed or are confusing because this is well beyond the expected timeframe of the resolution's need. This amended resolution seeks to clarify the reporting requirement and make clear the reporting times and the recipient of the information.

During the 2009 General Convention the funding for the position of Anti-Racism Officer was discontinued and so, too, were church-wide anti-racism 'Train-the-Trainer programs.' The ability to keep the designated list of certified trainers no longer exists, yet the anti-racism training requirement remained in effect. This resolution seeks to provide the budget commensurate with the importance of this issue and to ensure that adequate funding is allocated to carry out this important work so the resolution is not an unfunded mandate.

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RESOLUTION A046: THE EPISCOPAL CHURCH [TEC] HOST A RACIAL RECONCILIATION AWARDS PROGRAM

Resolved, the House of _____ concurring, That it is recognized that people exhibit behavior following examples they see; and be it further

Resolved, That TEC staff will host an annual Racial Reconciliation Awards Program as defined by the Executive Council Committee and TEC staff that will recognize individuals and organizations for their Racial Reconciliation efforts and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$5,000 per year for the implementation of this resolution until the Committee determines it is no longer needed.

Explanation: It is well-known that people tend to exhibit behavior when they see examples. The Committee believes that the Church needs to showcase examples of successful racial reconciliation efforts. Awards programs are a proven way to provide such a showcase.

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RESOLUTION A047: ETHICAL INVESTMENTS

Resolved, the House of _____ concurring, That the 79th General Convention reminds the Church that it is an ethical investor and that any investment return that is not obtained with due regard for the ethical and social positions of the Church risks undermining our values, and as the body of Christ in the world, we are called to seek to act in accordance with Christ's teachings including: promoting justice, making peace, loving our neighbors (including our enemies), and advocating for, supporting

and serving the poor, the weak, and those oppressed or marginalized for any reason, because in so doing we are carrying out God's mission in the world, reconciling all things to Christ; and be it further

Resolved, That a copy of this resolution be distributed to the Executive Council members and its Finance and Investment committees, and all diocesan treasurers to be shared with their diocesan finance committees and diocesan councils, diocesan congregations, and to the various institutions related to the Church that make investments in corporations such as the Church Pension Fund and that the resolution be discussed by all these entities and methods of implementation identified.

Explanation: The Church began monitoring its investments for ethical and social responsibility in 1971 when it filed the first ever shareholder resolution by a religious institution asking General Motors to leave South Africa until the racist system of apartheid was dismantled. That work has continued and expanded to include areas such as climate change, human rights globally, health care, immigration reform, gun safety, protection of indigenous peoples' rights, corporate board diversity and human trafficking. The Church risks hypocrisy in its public witness for justice when its investments are not reviewed for ethical and social performance. This work is done ecumenically and inter-religiously.

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REPORT ON RESOLUTIONS REFERRED TO DIOCESES

Forty-four (44) dioceses responded to resolutions referred for action or consideration after the 78th General Convention, as recorded below:

Resolutions Referred for Action or Consideration		Completed Action	Action Ongoing	No Action
A011	Recommit to Criminal Justice Reform Study and Advocacy	7	22	15
A013	Continue Financial Support for Global Missions, YASC and Episcopal volunteers in Mission	7	26	11
A018	Encourage Interfaith Engagement	8	31	5
A024	Direct Dioceses to Examine the Impact of the Doctrine of Discovery	6	23	15
A033	Support Latinas in Ordained Ministry	5	18	21
A037	Continue Work of the Task Force on the Study of Marriage	11	25	8
A073	Update Model Policies for Preventing Sexual Misconduct	15	20	9
A074	Update the Safeguarding Materials	14	21	9
A080	Affirm Confirmation as Formation	9	19	16
A159	The Role of the Church in the Culture of Alcohol and Other Drug Abuse	13	24	7
C031	In Support of Diocesan Mergers	6	15	23
D061	Task Force for Scholarships for Undocumented Youth	6	6	32

Resolutions Referred for Consideration or Information		CONSIDERED (COMPLETED)	ONGOING	NOT CONSIDERED
A001	Restructure for Spiritual Encounter	9	19	16
A012	Continue Funding of Mission Enterprise Zones	7	18	18
A014	Celebrate Episcopal Relief & Development's 75 Years of Healing a Hurting World	19	13	11
A021	Continue Our Commitment of 0.7% of the Millennium Development Goals	14	17	13
A026	Develop Local Models of Establishing Young Men's Ministries in Indigenous Congregations	4	7	31
A034	Support Latinas in Lay Ministry	7	19	17
A051	Support LGBT African Advocacy	5	13	25
A072	Develop Awareness of the Five Marks of Mission	11	23	10
A075	Develop Awareness of Online Christian Formation Resources	14	23	7
A076	Commend Use of Christian Formation Certifications	12	15	16
A078	Reaffirm The Charter for Lifelong Christian Formation	15	17	12
A090	Amend Canon III.8.6(g) Preparation for Ordination	22	11	10
A091	Affirm Work for Food Ministries and Food Security	8	27	8
A096	Affirm Relationship-Based Social Justice	9	25	10

A102	Amend Canon III.12.4(a)	20	6	16
A112	Encourage Support for YASC and EVIM	13	14	15
A115	Amend Title III.12.9: Reconciliation of Disagreements Affecting the Pastoral Relation Between a Bishop and Diocese	20	6	18
A120	Amend Canon III.7 to Add 7.11; Amend Canon III.9, to Add 9.12, and Renumber 9.12 and 9.13; and Amend Canon III.12, to Add 12.8 and Renumber 12.8, 12.9, and 12.10	20	9	15
A158	Task Force to Review and Revise Policy on substance abuse, addiction and recovery	20	18	6
A176	Humanitarian Relief in Liberia	7	3	33
A179	Commending Memorial V to The Episcopal Church: A Call to Action	8	14	20
A182	Using Education, Community Dialogue and Internal Audit to Respond to All Forms of Racial Injustice	11	23	10
A183	Recommended Book Study of the Triennium: "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander (2010/2012)	14	12	18
B007	Participation in the Bible in the Life of the Church Project of the Anglican Communion	9	6	28
B008	Support Handgun Purchase Licensing	12	15	16
B018	Support for Sudan and South Sudan	7	11	25
C014	Commend Charter for Compassion	10	11	22
C018	Pursue Justice, Peace and Security in the Holy Land	11	16	15
C020	Ministry to People with Mental Illness and Their Families	8	18	17
C037	Sponsoring and Supporting Scouting Units	7	21	16
C045	Environmentally Responsible Investing	14	19	10
D007	Amend Canon III.2.1 and Canon III.12.4(a)	19	11	12
D014	Question Ordinands About Addiction	15	22	6
D015	Encouraging Advocacy for Hunger Relief	13	19	11
D030	Establish Parental Leave Policy	19	14	10
D034	Affirmation and Support of the Americans with Disabilities Act of 1990	8	16	19
D045	Support For Men's Ministry	10	17	16
D073	Supporting Home and Community Based Services	7	15	21
D077	Uniting Families	10	15	18
D079	Education for Undocumented Families	10	18	15