

# Trustees of the Church Pension Fund

**Term of office:** 6 years

**Number of Trustees to be elected:** 12; the House of Deputies elects the Trustees; the House of Bishops confirms the Election.

**Position description:**

The Church Pension Fund (**CPF**) is a financial services organization that serves the Episcopal Church. CPF and its affiliated companies, collectively referred to as the Church Pension Group (**CPG**), maintain three lines of business—employee benefits, property and casualty insurance, and publishing. They provide retirement, health, life insurance, and related benefits for clergy and lay employees of the Episcopal Church, as well as property and casualty insurance, and book and music publishing, including the official worship materials of the Church.

Additional information about CPG is available on its website at <http://www.cpg.org/>, in Canon I.8 of the Constitution & Canons, and in its report to the 79th General Convention, which is available at <https://www.cpg.org/linkservid/2E5E3A70-BFEC-6705-408953C2DE2DE580>.

Trustees are elected by General Convention to serve on the Board of Trustees of CPF (**CPF Board**) for 6-year terms. The CPF Board is comprised of 25 trustees, of which 24 are elected by General Convention and one is CPF's Chief Executive Officer. In addition, each trustee typically serves on two of the six committees of the CPF Board.

Legally, the CPF Board is the board of directors of CPF, a New York not-for-profit corporation, and as such plays a critical role in governance and oversight of the work of the companies that comprise CPG. Among other things, the CPF Board makes policy decisions that affect CPF's investment strategy and policy, and the pensions and other benefits and services that CPG offers.

**Qualities & competencies nominees should have:**

The CPF Board needs trustees who have expertise and experience in areas of interest similar to CPG's principal businesses (e.g., investments, pensions, employee benefits, insurance, healthcare, and publishing) and relevant skills (accountants, attorneys and other business and financial professionals), as well as familiarity and experience with the Church and church governance. Trustees must demonstrate an understanding of the CPF investment approach: 1) Positive social investing; 2) Shareholders engagements; 3) Socially Responsible Investing/ sustainable environment; and 4) Thought Leadership Initiative. In addition, the CPF Board values diversity (broadly defined) among its trustees. Trustees must also have computer literacy and internet access.

**Duties of this office:**

Number of meetings:

Meetings of the CPF Board and its committees generally require a commitment from trustees of approximately three days in New York City, three times per year, and one annual three- to four-day meeting in another location.

Committees: Six committees conduct a portion of the work of the CPF Board: an Audit Committee; Benefits Policy Committee; Compensation, Diversity and Workplace Values Committee; Executive Committee; Finance Committee; and Investment Committee. Information about the work of these committees is available on CPG's website at: <https://www.cpg.org/global/about-us/leadership-governance/>. The committees of the CPF Board typically meet on the same days as the CPF Board, although committees may also meet by conference call or video conference.

Meeting and travel expenses: CPF reimburses the reasonable and necessary travel and related expenses for Trustees to attend meetings of the CPF Board and its committees.

Background checks are required

**Other information:**

Conflict of interest policy:

CPG's conflict of interest policy requires, among other things, that trustees must avoid conflicts between their personal interests and the interests of CPG. This policy also prohibits CPG from engaging in certain transactions with trustees, their spouses or domestic partners. For example, CPG generally may not publish literary or musical works or other materials prepared by a trustee, or engage a trustee or a trustee's spouse or domestic partner as a member of a faculty of any CPG-sponsored program. The conflict of interest policy also prohibits CPG from making investments and engaging in certain other transactions if a trustee or a trustee's spouse or domestic partner holds a significant financial interest.

Any applicant interested in serving as a trustee who has concerns about the implications of this conflict of interest policy on any current or future engagement with any CPG company is encouraged to contact CPG's Chief Legal Officer at [GeneralCounsel@cpg.org](mailto:GeneralCounsel@cpg.org).

**Summary of time expectations:**

In addition to the in-person meetings described above, CPF Trustees must also devote time to review reports, financial statements, and other materials prepared by, or at the request of, CPG management and participate in conference call or video meetings from time to time as needed.