



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

EC 009 Executive Council Appointments

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting virtually October 24-27, 2023, upon joint nomination of the Chair and the Vice Chair, appoint the following:

Governing Board of the National Council of Churches of Christ (six year term)

The Rev. Chuck Wynder

Coordinating Council Members Churches Uniting in Christ (through GG82)

The Rev. Erin Lin Betz Shank

The Rev. Maria Tjelveit

HBCU Committee (through GC81)

The Rev. Dick Burnett

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America

LA REV. MARIA W. E. TJELTVEIT
124 South Madison Street
Allentown, PA 18102
484-619-5431 revmariat@gmail.com

EXPERIENCIA

Iglesia episcopal de San Juan, Palmerton, Pensilvania

SACERDOTE A LARGO PLAZO, A tiempo parcial, Noviembre 2021-presente.

Trabajar con tres pequeñas iglesias episcopales del condado de Carbon para ver cómo pueden trabajar juntas.

Iglesia Episcopal del Mediador, Allentown, Pennsylvania RECTOR,
septiembre 1999-enero 2021.

Dirige una congregación de 250 miembros en el West End de Allentown. Puso en marcha el Centro Comunitario para Refugiados.

Andrew's Episcopal Church, Harrington Park, New Jersey RECTOR,
julio 1994-junio 1998.

Rector de una congregación suburbana de 100 miembros.

Iglesia episcopal de San Pablo, Alexandria, Virginia

ASISTENTE DEL RECTOR PARA MINISTERIOS SOCIALES CRISTIANOS, 1988-1994

Supervisó un amplio ministerio de divulgación en una congregación de 1.000 miembros.

Matthew's Episcopal Church, Charleston, West Virginia RECTOR

ASISTENTE, 1986-1988

Responsable principal del ministerio de Extensión y Jóvenes Adultos en una parroquia de 500 miembros.

Proyecto Educativo Highland, Northfork, Virginia Occidental

VOLUNTARIO EN MISIÓN 1982-1983

Voluntario a tiempo completo que trabaja con personas mayores en una zona rural de minas de carbón.

Centro Geriátrico de Filadelfia, Filadelfia, Pensilvania

ENTREVISTADOR DE INVESTIGACIÓN, 1981-1982

Entrevistas a mujeres para un estudio, *Mujeres, trabajo y cuidado de ancianos, efectos en la salud mental.*

PARTICIPACIÓN DE LA IGLESIA NACIONAL, LA DIÓCESIS Y LA COMUNIDAD

En la actualidad: Copresidente del Comité de Coordinación Moravo-Episcopal y del Grupo de Trabajo de Reconciliación Racial, 2012-actualidad; Secretario de la Junta, Fundación del Distrito Escolar de Allentown, 2020-actualidad; Coordinador/Facilitador de Full Communion *Sacred Ground*, 2021-actualidad; Miembro de la Junta, Caucus Urbano Episcopal, 2022-actualidad; Voluntario con refugiados, Bethany Christian Services, 2021-actualidad; Voluntario de Meals On Wheels, 2020-actualidad.

Pasado: Miembro del Diálogo Teológico Moravo-Episcopal; Miembro de la Junta Directiva de los Funcionarios Episcopales Diocesanos Ecuménicos e Interreligiosos; Diputado para la Convención General, 2022; Canónigo Diocesano para las Relaciones Ecuménicas e Interreligiosas, 2006-2020; Miembro del Comité de Búsqueda de Obispos, Consejo Diocesano; Presidente del Comité de Apoyo a los Servicios de Apoyo a los Sin Techo, Conferencia de Iglesias de Lehigh; Presidente de la PTSA de la Escuela Secundaria William Allen; Presidente del Consejo de Carpenter's Shelter (el mayor refugio del norte de Virginia); Miembro antiguo alumno del Consejo de Administración de la Berkeley Divinity School.

EDUCACIÓN

Berkeley Divinity School de Yale, Máster en Divinidad, Cum Laude, 1986.

Swarthmore College, licenciatura con honores en Filosofía, 1981.

Personal: Jubilada. Casada con el Dr. Alan Tjeltveit. Dos hijos veinteañeros. Disfruta corriendo, leyendo, trabajando en el jardín, tejiendo y cocinando.

Reverenda Erin Lin Betz Shank

3455 Mount Hickory Blvd
Hermitage PA 16148
erintlin@yahoo.com
814-657-5047

EDUCACIÓN

The General Theological Seminary, Nueva York, NY Graduado en
mayo de 2015 Máster en Sagrada Teología, Estudios Anglicanos/Ecumenismo.

Boston University, Boston, MA Graduada en
mayo de 2010 Máster en Sagrada Teología, Estudios Histórico-Bíblicos

Seminario Teológico Luterano, Gettysburg, PAG Graduado en
mayo de 2010 Máster en Religión, Historia de la Iglesia

Thiel College, Greenville, PAG Graduado en
mayo de 2007 Licenciado en Comunicación y Religión

ORDAINADO

Ordenado al Sacerdocio el 31 de enero de 2015 en Lusby, MD - Diócesis de NWPA
Ordenado al Diaconado Transitorio el 7 de junio de 2014 en Franklin, Pa - Diócesis de NWPA.

EXPERIENCIA RELEVANTE

Iglesia Episcopal de la Trinidad New Castle, PA
Vicario Febrero 2016 - actualidad

- Dirigir y guiar a la congregación para realizar cambios significativos
 - Se considera una reurbanización
- Colaborar con otros clérigos episcopales y ecuménicos
- Vivir el día a día del sacerdocio y de la gestión de una parroquia
- Participar en varias iniciativas diocesanas
 - Mantener la orientación de un coach de desarrollo congregacional

Parroquia episcopal de Middleham/San Pedro Lusby/Solomon's Island, MD
Rector adjunto noviembre de 2014-
enero de 2016

- Vivir el día a día del sacerdocio como Asistente
- Aprender del rector y de los feligreses
- Participar en el liderazgo parroquial en la reimaginación y visión del futuro.
- Centrarse en los ministerios de juventud y familia

Diócesis Episcopal de Washington
MD

Condado de St. Mary,

Misionero del condado de Santa María Mayo 2014-Dic.
2014

- El clero dirige el ministerio Fresh Expressions - Gather Eat Pray
- Capellán del campus del St. Mary's College de Maryland
- Colaborar con otros clérigos episcopales locales de la región

The General Theological

York, NY Asistente del
junio 2012

Seminary Nueva
capellán Junio 2011-

- Correspondencia activa por correo electrónico, teléfono y reuniones
- Crear documentos en Microsoft Office, GoogleDocs
- Supervisar la formación teológica sobre el terreno, así como otras tareas.

Mujeres ecuménicas en la ONU

2012

Nueva York, NY
Becario octubre 2010-abril

- Asistir a las reuniones mensuales y prepararlas
- Preparar informes sobre inscripciones, cenas, reuniones y evaluaciones.
- Asistir a las reuniones informativas como representante del CNC o de las Mujeres Ecuménicas.

Red Episcopal de Políticas Públicas Washington
la Sociedad de las

, DC Becario de

sVerano 2010

Bienaventuranza

- Investigación de documentos históricos como la Convención General y Lambeth
- Asistir a las reuniones del Congreso y de las ONG como representante episcopal
- Asistir y participar semanalmente en las reuniones de la Sociedad de las Bienaventuranzas.

Educación Teológica con Jóvenes (TEY) - Academia de Verano

Selinsgrove, PA

ano 2009

Profesorado Ver

- Preparar e impartir lecciones basadas en la historia de la ética cristiana.
- Apoyar y guiar a los becarios en su propia vocación
- Representar y animar a los becarios a convertirse en miembros activos de la Iglesia y de su fe.

LIDERAZGO

Comité de Cultura de la Diócesis del Noroeste de Pensilvania

2022-presente

Órgano provisional - Comité sobre el estado de la Iglesia

2022-presente

Delegado en la Convención General

2022

Comisión Legislativa sobre el Diálogo Ecuménico e Interreligioso

2022

Comisión para la Eliminación del Racismo y la Discriminación

2021-presente

Presidente del Grupo Consultivo sobre la Estrategia de Misión: Subgrupo

2020-2021

Formación

Beca Lewis

2018

Consejo Diocesano del Noroeste de Pensilvania

2016-presente

<i>Representante de Títulos Avanzados, Seminario Teológico General</i> Nueva York, NY	2011-2012
<i>Comité de búsqueda de profesorado - Historia de la Iglesia, Seminario Teológico General</i> Nueva York, NY	2011-2012
<i>Premio al Liderazgo Estudiantil, Universidad de Boston</i> Boston, MA	2010
<i>Becario - Consejo de Comunicadores Religiosos</i> Washington, DC	2009

<i>Copresidenta, Junta de Estudiantes del Consorcio Teológico de Washington</i> Washington, DC	2008-2009
<i>Presidente, Grupo del Departamento de Religión, Thiel College</i> Greenville, PA	2006-2007
<i>Capítulo Delta Nu de Lambda Pi Eta, Sociedad de Honor Nacional de Comunicación</i>	2005-2007
<i>Theta Alpha Kappa, Sociedad Nacional de Honor de Religión</i>	2006-2007

COMPETENCIAS E INTERESES

- GoogleDocs, programas de Microsoft Office, redes sociales, Canva
- Idiomas: Alemán, griego koiné y latín

Referencias a petición

EDUCACIÓN

Episcopal Divinity School, Cambridge, Massachusetts, *Máster en Divinidad*, 2012

Tesis: *Revisioning the Afro-Anglican Church: Discernimiento, liderazgo y praxis*

Certificado en Religión y Resolución de Conflictos, Instituto Teológico de Boston, 2012

Certificado en Misión Internacional y Ecumenismo, Instituto Teológico de Boston, 2012

Facultad de Derecho de la Universidad de Michigan, Ann Arbor, Michigan,

Juris Doctor, 1989 **Universidad de Siracusa**, Siracusa, Nueva York, *Licenciatura en*

Ciencias Políticas, 1986

EMPLEO Y EXPERIENCIA

Escuela de San Pablo, Concord, NH

Agosto 2020 - Presente

Decano de Capilla y Vida Espiritual y Profesor de Humanidades

Cátedra Charles Dickey de Religión y Ética

Responsable de dirigir la Oficina de Capellanía y Servicios de Capilla. Proporcionar y coordinar el asesoramiento pastoral y la orientación de los grupos de hermandad. Desarrollar, coordinar y supervisar las iniciativas de justicia social de la capellanía en colaboración con la Oficina de Diversidad, Equidad e Iniciativas de Inclusión. Colaborar con el equipo de capellanes, clérigos asociados y grupos de pastoral de capilla para fomentar una vibrante comunidad interreligiosa. Asesorar al Director de la Escuela y formar parte del Equipo Administrativo.

La Iglesia Episcopal

Junio 2014 - Agosto 2020

Responsable de Justicia Social y Compromiso - Personal del Obispo Presidente

Formó parte del personal del Obispo Presidente de la Iglesia Episcopal. Fue responsable de implicar a los episcopales en la creación, dotación de recursos y potenciación de movimientos y redes de defensa de la justicia social, la justicia racial y la reconciliación a nivel local y comunitario. Ejecutó iniciativas creativas de liderazgo para movilizar a los episcopales en cuestiones de cambio social para transformar las estructuras injustas de las sociedades. Colaboración para mejorar la visibilidad de la defensa y el testimonio de la Iglesia en favor de la justicia social, la justicia racial y la reconciliación.

Iglesia episcopal del Santo Consolador

Noviembre 2016 - Marzo 2020

Sacerdote Encargado

Ejerció como sacerdote encargado bivocacional y párroco principal de la parroquia situada en la

Diócesis Episcopal de Washington. Responsable de la supervisión de la educación y formación cristianas. Desarrollo

325 PLEASANT STREET, CONCORD, NH 03301

CWYNDER@SPS.ED
U(202)330-7231

Asociaciones comunitarias, incluida la organización de una Escuela de la Libertad afiliada al Fondo de Defensa de los Niños. Gestionó el funcionamiento del Centro de Aprendizaje Obispo T. John Walker de la congregación.

Alianza de trabajadores de Boston
Director Ejecutivo

Noviembre de 2012 - Enero de 2014

Responsable de las operaciones generales, la recaudación de fondos y el desarrollo de programas de una organización comunitaria de liderazgo comprometida con la lucha contra el desempleo y el subempleo de las personas de color y la discriminación de las personas con antecedentes penales. Coordinó y supervisó la ejecución de servicios directos, campañas de promoción, organización comunitaria y programas de desarrollo de liderazgo. Supervisó el funcionamiento del programa de desarrollo de la mano de obra y colocación laboral. Fomentó y mantuvo relaciones de asociación con coaliciones en las que participaban organizaciones vecinales, grupos de organización comunitaria, sindicatos, grupos ecologistas, comunidades religiosas y organizaciones filantrópicas.

Asociación Nacional de Asistencia Jurídica y Defensores Mayo 2004 - Agosto 2009
Vicepresidenta de Programas, Liderazgo y Apoyo
Directora de la Iniciativa de Liderazgo para la
Igualdad de Justicia
Fiscal Superior de Justicia

Supervisó la ejecución de la agenda programática de los departamentos de Servicios Jurídicos Civiles, Servicios Jurídicos de Defensa y Formación y Educación Comunitaria de la organización. Supervisó el diseño y la ejecución de la agenda de desarrollo del liderazgo y la formación de la organización. Promovió la aplicación de las mejores prácticas de gestión y liderazgo sin ánimo de lucro en las oficinas de asistencia jurídica y de defensores públicos. Participó en la dirección ejecutiva y el liderazgo de la organización. Dirigió la Equal Justice Leadership Initiative, que educó, formó y apoyó a líderes emergentes y experimentados de programas de asistencia jurídica. Proporcionó formación ejecutiva y asistencia técnica a líderes y gestores de programas de asistencia jurídica. Desarrolló y coordinó recursos de desarrollo de liderazgo para programas de asistencia jurídica civil, directores ejecutivos y financiadores de programas de asistencia jurídica.

Servicios Legales del Este de Virginia
Director Ejecutivo

Mayo 2002 - Febrero 2004

Supervisó y gestionó las operaciones generales de un programa regional de asistencia jurídica financiado con fondos federales que prestaba servicios a Greater Hampton Roads y Eastern Shore. Cultivó, alimentó y mantuvo relaciones de colaboración con organismos asociados, organizaciones comunitarias, facultades de derecho, organizaciones comunitarias, facultades y universidades locales y colegios de abogados. Obtención de la primera subvención Ryan White para atender a las personas que viven con el VIH/SIDA. Obtención de una consulta de revisión por pares de la Sección Pro Bono de la American Bar Association. Coordinó y facilitó el Taller sobre Diversidad y el Curso de Directores Ejecutivos para la Conferencia Estatal de Asistencia Jurídica.

Fiscal de la Commonwealth de Hampton

Junio 1999 - Abril 2002

325 PLEASANT STREET, CONCORD, NH 03301 C
WYN DER@SPS.EDU
(202)330-7231

Fiscal Adjunto del Estado

Supervisó a dos fiscales adjuntos y a un asistente jurídico en uno de los tres equipos de enjuiciamiento de una oficina de diecisiete abogados. Formó parte del equipo de gestión de la

Fiscal de la Commonwealth compuesto por un Adjunto Jefe y tres Abogados de la Commonwealth Adjuntos. Participó en el desarrollo de políticas y procedimientos que afectan a la oficina. Participó en el Equipo de Planificación Estratégica del Tribunal de Circuito y en el Comité de Enlace del Colegio de Abogados. Participó en la supervisión del proceso del gran jurado. Procesó casos de delitos graves y menores que involucraban a acusados adultos. Procesó con el Fiscal de la Mancomunidad dos casos de base de datos de ADN ocurridos a principios de la década de 1980.

Intervención ante el Comité Asesor de Virginia de la Comisión de Derechos Civiles de Estados Unidos en relación con el trato dispensado a los afroamericanos por las fuerzas del orden.

Práctica privada

Octubre 1996 - Junio 1999

Abogado unipersonal, abogado defensor

Defensa y representación de adultos y menores acusados de delitos penales. Representó a clientes que solicitaban divorcios, cambios en los acuerdos de custodia de los hijos y adopciones. Actuó como tutor ad litem designado por el tribunal en el Tribunal de Menores y Relaciones Domésticas y en el Tribunal de Circuito.

Fiscal de la Commonwealth de Portsmouth

Febrero 1996 - Octubre 1996

Asistente del Fiscal del Estado

Supervisó a tres fiscales y a un asistente jurídico. Llevó casos de delitos graves y menores con acusados adultos y menores.

Cuerpo de Abogados Generales del Ejército de EE.UU. Mayo de 1990 - Febrero de 1996

Abogado Principal (Fiscal) Abogado

Principal (Defensa)

Abogado defensor de apelación

Comisario, Tribunal de Apelación Penal del Ejército

Enjuiciamiento de soldados en servicio activo por diversos delitos penales y militares. Asesoró a mandos sobre cuestiones jurídicas y éticas que afectaban a soldados y unidades. Impartió formación y sesiones informativas a oficiales y suboficiales sobre cuestiones de derecho penal y constitucional.

Representó a soldados en servicio activo en juicios y apelaciones penales. Investigó y preparó memorandos para los jueces del Tribunal de Apelación Penal del Ejército.

Universidad de Hampton

Septiembre 1997 - Mayo 2003

Profesor adjunto

Impartió clases de Derecho Constitucional y Derecho y Proceso Judicial en el Departamento de Ciencias Políticas. Los alumnos participaron en juicios simulados, alegatos orales y participaron activamente en el proceso legislativo con intervención directa en elecciones, legislación estatal, recaudación de fondos para campañas y otros ámbitos de la política y el derecho.

PREMIOS Y DISTINCIONES

325 PLEASANT STREET, CONCORD, NH 03301 C
WYN DER@SPS.EDU
(202)330-7231

Premio en memoria de William J. Dietrich, Jr. Premio Memorial, Mejor artículo sobre la misión urbana de la Iglesia, *2012*.

Beca en memoria de Jonathan Daniels, Episcopal Divinity School, *2011*

Becario Absalom Jones, Episcopal Divinity School, *2010-2011*

Ejército de los Estados Unidos, Medalla al Mérito en el Servicio, 1996
Ejército de los Estados Unidos, Medalla de Encomio del Ejército, 1994
Becario durante cuatro años del Cuerpo de Entrenamiento de Oficiales de Reserva del Ejército (R.O.T.C.), 1982 a 1986
Becario Harry S. Truman, 1984

ORGANIZACIONES Y ACTIVIDADES

Episcopal Divinity School at Union Theological Seminary, *Consejo de Administración, en la actualidad*
Syracuse University Multicultural Advancement Council, *miembro, en la actualidad*
Episcopal Urban Caucus, *miembro del Consejo, en la actualidad*
Mission Institute Task Force, Diócesis de Massachusetts, *Miembro, 2012*
Comité Lift Every Voice, Diócesis Episcopal de Massachusetts, *Miembro, 2012*
Unión de Episcopales Negros, Sección del Distrito de Columbia, *Vicepresidenta, 2009-2012*
Iniciativa de Liderazgo Crummell-Cooper, Sección de Washington, Unión de Episcopales Negros, *Copresidenta, 2007-2012*
Luke's Episcopal Church, Washington, DC, *Vestry Member, 2008 to 2010*
Diócesis de Washington, Task Force on Black Congregations, *2008 to 2009*
Emerging Leaders Ministry, St. Luke's Episcopal Church, *Co-Convener, 2006 to 2009*
Comité ad hoc de Historia de la Iglesia, Iglesia Episcopal de San Lucas, *Copresidente, 2007 a 2009*
Cyprian's Episcopal Church, *Senior Warden, 2002 & 2003, Vestry Member, 2001 to 2003*
Hampton - Newport News Community Services Board, *Miembro del Consejo, 2002 a 2009, Vicepresidenta, 2004 a 2005*
Asociación de Directores de Proyectos Afroamericanos, *miembro, 2002 a 2009*
Ryan White Planning Council, Norfolk Eligible Metropolitan Area, *Miembro, 2003 a 2004*
Instituto Sorensen de Liderazgo Político, *promoción 2002, miembro del Consejo Regional de 2004 a 2006*
Subdivisión de Hampton de la NAACP, *2ª Vicepresidenta, 2000-2002, miembro de la Junta Ejecutiva, 1998-2000, Presidenta del Comité de Reparación Jurídica, 1999-2003.*
Peninsula Legal Aid Center, *Junta Directiva, 1999 a 2001*
Colegio de Abogados de Hampton, *Miembro del Comité de Selección Judicial, 2001 a 2002, Secretario, 1998*
Colegio de Abogados de la Península, *Tesorero, 2001-2006*
Peninsula Law Explorers Post #7, *Asesor de Adultos, 1997 a 2002*
National Law Explorers 2002 National Mock Trial Committee, *Miembro, 2001-2002*
Hampton University Young Democrats, *Faculty Advisor, 1999-2003*
Cámara de Comercio de la Península de Virginia, *miembro, 1997-1999*

Nombramientos para octubre de 2023

Consejo Nacional de Iglesias de EE.UU., Junta de Gobierno

<https://nationalcouncilofchurches.us/>

1. **Rev. Chuck Wynder**, Capellán. Paul's School, Concord New Hampshire. Junta de Gobierno del Consejo Nacional de Iglesias de Cristo
<https://nationalcouncilofchurches.us/> Chuck ha servido como consultor para el Comité ACT to End Racism del NCC (en su tiempo de personal para la DFMS)y está deseoso de servir. Se adjunta currículum e información de contacto .

2. Iglesias Unidas en

[Cristohttps://churchesunitinginchrist](https://churchesunitinginchrist)

[.org/](https://churchesunitinginchrist.org/) Consejo de Coordinación Miembros No se ha especificado

¿pero 2027 GC?

Rev. Erin Lin Betz Shank, Diócesis de Maryland, Sacerdote Encargado, Middleham and St. Peter's Parish, Lusby Maryland a partir de agosto de 2023

Erin será el miembro adulto joven

Rev. Maria Tjelveit , Diócesis de Belén

Hay una nueva energía en las Iglesias Unidas en Cristo, que se centran en la formación ecuménica y la justicia racial. El trabajo de María con Sacred Ground será fundamental. Además, los diversos organismos ecuménicos están trabajando para reestructurarse y las habilidades organizativas de María serán bien utilizadas en este organismo.

Appointments for October 2023

National Council of Churches in the USA, Governing Board

<https://nationalcouncilofchurches.us/>

1. **The Rev. Chuck Wynder**, Chaplain. St. Paul's School, Concord New Hampshire. Governing Board of the National Council of Churches of Christ

<https://nationalcouncilofchurches.us/> Chuck has served as a consultant for the NCC's ACT to End Racism Committee (in his staff time for the DFMS) and is eager to serve. Resume and Contact information attached .

2. **Churches Uniting in Christ** <https://churchesunitinginchrist.org/>

Coordinating Council Members There is no specified term, but 2027 GC ?

The Rev. Erin Lin Betz Shank, Diocese of Maryland, Priest in Charge, Middleham and St. Peter's Parish, Lusby Maryland as of August 2023

Erin will be the young adult member

The Rev. Maria Tjelveit , Diocese of Bethlehem

There is new energy with Churches Uniting in Christ as focusing on Ecumenical Formation and racial justice. Maria's work with Sacred Ground will be instrumental. In addition, the various ecumenical bodies are working toward restructure and Maria's organizational skills will be well used in this body.

CHARLES ALLEN WYNDER, JR.

EDUCATION

Episcopal Divinity School, Cambridge, Massachusetts, *Master of Divinity*, 2012

Thesis: *Revisioning the Afro-Anglican Church: Discernment, Leadership & Praxis*

Certificate in Religion and Conflict Resolution, Boston Theological Institute, 2012

Certificate in International Mission and Ecumenism, Boston Theological Institute, 2012

University of Michigan Law School, Ann Arbor, Michigan, *Juris Doctor*, 1989

Syracuse University, Syracuse, New York, *Bachelor of Arts*, Political Science, 1986

EMPLOYMENT & EXPERIENCE

St. Paul's School, Concord, NH

August 2020 – Present

Dean of Chapel and Spiritual Life & Teacher of Humanities

Charles Dickey Faculty Chair for Religion and Ethics

Responsible for leading the Office of the Chaplaincy and Chapel Services. Provide and coordinate pastoral counseling and advising of fellowship groups. Develop, coordinate and oversee social justice initiatives of the chaplaincy in collaboration with the Office of Diversity Equity and Inclusion Initiatives. Co-labor with team of chaplains, associate clergy and chapel ministry groups to foster a vibrant interreligious community. Provide counsel to the Head of School and serve as a member of the Administrative Team.

The Episcopal Church

June 2014 – August 2020

Staff Officer for Social Justice & Engagement – Presiding Bishop Staff

Served on the staff of the Presiding Bishop of The Episcopal Church. Was responsible for engaging Episcopalians in building, resourcing and empowering advocacy movements and networks for social justice, racial justice and reconciliation at a local and community level. Executed creative leadership initiatives to mobilize Episcopalians on issues of social change to transforming unjust structures in societies. Co-labored to enhance the visible church wide advocacy and witness for social justice, racial justice and reconciliation.

Holy Comforter Episcopal Church

November 2016 – March 2020

Priest-in-Charge

Served as a bi-vocational priest-in-charge and chief pastor of the parish located in the Episcopal Diocese of Washington. Responsible for overseeing Christian education and formation. Developed

community partnerships including hosting a Freedom School affiliated with the Children's Defense Fund. Managed the operation of the congregation's Bishop T. John Walker Learning Center.

Boston Workers Alliance
Executive Director

November 2012 – January 2014

Responsible for the overall operations, fundraising, and program development of a community-based leadership organization committed to addressing the unemployment and underemployment of people of color and discrimination against people with criminal records. Coordinated and supervised the execution of direct services, advocacy campaigns, community organizing and leadership development programs. Supervised the operation of workforce development and job placement program. Fostered and maintained partnership relationships with coalitions involving neighborhood organizations, community organizing groups, labor unions, environmental groups, faith-based communities, and philanthropic organizations.

National Legal Aid & Defender Association
*Vice-President for Programs, Leadership & Support
Director, Equal Justice Leadership Initiative
Senior Attorney for Justice Leadership*

May 2004 – August 2009

Supervised the execution of the programmatic agenda of the organization's Civil Legal Services, Defender Legal Services, and Training & Community Education departments. Oversaw the design and execution of the leadership development agenda and training of the organization. Promoted the implementation of non-profit management and leadership best practices in legal aid and public defender offices. Participated in the executive management and leadership of the organization. Led the Equal Justice Leadership Initiative that educated, trained, and supported emerging and seasoned leaders of legal aid programs. Provided executive coaching and technical assistance to leaders and managers of legal aid programs. Developed and coordinated leadership development resources for civil legal aid programs, Executive Directors, and funders of legal aid programs.

Legal Services of Eastern Virginia
Executive Director

May 2002 – February 2004

Supervised and managed the overall operations of a federally funded regional legal aid program serving Greater Hampton Roads and the Eastern Shore. Cultivated, nurtured, and maintained collaborative relationships with partnering agencies, community organizations, law schools, community organizations, local colleges and universities, and bar associations. Secured first Ryan White Grant to serve people living with HIV/AIDS. Secured American Bar Association Pro Bono Section Peer Review Consultation. Coordinated and facilitated the Executive Directors' Track and Diversity Workshop for Statewide Legal Aid Conference.

Hampton Commonwealth's Attorney
Deputy Commonwealth's Attorney

June 1999 – April 2002

Supervised two Assistant Commonwealth's Attorneys and a paralegal on one of three prosecution teams in an office of seventeen attorneys. Served as part of management team for the

Commonwealth's Attorney consisting of a Chief Deputy and three Deputy Commonwealth's Attorneys. Involved in development of policy and procedure affecting the office. Served on Circuit Court Strategic Planning Team and Bench Bar Liaison Committee. Participated in monitoring grand jury process. Prosecuted felony and misdemeanor cases involving adult defendants. Prosecuted with the Commonwealth's Attorney two DNA Database Cases occurring in the early 1980s. Addressed the Virginia Advisory Committee to the United States Commission on Civil Rights regarding treatment of African Americans by law enforcement officials.

Private Practice

October 1996 – June 1999

Sole Practitioner, Defense Attorney

Defended and represented adults and juveniles charged with criminal offenses. Represented clients seeking divorces, changes in child custody arrangements, and adoptions. Served as court appointed guardian ad litem in Juvenile and Domestic Relations Court and Circuit Court.

Portsmouth Commonwealth's Attorney

February 1996 – October 1996

Assistant Commonwealth's Attorney

Supervised three prosecutors and a paralegal. Prosecuted range of felony and misdemeanor cases involving adult and juvenile defendants.

U.S. Army Judge Advocate General's Corps

May 1990 – February 1996

Senior Trial Counsel (Prosecutor)

Trial Defense Counsel

Appellate Defense Counsel

Commissioner, Army Court of Criminal Appeals

Prosecuted active duty soldiers for a range of criminal and military offenses. Advised commanders about legal and ethical issues affecting soldiers and units. Conducted trainings and briefings to officers and non-commissioned officers about criminal law and constitutional law matters. Represented active duty soldiers at trial and during criminal appeals. Researched and prepared bench memoranda for judges of the Army Court of Criminal Appeals.

Hampton University

September 1997 – May 2003

Adjunct Professor

Taught Constitutional Law and Law and Judicial Process in the Political Science Department. Students participated in mock trials, oral arguments, and actively participated in the legislative process with direct involvement in elections, state legislation, campaign fundraising, and other areas of politics and law.

AWARDS AND HONORS

William J. Dietrich, Jr. Memorial Prize, Best Paper on the Urban Mission of the Church, 2012

Jonathan Daniels Memorial Fellowship, Episcopal Divinity School, 2011

Absalom Jones Scholar, Episcopal Divinity School, 2010-2011

325 PLEASANT STREET, CONCORD, NH 03301
CWYNDER@SPS.EDU
(202) 330-7231

United States Army, Meritorious Service Medal, 1996
United States Army, Army Commendation Medal, 1994
Four-Year Army Reserve Officer Training Corps (R.O.T.C.) Scholarship Recipient, 1982 to 1986
Harry S. Truman Scholar, 1984

ORGANIZATIONS AND ACTIVITIES

Episcopal Divinity School at Union Theological Seminary, *Board of Trustees, Current*
Syracuse University Multicultural Advancement Council, *Member, Current*
Episcopal Urban Caucus, *Board Member, Current*
Mission Institute Task Force, Diocese of Massachusetts, *Member, 2012*
Lift Every Voice Committee, Episcopal Diocese of Massachusetts, *Member, 2012*
Union of Black Episcopalians, District of Columbia Chapter, *Vice-President, 2009 to 2012*
Crummell-Cooper Leadership Initiative, Washington Chapter, Union of Black Episcopalians,
Co-Chair, 2007 to 2012
St. Luke's Episcopal Church, Washington, DC, *Vestry Member, 2008 to 2010*
Diocese of Washington, Task Force on Black Congregations, *2008 to 2009*
Emerging Leaders Ministry, St. Luke's Episcopal Church, *Co-Convener, 2006 to 2009*
Ad Hoc Church History Committee, St. Luke's Episcopal Church, *Co-Chair, 2007 to 2009*
St. Cyprian's Episcopal Church, *Senior Warden, 2002 & 2003, Vestry Member, 2001 to 2003*
Hampton – Newport News Community Services Board, *Board Member, 2002 to 2009, Vice-Chair, 2004 to 2005*
African American Project Directors Association, *Member, 2002 to 2009*
Ryan White Planning Council, Norfolk Eligible Metropolitan Area, *Member, 2003 to 2004*
Sorensen Institute for Political Leadership, *Class of 2002, Regional Board Member 2004 to 2006*
Hampton Branch NAACP, *2nd Vice President 2000 to 2002, At-Large Executive Board Member, 1998 to 2000, Chair of the Legal Redress Committee, 1999 to 2003*
Peninsula Legal Aid Center, *Board of Directors, 1999 to 2001*
Hampton Bar Association, *Judicial Selection Committee Member, 2001 to 2002, Secretary, 1998*
Peninsula Bar Association, *Treasurer, 2001 to 2006*
Peninsula Law Explorers Post #7, *Adult Advisor, 1997 to 2002*
National Law Explorers 2002 National Mock Trial Committee, *Member, 2001-2002*
Hampton Democratic Committee, *First Vice-Chair, 1999 to 2000*
Hampton University Young Democrats, *Faculty Advisor, 1999 to 2003*
Virginia Peninsula Chamber of Commerce, *Member, 1997 to 1999*

The Rev. Erin Lin Betz Shank

3455 Mount Hickory Blvd
Hermitage PA 16148
erintlin@yahoo.com
814-657-5047

EDUCATION

<i>The General Theological Seminary, New York, NY</i> Master of Sacred Theology, Anglican Studies/Ecumenism	Graduated May 2015
<i>Boston University, Boston, MA</i> Master of Sacred Theology, Historical/Biblical Studies	Graduated May 2010
<i>The Lutheran Theological Seminary, Gettysburg, PA</i> Master of Arts in Religion, Church History	Graduated May 2010
<i>Thiel College, Greenville, PA</i> Bachelor of Arts, Communication and Religion	Graduated May 2007

ORDAINED

Ordained to the Priesthood on January 31, 2015 in Lusby, MD – Diocese of NWPA
Ordained to the Transitional Diaconate on June 7, 2014 in Franklin, Pa – Diocese of NWPA

RELEVANT EXPERIENCE

<i>Trinity Episcopal Church</i> Vicar	New Castle, PA February 2016 - present
<ul style="list-style-type: none">• Lead and shepherd the congregation to make significant change<ul style="list-style-type: none">◦ Considered a redevelopment• Collaborate with other Episcopal and Ecumenical clergy• Live into the day to day role of priesthood and running a parish• Participate in several Diocesan initiatives<ul style="list-style-type: none">◦ Maintain guidance from a congregational development coach	
<i>Middleham/St. Peter's Episcopal Parish</i> Assistant Rector	Lusby/Solomon's Island, MD November 2014- January 2016
<ul style="list-style-type: none">• Live into the day to day role of priesthood as an Assistant• Learn from the rector and parishioners• Participate in parish leadership in reimagining and visioning the future• Focus on youth and family ministries	
<i>Episcopal Diocese of Washington</i>	St. Mary's County, MD

St. Mary's County Missioner	May 2014-Dec. 2014
<ul style="list-style-type: none"> • Clergy lead of a Fresh Expressions ministry – Gather Eat Pray • Campus Chaplain for St. Mary's College of Maryland • Collaborate with other local Episcopal clergy in the region 	
<i>The General Theological Seminary</i>	New York, NY
Chaplain's Assistant	June 2011-June 2012
<ul style="list-style-type: none"> • Active in correspondence via email, phone, meetings • Create documents in Microsoft Office, GoogleDocs • Oversee Theological Field Education, as well as other tasks 	
<i>Ecumenical Women at the UN</i>	New York, NY
Intern	October 2010-April 2012
<ul style="list-style-type: none"> • Attend and prepare for monthly meetings • Prepare reports regarding registration, dinners, meetings, evaluations • Attend debriefings as NCC or Ecumenical Women Representative 	
<i>Episcopal Public Policy Network</i>	Washington, DC
Beatitudes Society Fellow	Summer 2010
<ul style="list-style-type: none"> • Research historical documents such as General Convention and Lambeth • Attend congressional and NGO meetings as Episcopal Representative • Attend and participate in Beatitudes Society meetings on a weekly basis 	
<i>Theological Education with Youth (TEY) – Summer Academy</i>	Selinsgrove, PA
Faculty	Summer 2009
<ul style="list-style-type: none"> • Prepare and teach lessons based on the history of Christian Ethics • Support and guide scholars with their own vocation • Represent and encourage scholars to become active members of the church and their faith 	

LEADERSHIP

<i>Northwestern PA Diocese Culture Committee</i>	2022-present
<i>Interim Body – State of the Church Committee</i>	2022-present
<i>General Convention Delegate</i>	2022
<i>Legislative Committee on Ecumenical and Interreligious Dialogue</i>	2022
<i>Commission to Dismantle Racism and Discrimination</i>	2021-present
<i>Chair for the Mission Strategy Advisory Group: Formation Subgroup</i>	2020-2021
<i>Lewis Fellowship</i>	2018
<i>Northwestern PA Diocesan Council</i>	2016-present
<i>Advanced Degrees Representative, The General Theological Seminary</i>	2011-2012
New York, NY	
<i>Faculty Search Committee – Church History, The General Theological Seminary</i>	2011-2012
New York, NY	
<i>Student Leadership Award, Boston University</i>	2010
Boston, MA	
<i>Scholarship Recipient – Religion Communicators Council</i>	2009
Washington, DC	

<i>Co-Chair, Washington Theological Consortium Student Board</i> Washington, DC	2008-2009
<i>President, Religion Department Group, Thiel College</i> Greenville, PA	2006-2007
<i>Delta Nu Chapter of Lambda Pi Eta, National Communication Honor Society</i>	2005-2007
<i>Theta Alpha Kappa, National Religion Honor Society</i>	2006-2007

SKILLS AND INTERESTS

- GoogleDocs, Microsoft Office Programs, Social Media, Canva
- Languages: German, Koine Greek and Latin

References Upon Request

THE REV. MARIA W. E. TJELTVEIT
124 South Madison Street
Allentown, PA 18102
484-619-5431 revmariat@gmail.com

EXPERIENCE

St. John's Episcopal Church, Palmerton, Pennsylvania

LONG-TERM SUPPLY PRIEST, Part-time, November 2021-present.

Working with three small Episcopal churches in Carbon County to see how they can work together.

The Episcopal Church of the Mediator, Allentown, Pennsylvania

RECTOR, September 1999–January 2021.

Led 250-member congregation in the West End of Allentown. Initiated Refugee Community Center.

St. Andrew's Episcopal Church, Harrington Park, New Jersey

RECTOR, July 1994–June 1998.

Rector of 100-member suburban congregation.

St. Paul's Episcopal Church, Alexandria, Virginia

ASSISTANT TO THE RECTOR FOR CHRISTIAN SOCIAL MINISTRIES, 1988-1994

Oversaw extensive outreach ministry in a 1000-member congregation.

St. Matthew's Episcopal Church, Charleston, West Virginia

ASSISTANT RECTOR, 1986–1988

Primary responsibility for Outreach and Young Adult ministry in a 500-member parish.

Highland Educational Project, Northfork, West Virginia

VOLUNTEER FOR MISSION 1982-1983

Full-time volunteer working with Senior Citizens in a rural coal mining area.

Philadelphia Geriatric Center, Philadelphia, Pennsylvania

RESEARCH INTERVIEWER, 1981-1982

Interviewed women for a study, *Women, Work, and Care of the Aged, Mental Health Effects*.

NATIONAL CHURCH, DIOCESAN AND COMMUNITY INVOLVEMENT

Current: Co-Chair, Moravian-Episcopal Coordinating Committee and Racial Reconciliation Working Group, 2012-present; Board Secretary, Allentown School District Foundation, 2020-present; Coordinator/Facilitator for Full Communion *Sacred Ground*, 2021-present; Board member, Episcopal Urban Caucus, 2022-present; Volunteer with refugees, Bethany Christian Services, 2021-present; Meals On Wheels volunteer, 2020-present.

Past: Member, Moravian-Episcopal Theological Dialogue; Board Member, Episcopal Diocesan Ecumenical and Interreligious Officers; Deputy for General Convention, 2022; Diocesan Canon for Ecumenical and Interfaith Relations, 2006-2020; Member, Bishop Search Committee, Diocesan Council; Chair of Homeless Supportive Services Support Committee, Lehigh Conference of Churches; President of PTSA for William Allen High School; Chair of the board of Carpenter's Shelter (largest shelter in Northern Virginia); Alumni member of the Board of Trustees, Berkeley Divinity School.

EDUCATION

Berkeley Divinity School at Yale, Master of Divinity, Cum Laude, 1986.

Swarthmore College, Bachelor of Arts with Honors in Philosophy, 1981.

Personal: Retired. Married to Dr. Alan Tjeltveit. Two children in their early 20's. Enjoy running, reading, gardening, knitting, and cooking.



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Jun 27, 2023

ECEC 009 Lilly Foundation Grant

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the Executive Committee of Executive Council supports and approves the application and acceptance by the Department of Formation Ministries of a Lilly Endowment grant of \$1.25 million to develop research and a program that supports Lilly's Christian Parenting and Caregiving Initiative; and be it further

Resolved, That the Treasurer is authorized to complete and sign necessary agreements with Lilly Endowment.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America

THE
Episcopal
CHURCH

February 8, 2023

The Lilly Endowment
Christian Parenting Grant
2801 N. Meridian St.
Indianapolis, Indiana 46208

Dear Lilly Endowment,

On behalf of the worldwide communion of The Episcopal Church, I write to make an official request to receive a grant from the Lilly Endowment's Christian Parenting and Caregiving Initiative. Our project is called Camino Project: Faith-Forward Pathways for Episcopal Families.

We have intentionally chosen the Spanish word "camino" (the road, the path, the way) as a fitting, bilingual metaphor for the often-unpredictable journey of Christian parenting. "Camino" also puts front and center our deep commitment to provide support, resources, and experiences specifically for the growing number of Spanish-speaking parishes and families in our communion.

While we all recognize the profound impact that parents and congregations can have on the faith of children and youth, sadly, far too many parents feel totally at sea when it comes to passing along their faith. With children growing up in a culture of chronic distraction, the demands on parents and caregivers are unprecedented, with matters of faith often left outside the frantic flow of family life.

As the demands on faithful parents continues to expand, we believe we have been called to help our congregations and their families adapt to our rapidly changing culture. As a world-wide communion of 6,447 congregations in 22 nations or territories with just under 1.7 million members, The Episcopal Church is uniquely positioned to curate, create, and distribute faith-formative experiences and resources with far-reaching impact.

By leveraging key transition moments in a young person's life, this project will offer parents and congregations resources to deepen the faith-forming impact of those milestone moments. We intend for these resources to provides families with access to a constellation of "extended family," who, alongside parents and church, can offer a robust, less exhausting, ecology of Christian formation. From a stance of listening and learning, we hope to address the unique needs of non-traditional, non-dominant-culture families, a population too often overlooked in traditional Christian formation programs.

We believe this project holds the possibility of immense learning and discovery, not only for The Episcopal Church but also for any parents or caregiver seeking to pass on their Christian faith to their children in our rapidly changing world.

Keep the faith,



The Most Rev. Michael B. Curry
Presiding Bishop and Primate
The Episcopal Church

The Most Reverend Michael Curry
PRESIDING BISHOP AND PRIMATE





Information Form

Organization Requesting Funds:

Legal IRS Name: _____

Employer ID Number: _____

Address: _____

Program Title: _____

Proposed Grant Period: _____

(Month, Year - Month, Year)

Amount Requested: \$ _____

President or Chief Executive Officer:

Contact Person's Prefix and Full Name: _____

Title: _____

Phone Number: _____

Email Address: _____

Person legally responsible for signing grants contracts (if not the President or CEO):

Contact Person's Prefix and Full Name: _____

Title: _____

Phone Number: _____

Email Address: _____

Person to whom grant payments should be mailed (Please note that payments cannot be sent to a P.O. Box):

Contact Person's Prefix and Full Name: _____

Title: _____

Address (Not a P.O. Box): _____

Phone Number: _____

Email Address: _____

Person responsible for program oversight (program director):

Contact Person's Prefix and Full Name: _____

Title: _____

Address: _____

Phone Number: _____

Email Address: _____

The Camino Project: Faith-Forward Pathways for Episcopal Families

Executive Summary

The Department of Faith Formation of The Episcopal Church is excited to apply for the Lilly Endowment's Christian Parenting and Caregiving Initiative grant. As a world-wide communion of 6,447 congregations in 22 nations or territories with just under 1.7 million members, The Episcopal Church is uniquely positioned to curate, create, and distribute resources with far-reaching impact.

The Camino Project was inspired by the understanding that parenthood, by its nature, is a journey. Unfortunately, The Episcopal Church currently lacks a clear framework of support for Episcopal parents and caregivers. The name, The Camino Project, was chosen to emphasize that parenthood is an ongoing journey while intentionally prioritizing the experience of our Spanish-speaking siblings. This project is grounded in the unique receptivity parents experience at key impact moments in the parenting journey—becoming a parent for the first time, the birth of a child, the transition to parenting a school-age child or to parenting a teenager, and the passage to adulthood, to name a few. Our hunch is that creating resources tied to key moments holds the potential to capture and recapture the attention of families toward more intentional faith formation.

The Camino Project will provide opportunities throughout the journey of parenthood for individual families and entire congregations to experiment with a variety of **resources, community cohorts, and pilgrimage experiences**, each catalyzed by a particular key moment in the life of their family.

The Camino Project will include the development of age-appropriate resources for parents and their children, cohorts, and experiences, each grounded in a particular rite of passage. We hope to create a stance toward Christian parenting that takes pressure off primary caregivers by giving them access to a constellation of “extended family,” who, alongside parents and church, offer a robust, less exhausting, ecology of Christian formation.

Pilgrimages, small and big, will offer parents and whole families mountain-top experiences outside the normal flow of daily life. We predict these will prove transformational, leaving lasting impressions that motivate parents to recalibrate new intentions around family faith-formation. This approach would represent a subtle, yet, we believe, profound, shift from traditional modalities of Christian education, which have been focused primarily on content-based catechesis. Leaning on our sacramental tradition and the rich language of our baptismal covenant, we hope to winsomely invite Episcopal parents to re-embrace their faith formative role in their children's lives as they mark and celebrate key moments together.

We believe this project holds the possibility of immense learning and discovery, not only for The Episcopal Church but also for any Christian parents or caregiver seeking to pass on their faith to their children in our rapidly changing world. Thank you for your investment in this work and your prayerful consideration of this proposal.

Budget Summary
The Episcopal Church - Department of Faith Formation

	2023	2024	2025	2026	2027	Total
Income						
Lilly Endowment	\$200,000	\$400,000	\$350,000	\$300,000	\$0	\$1,250,000
Hosted Pilgrimage Registrations	\$0	\$0	\$15,000	\$15,000	\$15,000	\$45,000
Other Sources	\$0	\$0	\$0	\$0	\$125,450	\$125,450
TOTAL INCOME	\$200,000	\$400,000	\$365,000	\$315,000	\$140,450	\$1,420,450
Expenses						
Personnel	\$62,350	\$132,950	\$132,950	\$132,950	\$125,450	\$586,650
Camino Design Process	\$24,380	\$31,575	\$24,380	\$24,380	\$0	\$104,715
Pilgrimage Development	\$0	\$46,575	\$55,750	\$55,750	\$15,000	\$173,075
Resources Content Development	\$5,570	\$49,580	\$34,500	\$19,800	\$2,500	\$111,950
Community Cohorts	\$8,545	\$33,265	\$30,190	\$30,190	\$0	\$102,190
Consultants	\$62,875	\$54,225	\$45,875	\$37,680	\$0	\$200,655
Administrative	\$32,500	\$19,100	\$6,100	\$11,000	\$2,000	\$70,700
Indirect Costs	\$9,811	\$18,364	\$16,487	\$15,588	\$10,266	\$70,515
GRAND TOTAL	\$206,031	\$385,634	\$346,232	\$327,338	\$155,216	\$1,420,450



 The Rev. Shannon Kelly
 PROGRAM DIRECTOR



 N. Kurt Barnes
 FINANCE V.P./CONTROLLER



The Camino Project: Faith-Forward Pathways for Episcopal Families

Proposal Narrative

Purpose

“When it comes to children, I expect a church to help instill good morals, strong faith, values, to help me mold them into good, loving people that are happy; to see the glass half full, to see the beauty in everything, to see the silver lining, even in bad things that happen”¹

This reality of this expectation is undeniably true for families in The Episcopal Church, who are looking to the church to support them in the dizzying work of parenting.

Mary Beth and Mike are parents of three, one in preschool, one in elementary school, and one in middle school. Family life is a blur of school, sports, and play dates, with two parents transporting children in three different directions. Mike and Mary Beth love their church and both carry a resonant, if usually unspoken, love for God.

They get to church as often as they can, but with their eldest’s travel soccer, it is becoming harder and harder to attend regularly. When the children were very little, Mike and Mary Beth tried bedtime prayers for a season, but they now all seem to have outgrown this practice. This mom and dad, like many Episcopal parents, are hoping their kids will absorb the Christian faith from their parents’ example and through periodic church attendance. But they have a haunting feeling that it’s probably not enough.

We live in a time when the faith formation of our children simply does not fit into the natural flow of everyday life for most families. Adding prayer and faith conversations into daily interactions can often feel forced and, even more often, is left undone.

Though we know little about Jesus’ early years, the few stories we do have include pilgrimage journeys around major life stage transitions. Soon after his birth and again when he was 12 years old, we see the regular flow of life for Jesus’ family interrupted by an age-appropriate journey that, we must assume, served to anchor Jesus in the faith identity of his family.

The Camino Project will invite Christian parents, caregivers, and congregations in marking key moments in the lives of their children with opportunities for

¹ Christian Smith and Bridget Ritz, *Religious Parenting*, Pg. 54

- Parents to speak words of faith-forward blessing,
- Families to take an intentional faith-focused journey together, which could be local, regional, national, international, or virtual,
- Young people experiencing a milestone moment to connect with a wider faith-based community,
- Families to set new intentions for faith-formative practices.

We intend for our program, specifically, to embrace the Christian practice of pilgrimage, providing opportunities for families to leave the familiar space of the home and experience faith in a new setting free from the distractions of home. Pilgrimage experiences tied to key developmental transition points may hold the potential to capture the attention of families, anchoring them more meaningfully together in the lifelong journey of faith. Because the term “pilgrimage” for our Latinx communities is limited to Holy Land journeys, we have adopted the name Camino Project. The word “camino” encompasses a broader context for these experiential faith journeys. These pilgrimages or Camino experiences can be done locally, regionally, or in sacred places throughout the world.

Key transition moments for families and young people almost always take place in a liminal space, in a “time between times,” like the movement from not being a parent to being a parent, or the shift from having a child at home to having a child in school, or the transition from childhood to adolescence. Milestone moments are stopping points along the journey, ripe with opportunity for assessing progress and making course adjustments, times when parents may be most receptive to entering or reentering more intentionally into the journey of family faith formation.

To reflect the diversity of experiences in our churches, we will curate and create Camino resources in both English and Spanish and with particular attention to the needs of predominantly Latinx, African descent, Asian American, and Indigenous families and faith communities.

We will seek to learn, create, and contextualize resources alongside parents and caregivers whose needs may be distinctly different from each other, including single parents, grandparents raising grandchildren, foster families, divorced families, multiracial families, LGBTQ+ parents and children, families who are immigrants, and families facing special needs.

In addition to providing resources directly to parents, the project will empower congregations to foster family faith formation through practices and liturgies celebrated in community. We plan to refine and iterate these resources through a series of peer-learning cohorts of experimental and exemplar congregations seeking to integrate family faith formation into the DNA of their community.

With the Camino Project, The Episcopal Church seeks to expand the number of parents, primary caregivers, and congregations accessing the unparalleled power of families in faith formation. We will draw on the historic strengths of our Episcopal tradition, liturgy and ritual, living

intentionally through the church year, and creating space for wonder and mystery in our everyday lives.

This proposal recognizes the opportunity The Episcopal Church has to change the culture of parenting across our entire church. We are a diverse church that is active in over 22 nations or territories. This diversity will be reflected in what and how we provide resources and experiences for families and congregations.

Rationale

In these days of dramatic change for the church, the complexity of the demands on Christian parents and caregivers is unprecedented. As a result, their profound spiritual influence can easily be muted and squeezed out of the flow of life, with the unintended consequence that faith is learned only as an add-on to what *really matters*.

Throughout the past century, Sunday school has been the hub for faith development for young people. However, the steep decline in attendance over the past 20 years² has rendered Sunday school largely irrelevant in many Episcopal churches. This decline, of course, was exacerbated by the COVID-19 pandemic, which paralyzed many struggling children's and youth ministries.

The problem, we believe, is not a lack of resources or the lack of desire from parents but the sheer force of inertia that has a way of locking parents into patterns of simply reacting to demands on their time. For many parents, there are few moments on the parenting journey to re-enter, re-calibrate, and re-center the faith formation of their children. Without intentional re-entry points along the journey of parenthood, it is only natural that many who start their parenting journey with the best of intentions for grounding their children in faith, find this priority easily sidelined and often disappearing altogether.

In a 2015 study by Vibrant Faith, "researchers noted that parents wanted congregations to be more supportive of their family life and to offer more relevant assistance to them in their role as parents."³ The church, by and large, has fallen short in providing such support. The Camino Project brings parents, congregations, and caregivers together with a specific focus on the very moments when parents are most likely to be receptive to setting new rhythms for family life.

The Camino approach represents a subtle, yet potentially profound, shift from traditional modalities of Christian education, focused primarily on content-based catechesis. Leaning on our sacramental tradition and the rich language of our Baptismal Covenant, we believe that this way of empowering Christian parenting and caregiving has the potential to provide a

² The total average Sunday worship attendance has dropped precipitously across The Episcopal Church by 48% from 2017 through 2021 as stated in the data from The General Convention of the Episcopal Church in 2021, with attendance decreasing annually since 2013.

³ Reported in the Christian Parenting and Caregiving Initiative RFP, p. 2

provocative alternative to traditional Christian formation, in a time of dramatic participation decline in parish-based formation programs.

We believe that a Camino approach frees congregation leaders from the burdensome priority of trying harder to convince families to participate in traditional church-based, age-segregated Christian education programs. The Camino Project seeks to take some of the pressure off of primary caregivers to “try harder” and “do better”. It provides pivot points around which families can reset their own intentions for the next chapter in their family faith journey. And we believe that Camino moments provide families with access to a constellation of “extended family,” who, alongside parents and church, offer a robust, less exhausting, ecology of Christian formation.

Our deep connections with congregations outside the United States will allow us to contextualize and translate Camino Project resources far beyond the predominately white, affluent contexts typical of Episcopalians in American culture. Because The Episcopal Church is seeing the most significant growth in the Latinx communities in the United States and Latin America, we feel that the Latinx families of the church would be one of the first cultures in which to begin prototyping the Camino Project. While beginning with churches in the United States, Europe, and Latin America, we believe the Camino Project has the potential to become a global Episcopal initiative.

As a worldwide communion of 6,447 congregations in 22 nations or territories with just slightly fewer than 1.7 million members, The Episcopal Church is uniquely positioned to curate, create, and distribute resources with far-reaching impact. Once key resources have achieved proof of concept, the denominational office of The Episcopal Church has the ability to access well-organized congregational, diocesan, and provincial networks for the dissemination of those resources.

Steps to Develop the Proposed Program

The development of the Camino Program is based on research by Christian Smith and Amy Adamczyk which clearly states that parents are the most important influencers on the faith of children. “Yet all empirical data tell us that, for intergenerational religious transmission today, the key agents are parents, not clergy or other religious professionals. The key location is the home, not religious congregations. And the key mechanisms of socialization are the formation of ordinary life practices and identities, not programs, preaching, or formal rites of passage.”⁴

When the Department of Faith Formation first learned of the Christian Parenting and Caregiving Initiative, we knew intuitively that this opportunity was one that we simply could not afford to

⁴ *Handing Down the Faith: How Parents Pass Their Religion on to the Next Generation* by Christian Smith and Amy Adamczyk, Oxford University Press, 2021, Pg 70

pass up. Equipped with a plethora of possibilities, we invited Ministry Incubators to host a series of focus groups, involving over 40 parents and ministry leaders from a wide variety of contexts, reflecting the rich diversity of The Episcopal Church.

Early on, we determined that we were looking for the center point of a Venn diagram, the intersection of

- What we, as Episcopalians, already do well
- What parents and congregations actually want
- What research shows will most deeply impact the faith of young people



What we discovered is that parents and congregations are enthusiastic about faith formation resources for families as well as creating supportive and caring communities to accompany them on their parenting journeys. But we also discovered that there is a **wide gap between creating resources and families actually using them.**

As we sought to identify fruitful Christian practices that might catalyze faith formation that accommodates the frantic flow of family life, we knew our biggest challenge would not be creating or finding resources but capturing the attention of parents and caregivers busy juggling very full lives. For parents and churches to actually utilize resources for faith formation, those resources must lift burdens from parents and congregations and work in alignment with the flow of family life.

It didn't take long to realize that we would need to move beyond simply creating "better" curriculum, family devotions, or other static resources. Others, including Vibrant Faith and even future recipients of the Christian Parenting and Caregiving Initiative grant, have already and will soon begin doing the work of creating resources that can be contextualized for Episcopal families.

Our work will be to leverage the moments when parents might be most likely to engage or re-engage in more intentional faith formation. Recognizing that meaning-making ritual is one of our tradition's core strengths, we began to feel some resonance around the family-faith-forming opportunities presented in marking key moments, rites of passage, and possibilities for pilgrimage.

The more we listened, the more we came to learn more deeply that the ways that faith is passed along through an Episcopal family in Bogota, Columbia can be very different from the same process in Columbus, Ohio. We determined that whatever program elements we might propose with this grant, would need to translate cross-culturally. Because of our deep connections with congregations and dioceses in a number of Spanish-speaking countries, we determined that we would begin this intentional cross-cultural work by intentionally including our Spanish-speaking siblings.

Additionally, we realized that parents outside the church are also looking for meaning-making moments for their children. The Camino Project offers the opportunity for congregations to impact not just their own families but those in their adjacent communities as well. In the crafting of this proposal, we have sought to be inclusive of the widely varied expressions of “family,” and we intend to prototype, test, and contextualize resources and experiences of the rich diversity of family types.

Program Design

The program design of the Camino Project centers around key moments in the developmental flow of young people, helping families attend to the sacred in those moments, and creating space for families to set new intentions for their next chapter of faith formation. We imagine three distinct elements of the Camino Project:

- Pilgrimage
- Resources
- Community

Pilgrimage: The Camino Project will promote marking key moments in a young person’s and/or parent’s life with a journey or pilgrimage of some kind. At the birth of a child, for example, parents (and siblings) could take a visitation journey to those outside the family who will be important in the child’s faith formation, echoing the infant Jesus’ blessings from Simeon and Anna in Jerusalem. For the start of school, parents and a few family friends could take their child on a prayer walk around the child’s new school. And as parents begin new jobs, the family could mark their transition by journeying to the new place together, with words of blessing, home, and even lament.

Each Camino moment would give families an opportunity to elevate their gaze beyond the day-to-day, offering the potential to reframe even parts of “vacation” as spiritual exploration wherever they are. We intend to provide families and congregations with a menu of family pilgrimage possibilities, each appropriate to key moments and life stages. We can imagine some families walking a local labyrinth or a nearby Stations of the Cross. Others might visit spaces sacred to the family or the community, like a cathedral or civil rights museum.

The grant would also provide the opportunity for the Department of Faith Formation to experiment with offering our own group pilgrimages, for both individual families and congregations. These hosted journeys would provide a learning lab for exploring the impact of resources designed to prepare families for their journey and to catalyze new faith-forming, post-pilgrimage habits. These pilgrimages would also be co-created within our diverse communities to reflect their experiences and sacred moments.

Resources: For each key moment, families will be provided with resources appropriate for the transition to a new season in family life in all its fresh particularities. One of the most important

of these resources will be an aspirational assessment tool. This tool will create space for families to look back in gratitude (and sometimes grief) and to look forward with new intention, all in language appropriate to our Episcopal heritage.

The hope is to create low-demand, pre and post-journey, “sacred-ordinary” resources that can be seamlessly woven into the new, daily rhythms of family life. Each transition would be marked with an invitation to an age-appropriate platform for families to step into new practices for passing on faith.

Whether through an app or another online resource portal, the Camino Project will provide supplemental, felt-need-driven tools for parents and caregivers, grounded in the framework of the journey, the “camino” of passing along faith to our children.

We hope that the alchemy of pilgrimage, resources, and tools will combine to assist congregational leaders in building a Camino culture for parents in their congregations. In addition, the dissemination plan for these resources would include provision for engaging those who may not be connected with The Episcopal Church, offering the possibility of connecting to a parenting community.

Community: We learned from our focus group participants that there is a strong desire to include godparents and an intergenerational community of fellow travelers in each key moment of raising children. Each can be marked by a communal ceremony, ideally containing the elements of ritual, words of blessing, gift-giving, and food.

Celebrating or marking these key moments would be accompanied by the opportunity for families to enter into sustaining, post-milestone cohorts. For families participating in a pilgrimage travel experience sponsored by the Department of Faith Formation, pre- and post-pilgrimage cohorts will be built into the program’s design.

In the first two years of the Camino Project, we would utilize cohorts to explore the most effective means of popularizing Camino moments in congregations. These cohorts will also provide our team with an ongoing feedback loop about which processes and resources are proving most effective in helping Episcopal families engage more intentionally in faith formation.

The Ministry Incubators design process called a “Hatchathon” will bring together innovative church leaders, formation partners, and denominational leaders to incubate as many as 12 separate Camino initiatives for parents and congregations. Our hope is that the hub of resources and experiences designed, curated, and promoted through the Camino Project will serve as a catalyst for the creation, nurturing, and sustaining of Camino communities, collaborative learning, and support spaces for Christian parents and caregivers on a shared journey.

The Department of Faith Formation of The Episcopal Church will be leading this initiative, with the Rev. Shannon Kelly, Director of the Department of Faith Formation taking lead on the work

as the primary staff person. Canon Myra Garnes, Officer for Youth Ministry will also be working on the initiative. These permanent staff will be supported by a grant director, contract staff as necessary, and consulting support from Ministry Architects.

Collaborations and Partnerships

The Episcopal Church has the unique blessing of multiple partners and potential partners who can bring a wide breadth of experience and a diversity of perspectives to the Camino Project.

Ministry Architects – Since 2021, the Department of Faith Formation has worked alongside Ministry Architects to assess, identify strategic next steps, and provide coaching for select staff, with a particular focus on our triennial Episcopal youth events. We look forward to continuing a coaching and consulting partnership with Ministry Architects through the implementation of this project.

Ministry Incubators – As we consider the development of new targeted resources appropriate to the goals of the Camino Project, we look forward to partnering with Ministry Incubators to lead a Hatchathon event for the incubation of new Camino prototypes.

Related Episcopal Networks – The Department of Faith Formation is already in a variety of faith-formation networks that support ministry with children, youth, young adults, and adults, each of which can benefit from and support the Camino Project. These networks include Forma (the Network for Christian Formation for the Episcopal Church and beyond with formation professionals, volunteers, parents, and leaders from across the United States, Canada, Mexico, South America, and Europe), the Union of Black Episcopalians, Episcopal Camps and Conference Centers, Episcopal Relief & Development, and our own Department of Ethnic Ministries of The Episcopal Church.

Resource Creation Partners: As we move the creation of resources around key transition moments in families' lives, we anticipate promising collaborative possibilities with Forward Movement⁵, Church Publishing⁶, Living Compass⁷, Baptized for Life⁸, and Mutual Ministry Initiative⁹.

⁵ Forward Movement - Episcopal publisher that offers formation resources in English and Spanish

⁶ Church Publishing - Episcopal publishing house

⁷ Living Compass - a non-profit that provides tools and training toward wellness and wholeness

⁸ Baptized for Life - an Episcopal discipleship initiative through Virginia Theological Seminary (VTS)

⁹ Mutual Ministry Initiative - focuses on meeting the need for trained clergy and lay leaders through VTS

Evaluation

As a result of the Camino Project, The Episcopal Church hopes to experience renewed energy within the families in each congregation, increased participation of parents in family faith formation activities, and the engagement of new families into congregations utilizing the resources of the Camino Project.

Fundamentally, the Camino Project seeks to create offerings that result in Christian parents and caregivers more intentionally sharing their faith and values with their children. We hope to see this impact in the following four primary realms:

- Individual Families: To what extent are parents and caregivers accessing Camino resources, how easy are they to use, and what impact do parents report from engaging with those resources?
- Congregations: To what extent have resources that have been made available through the Camino Project become a regular part of the program offerings of congregations and what impact do congregations report?
- Networks of support: Does the Camino process catalyze parents experiencing an ecology of support from godparents, mentors, and fellow travelers on the parenting journey?
- Impact on the margins: To what extent do Camino resources and experiences impact those in non-traditional family configurations, families of color, and families experiencing Camino resources in Spanish?

We know that ongoing, responsive listening will be essential to the design, testing, redesign, and distribution of resources for the Camino Project. From the outset, we will build feedback loops for families and congregations to assess the following:

- Which resources are most frequently utilized by families and congregations,
- What changes are required in program design, promotion, or distribution, and
- Which experiences and resources lighten the load for busy parents rather than create a sense of increased obligation?

Quantitatively, our primary performance indicator will be participation. Initially, we plan to measure the impact of Camino simply by tracking annually the number of families engaged with a Camino resource and the number of congregations utilizing Camino resources.

We will partner with Ministry Architects, who will, at the program's outset, design the overall evaluation process, to be overseen by Brandon C. Martinez, Ph.D., a Ministry Architects consultant and an Associate Professor of Sociology at Providence College, who specializes in the sociology of religion.

We anticipate beginning with more quantitative measures through surveys and product distribution analysis and then moving to more qualitative measures through interviews and

focus groups. In addition, we plan to have an annual, online conversation with Latin American dioceses and provinces, as well as parents and congregations from Latinx, African descent, Asian American, and Indigenous families and faith communities.

Communication

One of the consistent threads for communication will be the building of a Camino community, a group of congregations and families who regularly engage with the resources of the Camino Project. We will look to cohorts of pilot congregations and parents, who will provide real-time feedback on Camino resources and serve as a sounding board and amplifier of the project throughout the life of the grant.

In addition to making a priority of cultivating an actively engaged Camino community online, we will access the robust communication resources available through our denominational offices. Through our Public Affairs Office, we will reach out to every diocese and congregation in The Episcopal Church to let them know about the Camino Project, creating awareness and offering opportunities for engagement.

Additionally, we intend to leverage involvement in General Convention (2024, 2027) and annual gatherings, such as Forma, to optimize the exposure of the Camino Project and to create opportunities for collaboration.

The Communications Office of the Episcopal Church is well-positioned to distribute press releases and utilize social media outlets. Through our formation networks (listed in section 5 above), we have the capacity to amplify Camino exposure, especially for those at the margins of the church.

Sustainability

The Department of Faith Formation plans, over the course of the grant, to integrate this work into the workflow and ministry of the department as a whole. From the beginning, the director of the department will be actively involved in the vision, creation, implementation, and growth of this initiative. As the project progresses, more and more of the work and cost to create, adapt, and maintain the Camino Project will be assumed into the Faith Formation budget as a part of our ongoing work of providing resources for ministry.

???

Though we are not building this project dependent on revenue from resource distribution or from fundraising, we believe that both options will become increasingly available as the Camino Project begins to gain traction. We believe that, once the heavy lifting of initial creation and launch is achieved (an estimated 4.5 years), there will be multiple options for financial sustainability, including collaborative investment from resource-creation partners, support in

the Department of Faith Formation budget, fundraising, fees from pilgrimages, and product sales.

Organizational Capacity

The Episcopal Church is an international church made up of 108 geographically based dioceses in 22 nations or territories. The Episcopal Church is a member province of the worldwide Anglican Communion, whose mission is “to restore all people to unity with God and each other in Christ.”¹⁰

The budget of The Episcopal Church is over \$50 million per year and the Department of Faith Formation has an annual budget of a little over \$1.6 million. The Department of Faith Formation oversees formation and ministry with all ages and their leaders. We incorporate the work of four different offices, including the following: Youth, Young Adult and Campus Ministry, Safe Church, Safe Communities, and Episcopal Service Corps.

The Presiding Bishop is the Chief Pastor and serves as the President and CEO, and Chair of the Executive Council of The Episcopal Church. Under the leadership of the Presiding Bishop, the staff of The Episcopal Church serve in broad ministry areas including Mission within the Church (where the Department of Faith Formation resides); Mission Beyond the Church; Racial Reconciliation, Evangelism, and Creation Care; Finance; Human Resources; and Legal. All these teams work in concert with the General Convention, the governing body of The Episcopal Church, and its appointed or elected officials in the Executive Council.

The broad, international reach of the Department of Faith Formation, its wide array of partners both within and beyond The Episcopal Church, and our communion’s deep commitment to the faith formation of young people, particularly those at the margins, position us with a robust organizational capacity for the successful implementation of the Camino Project.

¹⁰ *Book of Common Prayer*, p. 855


Program Timetable

	Activities
Year One (2023)	<ul style="list-style-type: none"> • Create database of 1,000 parents/primary caregivers and 100 congregations who have engaged with Camino content • 25 congregations become Camino congregations • Hire staff and consultants
Year Two (2024)	<ul style="list-style-type: none"> • Grow Camino Project database to 2,000 parents/caregivers and 200 congregations engaged with Camino content • Ministry Incubators Hatchathon generating 5-10 milestone projects • Online platform established in English and Spanish with 100 resources • Launch app as a portal for parents and congregations to access resources and prayer and devotion resources • Launch initial Camino cohorts
Year Three (2025)	<ul style="list-style-type: none"> • Grow database to 3,000 parents/caregivers and 300 congregations engaged with Camino content • 4-7 low-risk Camino Project prototype offerings tested and iterated based on feedback from pilot users (in both English and Spanish) • Camino cohort model updated based on feedback from pilot users • Up to 10 additional cohorts launched • Camino coaching for up to 5 congregations • Denominationally sponsored Camino travel experience
Year Four (2026)	<ul style="list-style-type: none"> • Grow database to 4,000 parents/caregivers and 400 congregations engaged with Camino content • 100 Camino congregations • 3-5 proven prototypes launched • Second Ministry Incubators Hatchathon yielding 5-10 milestone projects • 4-7 low-risk Camino Project prototype offerings tested and iterated based on feedback from pilot users • Fundraising model for the future of the Camino Project has been designed • Cohorts and coaching continue
Year Five (2027)	<ul style="list-style-type: none"> • Grow database to 5,000 parents/caregivers and 500 congregations engaged with Camino content • 150 Camino congregations • An additional 3-5 proven prototypes launch • Core resources and offerings for the Camino Project created and a consistent revenue model established • Fundraising efforts for sustaining the Camino Project have been launched • Cohorts and coaching continue
Year Six (2028)	<ul style="list-style-type: none"> • Stakeholder think tank to recalibrate and repurpose the Camino Project given the learnings of the previous five years

who will do the
accounting?

Line-item Budget
The Episcopal Church - Department of Faith Formation

	2023	2024	2025	2026	2027	Total
Income						
Lilly Endowment	\$200,000	\$400,000	\$350,000	\$300,000	\$0	\$1,250,000
Hosted Pilgrimage Registrations	\$0	\$0	\$15,000	\$15,000	\$15,000	\$45,000
Other Sources	\$0	\$0	\$0	\$0	\$125,450	\$125,450
TOTAL INCOME	\$200,000	\$400,000	\$365,000	\$315,000	\$140,450	\$1,420,450
Expenses						
Personnel						
Grant Director	\$12,850	\$25,700	\$25,700	\$25,700	\$25,700	\$115,650
Officer for Christian Parenting	\$30,000	\$71,250	\$71,250	\$71,250	\$71,250	\$315,000
Travel for Staff	\$7,500	\$7,500	\$7,500	\$7,500	\$0	\$30,000
Officer's Benefits	\$12,000	\$28,500	\$28,500	\$28,500	\$28,500	\$126,000
TOTAL PERSONNEL	\$62,350	\$132,950	\$132,950	\$132,950	\$125,450	\$586,650
Camino Design Process						
Launch & Sustainability Event	\$14,880	\$0	\$0	\$14,880	\$0	\$29,760
Hatchathon	\$0	\$19,000	\$0	\$0	\$0	\$19,000
Pivot Retreat	\$0	\$0	\$14,880	\$0	\$0	\$14,880
Design Event Participants Travel Stipends	\$9,500	\$12,575	\$9,500	\$9,500	\$0	\$41,075
TOTAL DESIGN	\$24,380	\$31,575	\$24,380	\$24,380	\$0	\$104,715
Pilgrimage Development						
Travel for Exploring Pilgrimage Sites	\$0	\$14,575	\$8,750	\$8,750	\$0	\$32,075
Hosted Pilgrimages	\$0	\$0	\$15,000	\$15,000	\$15,000	\$45,000
Pilgrimage Scholarships	\$0	\$32,000	\$32,000	\$32,000	\$0	\$96,000
TOTAL PILGRIMAGE	\$0	\$46,575	\$55,750	\$55,750	\$15,000	\$173,075
Resources Content Development						
Website & App Development	\$5,570	\$10,570	\$7,200	\$2,500	\$2,500	\$28,340
Fees paid to Publishers	\$0	\$4,800	\$4,800	\$4,800	\$0	\$14,400
Videography	\$0	\$19,210	\$7,500	\$7,500	\$0	\$34,210
Translation	\$0	\$15,000	\$15,000	\$5,000	\$0	\$35,000
TOTAL RESOURCES	\$5,570	\$49,580	\$34,500	\$19,800	\$2,500	\$111,950
Community Cohorts						
Cohort Supplies & Curriculum materials	\$0	\$20,750	\$20,750	\$20,750	\$0	\$62,250
Recruitment of Cohort Partners	\$4,575	\$4,575	\$1,500	\$1,500	\$0	\$12,150
Coaching for Cohort Leaders	\$3,970	\$7,940	\$7,940	\$7,940	\$0	\$27,790
TOTAL COHORTS	\$8,545	\$33,265	\$30,190	\$30,190	\$0	\$102,190
Consultants						
Consulting Fees & Travel	\$45,875	\$49,225	\$40,875	\$32,680	\$0	\$168,655
Evaluation	\$17,000	\$5,000	\$5,000	\$5,000	\$0	\$32,000
TOTAL CONSULTANTS	\$62,875	\$54,225	\$45,875	\$37,680	\$0	\$200,655
Administrative						
Database Development	\$15,000	\$15,000	\$2,000	\$2,000	\$2,000	\$36,000
Conference Fees	\$8,000	\$3,100	\$3,100	\$8,000	\$0	\$22,200
Supplies	\$9,500	\$1,000	\$1,000	\$1,000	\$0	\$12,500
TOTAL ADMINISTRATIVE	\$32,500	\$19,100	\$6,100	\$11,000	\$2,000	\$70,700
Sub-Total Expenses	\$196,220	\$367,270	\$329,745	\$311,750	\$144,950	\$1,349,935
Indirect Costs	\$9,811	\$18,364	\$16,487	\$15,588	\$10,266	\$70,515
GRAND TOTAL	\$206,031	\$385,634	\$346,232	\$327,338	\$155,216	\$1,420,450


The Rev. Shannon Kelly
PROGRAM DIRECTOR


N. Kurt Barnes
FINANCE V.P./CONTROLLER

Budget Narrative

Please note: For the purposes of the Line-item Budget, Budget Summary, and Budget Narrative, the first year, 2023, is presumed to be only 6 months long.

PERSONNEL

Grant Director: This position is responsible for overseeing the entire project, including budget, staff, evaluation, partnerships and program development. To speed progress, an existing staff member will take on this role in addition to other, non-grant funded part-time duties. Thus the total salary charged to the grant is 33% of the total salary.

1 employee at \$77,100/year x 33% = \$25,700/year

Officer for Christian Parenting: This position will be at the Grant Director's right hand, and will take the lead on program and content design, coordinate in-person convening events, as well as train church leaders in the project's goals and utilization. The entire salary of this full time employee will be charged to the grant. The \$30,000 salary for 2023 is intentionally calculated at less than 50% of annual salary knowing it will take at least a month or more to hire this position.

1 employee at \$71,250/year x 100% = \$71,250/year

Travel for Staff: The grant director and officer for Christian parenting will be expected to travel to network and collaborate with leaders across The Episcopal Church. Travel to headquarters in New York may also be expected. Up to \$7,500 annually will cover staff's anticipated travel costs including transportation, lodging, and meals.

Officer for Christian Parenting Benefits: Benefits are calculated at a flat percentage of 40%, which covers health insurance as well as payroll taxes and pension. Benefits for the grant director are already provided to this employee through existing operational budgets and will not be funded by the grant.

1 employee at \$71,250/year x 40% = \$28,500/year

CAMINO DESIGN PROCESS

Launch & Sustainability Events: At the beginning of our program, we will host a two-day gathering event with leadership from key churches across the Episcopal Church. Our partner Ministry Architects will facilitate an initial collaborative design event to integrate and align leadership as we launch this program's design. In 2026, Ministry Architects will facilitate a two-day Sustainability Summit with leadership to ensure the program has a workable sustainability plan for ongoing ministry. Each two-day event is anticipated to cost \$14,880 for Ministry Architects' lodging, transportation, food, and facilitation.

Hatchathon: In the program's first full year of activity, our partner Ministry Incubators will host a three-day Hatchathon to take the program's initial outlay and ensure financial sustainability, participation, and communication networks are maximized. This three-day event is anticipated to cost \$19,000 for Ministry Incubators' lodging, transportation, food, and facilitation.

Pivot Retreat: In the program's second full year of activity, Ministry Incubators will host a two-day Pivot Retreat to gather lessons learned, examine program components, and establish an improved plan for the following year. This two-day event is anticipated to cost \$14,880 for Ministry Incubators' lodging, transportation, food, and facilitation.

Design Event Participant Travel Stipends: To ensure the highest likelihood of meeting participation goals, church leaders will receive a stipend for their partnership. The stipends will come with an expectation of attendance at convening events, engaging in program activities, and offering regular feedback for program improvements.

$\$300 \text{ stipend/day} \times 9 \text{ days total} \times 15\text{-}16 \text{ people per event} = \$41,075 \text{ total}$

PILGRIMAGE DEVELOPMENT

Travel for Exploring Pilgrimage Sites: The grant director, officer for Christian parenting, and/or other partners will need to travel to research and explore potential pilgrimage sites for The Camino Project. \$14,575 is calculated for 2024 when the bulk of discovery will take place, followed by \$8,750 in 2025 and 2026. These funds will cover anticipated travel costs including transportation, lodging, meals, and pilgrimage-related experiences.

Hosted Pilgrimages: Beginning in 2025, the Camino Project will host annual pilgrimage experiences for families. Not including personal travel costs covered by individuals, the per person pilgrimage cost is expected to be \$500.

$\$500/\text{person} \times 6 \text{ families (30 people)} = \$15,000$

Pilgrimage Scholarships: In recognition of a wide range of financial situations of the targeted, diverse audience of the Camino Project, grant leaders believe it imperative to allocate significant funds (\$96,000) to provide financial accessibility so families interested in pilgrimage can be financially supported to participate.

RESOURCES CONTENT DEVELOPMENT

Website Development: Developing a website that can be accessed through the existing episcopalchurch.org page will be essential for collecting resources and making this easily accessible to interested parents. Based on initial listening group feedback we are exploring the possibility of an app

that mirrors the website content for easy mobile access. We've explored two web design estimates that indicate \$28,340 will be sufficient for development costs.

Fees paid to Publishers: For some of the resources we hope to make available to parents, we anticipate some publishers may charge us a nominal fee. Without knowing exact figures, but desiring to account for this anticipated expense more intentionally than simply through indirect costs, we have calculated \$4,800 in years 2, 3, and 4 of the grant to cover these expenses.

Videography: This line item \$34,210 is based on an estimate from Ministry Architect's content creation partner, Telos Creative. Costs in Year 2 represent the design, creation, filming, and editing process with subsequent creation occurring in Years 3-4.

Translation: This expense is based on estimated costs of \$30/hr for local translation partners, who will also assist in cultural competency and sensitivity in content. Costs per year reflect the bulk of content creation and therefore translation work will occur in Year 2-3, with Year 4 representing the ongoing cost for periodic updates as necessary.

COMMUNITY COHORTS

Community Cohort Supplies & Curriculum Materials: To support the development of church-based community cohorts of parents, grant funds will pay for \$3,500 curriculum materials each year. Also, each of the 25 cohort-sponsoring congregations will receive a \$690 stipend annually to use toward the cost of any supplies, meals, or meeting expenses they may incur. Cohorts will launch in year 2 of the grant.

$$\$3,500 \text{ curriculum} + (\$690 \text{ supplies} \times 25 \text{ cohorts}) = \$20,750/\text{year}$$

Recruitment of Cohort Partners: A significant part of launching this project will center on recruiting and mobilizing cohort leaders and cohort participants. We anticipate investing time and money to identify and engage 25 Camino cohort congregations effectively as possible.

Coaching for Cohort Leaders: We know that church leaders and volunteers aren't likely to engage in a program that is difficult to navigate, so we will leverage a Ministry Architects implementation support (user experience).

CONSULTANTS

Consulting Fees & Travel: This expense reflects estimated contract with Ministry Architects for project management, visioning development, ongoing listening sessions, leadership coaching, virtual assistant, communications support, and course correction/troubleshooting as needed. Costs per year reflect significant support in Years 1-3 with assistance tapering off in Year 4 and ending in Year 5.

Evaluation: This line item reflects estimated costs for Ministry Architect partner Brandon Martinez, Ph.D. Assistant Professor of Sociology at Providence College, to design and implement a thorough and customized evaluation strategy and data collection process. The cost per year reflects a significant amount of work developing assessment tools in Year 1 alongside project staff, implementation and revisions in Year 2-3, and continuing support and surveying in Year 4.

ADMINISTRATIVE

Database Development: The Episcopal Church has just converted to a new database system, Sales Force. In order to effectively and broadly disseminate the work and opportunities of the Camino Project, we are committed to the unattractive and tedious work of developing an extensive database for our audience of Episcopal parents across the globe. With the help of virtual ministry assistants from Ministry Architects, this \$36,000 will cover the cost of data collection, data entry, and ongoing data hygiene. Another database?

Conference Fees: We anticipate our leadership team and a few key partners attending at least one major conference each year to network, collaborate, and disseminate the progress and impact of the Camino Project. Additional funds are designated in 2023 and 2026 in anticipation of travel planning for the General Convention of the Episcopal Church scheduled for 2024 and 2027.

Supplies: This line estimates new laptops, printers, office supplies, and set up costs for project staff, with initial setup expenses being higher in Year 1, decreasing in Years 2-4, and being absorbed into the general operating budget by Year 5. All equipment will remain in possession of the grant project and not the individual staff member.

INDIRECT COSTS

A flat 5% of the annual sub-total of all other expenses was calculated to cover contingencies, insurance, unexpected supply increases, inflation, and cost of living wage increases if necessary.



February 7, 2023

The Lilly Endowment
Christian Parenting Grant
Dr. Jessicah Duckworth
Program Director, Religion
2801 N. Meridian St.
Indianapolis, Indiana 46208

Dear Dr. Duckworth,

Ministry Architects is delighted to express our enthusiastic support for the Episcopal Church Department of Faith Formation's Christian Parenting and Caregiving Initiative grant application, *The Camino Project: Faith-Forward Pathways for Episcopal Families*.

The Department of Faith Formation entered into a partnership with Ministry Architects in 2021 to assess the impact of the triennial Episcopal Youth Event (EYE) and Evento Juvinales Episcopales (EJE). This year-long process resulted in an assessment report, identification of strategic next steps, and implementation coaching for select staff.

The Camino Project strikes an impressive balance of innovative and sustainable, and we hope to continue this partnership by offering implementation support in the following ways:

- Coaching and consulting for the implementation of the overall project
- Sharing our networks to assist The Episcopal Church in discovering and amplifying the distribution of resources specifically for Christian parents and caregivers
- Designing and implementing an evaluation project overseen by Ministry Architects' consultant, Brandon C. Martinez, Ph.D. Associate Professor of Sociology at Providence College who specializes in the sociology of religion

For over 20 years, Ministry Architects has worked with churches, non-profits, schools, and judicatories to build healthy systems and catalyze innovative change for the future of the church. We wholeheartedly support this project and hope to see Christian families engage more intentionally in faith formation through the generosity of the Lilly Endowment.

Blessings,

Trey Wince

President and CEO, Ministry Architects

February 8, 2023

Dear Dr. Duckworth and *Christian Parenting and Caregiving* Grant Reviewers,

I serve on the faculty of Virginia Theological Seminary and as its Vice President for Lifelong Learning. In my position I have a unique perspective on the Episcopal Church and am privileged to be trusted by many church-wide leaders. Given our seminary's history of deep commitment to Christian formation and more recently our active engagement with the Lilly Endowment, Inc., it is not surprising that several potential applicants to your *Christian Parenting and Caregiving* initiative reached out to me for counsel. Overall, I am in awe of the important conversations and discernment this new initiative has already cultivated, and I want to thank you and the LEI Board of Directors for a marvelous vision.

I am writing to express my personal and our institutional support for two proposals that, from my vantage point, are complementary and would together contribute significantly to changing the culture of Christian parenting in the Episcopal Church. Or should I say, they have the potential to introduce and nurture foundational practices of Christian parenting across the denomination? Both proposals already have the strong support of Ministry Architects, a sign of healthy collaboration, and at my suggestion have discerned their potential for complementarity of impact.

The Episcopal Church Department of Faith Formation is proposing *Camino Moments: Faith Forward Pathways for Episcopal Families*. This initiative is designed to leverage the strengths of a church-wide office and ministry network to reach parents through congregations and dioceses, with a particular focus on communities historically underrepresented in existing resources and program implementation (new immigrant, historically African American, Latino/Hispanic, Asian, Indigenous) and on non-traditional family structures (single, multigenerational, and GLBTQ parenting households). The Department team will curate, create, and promote theologically robust and culturally appropriate resources for parent cohorts through an accessible, multi-lingual website and cohort-based learning communities.

While ambitious in its reach, the timing is right for *Camino Moments* as our current Presiding Bishop, the Most Reverend Michael Bruce Curry has awakened the wider Church to the importance of discipleship through his focus on The Way of Love: Practices for a Jesus-Centered Life. Until now, emphasis has largely been on individual and adult formation while setting an expectation that Episcopalians of all ages, from all walks of life, are beloved, called, and gifted. Families with children are primed for resources to cultivate Christian practices in daily life.

At the same time, The Episcopal Diocese of Louisiana is working closer to the ground. Their proposal for a series of *Episco-Parenting Care Kits* is grounded in years of intentional work with congregations to reimagine Christian formation as the holistic, lifelong process it should be, and in thorough needs assessment of their families. The proposal wisely customizes faith practices

to address important spiritual milestones and key moments of childhood and family life. The suite of resources, modalities of delivery, and proposed theological and liturgical themes in the initiative are imaginative and pedagogically brilliant. The Diocesan team is eager to share its materials, processes, and learnings with *Camino Moments* and looks forward to benefiting from the experience church-wide leaders have working in multicultural contexts.

Lifelong Learning at VTS enthusiastically commends both proposals to you and pledges our support in several ways. We will:

- Promote their work through our extensive networks (Forma, Building Faith, Lifelong Learning eNews, etc.)
- Convene regular conversations between the two grant teams (and other Episcopal projects receiving funding from the LEI Christian Parenting and Caregiving initiative) to foster collaboration and mutual learning for optimal impact across the Church.
- Provide support for program design and evaluation consultation.
- Create opportunities for *Camino Moments* and *Episco-Parenting Care Kits* to present in Christian formation and/or practical theology courses at Virginia and General Seminaries.
- Promote the dissemination of resources and learning through professional and academic channels (publications, conferences, subscription services, etc.)

Please do not hesitate to contact me if I may be of further assistance in your discernment process.

Faithfully and gratefully,

Lisa Kimball

Lisa Kimball, Ph.D.
James Maxwell Professor of Lifelong Christian Formation
Vice President for Lifelong Learning
lkimball@vts.edu
O: 703 | 461-1887
C: 571 | 216-9324



Members of the Lilly Endowment,

The Episcopal Church and Conference Centers are writing this letter in support of the Reverend Shannon Kelly, who is the director of the department of faith formation and officer for young adult and campus ministries in the Episcopal Church. Reverend Kelly is applying for a grant from the Lilly Endowment to create the Camino Project: Faith Forward Pathways for Episcopal Families.

The Church and its teachings provide guidelines and lessons for families to reflect on and deepen their ministry. However, we have seen a shift in recent years where families are not able to engage with that material in the same ways that they used to. The Camino Project aims to provide a platform for parents, caregivers, and congregations to link family faith conversations to key milestones in a young person's life and in the lives of parents. By directly linking this to important milestones in young people's lives, this program and platform will enable parents to walk hand in hand with their children and deepen their faith in these big moments. By supporting this program, the Lilly Endowment will directly affect change and will directly impact the way our youth carry their faith throughout their most pivotal developmental stages. They will enable parents to gain access to valuable resources and give them tools to expand the way ministry and faith look in the home. This program has the capacity to strengthen family engagement and family relationships through God's love and teachings. It will enable our members to enhance the ways in which they are addressing faith in the home and forge stronger connections to ministry.

We hope you will consider this wonderful project and choose to support it.

Thank you,

Rev. Jess Elfring-Roberts
Executive Director
Episcopal Camps and Conference Centers

EPISCOPAL CAMPS & CONFERENCE CENTERS

P.O. BOX 180247 | CHICAGO, IL 60618 | 773-377-5554



The Episcopal Diocese of
LOUISIANA

The Lilly Endowment
Christian Parenting & Caregiving Initiative
2801 N. Meridian St.
Indianapolis, Indiana 46208

February 10, 2023

Dear Lilly Endowment:

Recognizing the unique burdens carried by parents in different family structures and the desire to raise children in the faith, I am compelled to express my support for The Episcopal Church in their plans to build a program that easily connects to families at the pivotal moments when they are most likely to look to the church for support and input.

In my experience of working with families, I have seen the lack of congregational engagement from families while parents simultaneously express their desire for their children to know God and develop a faith of their own. Busy schedules, extracurricular activities, and just the ebb and flow of parenting and family life frequently chokes out the good intentions of parents who desire to share their faith with their children.

If The Episcopal Church is awarded this grant, Diocese of Louisiana will help by:

- Partnering in prayer for the sake of the children, youth, and families currently connected to Episcopal churches around the world
- Sharing in recruitment to increase participation numbers
- Utilize existing networks across the diocese to connect congregations and parents with the Camino Program and all that it offers

As Canon to the Ordinary, I wholeheartedly support The Episcopal Church's efforts to support congregations and families of all cultures and configurations as they support faith formation within the household. The Lilly Endowment's Christian Parenting and Caregiving Initiative is very encouraging as a much-needed support to offer parents easy on-ramps to bring their families into shared Camino experiences that are further supported by prayers and practices that are easily adopted into the daily and weekly family rhythm as well as a community of Camino friends and extended family to express their Baptismal vows in very practical ways.

In Christ,

The Reverend Canon Morgan MacIntire
Canon to the Ordinary
Episcopal Diocese of Louisiana



February 8, 2023

Dear Lilly Endowment:

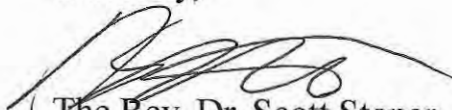
We are pleased to write in support of the Camino Project: Faith Forward Pathways for Episcopal Families application for a Christian Parent and Caregiving Initiative grant.

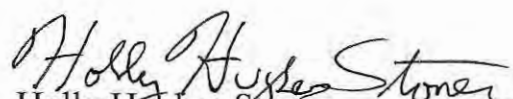
We are both marriage and family therapists, and in addition, Scott is an Episcopal priest. Through our foundation, we have had the honor to create Living Compass parent wellness resources and trainings for congregations of all denominations across the United States and beyond for the last thirteen years. We know that our resources are especially beneficial for parents and their children when they are experiencing what we call "liminal times"—times of key transitions in the life cycle.

Because we know how vulnerable these liminal times are for parents and families, we were delighted to see that this Camino Projects grant application also focuses on the critical transition moments in the lives of parents and families. We know from experience that at these moments, parents long and search for a deeper meaning to help them navigate the ups and downs of parenting. This longing creates a wonderful opening for faith to become real and to take root more deeply in the life of a family.

We offer our unconditional support for the grant, knowing that if it is, thousands of families will become better equipped to navigate the "camino" moments of their lives. And Living Compass would be honored to be a small part of a collaborative team that helps them bring this much-needed offering to fruition.

Sincerely,


The Rev. Dr. Scott Stoner
Co-Director


Holly Hughes Stoner
Co-Director

Living Compass Spiritually & Wellness Initiative
2858 University Avenue, #328
Madison, WI 53705

www.LivingCompass.org



February 7, 2023

The Lilly Endowment
Christian Parenting Initiative
Dr. Jessica Duckworth
Program Director, Religion
2801 N. Meridian St.
Indianapolis, Indiana 46208

Dear Dr. Duckworth:

Ministry Incubators is delighted to express our enthusiastic support for The Episcopal Church's Christian Parenting and Caregiving Initiative grant application, ***The Camino Project: Faith-Forward Pathways for Episcopal Families.***

As a partner in this project, we will be honored to lead one or more resource development summits, utilizing the Ministry Incubators' Hatchathon model, a core offering we have utilized since our founding almost 10 years ago. Each of these events will provide a platform for developing and expanding the engagement of Episcopal parents and caregivers with resources that support the passing along of faith to their children.

Recognizing the immense impact that intentional Christian parenting can have on the faith formation of the next generation, we are especially supportive of your attention to wholistic practices that foster a more robust congregational ecology to support Christian parents and caregivers in this crucial work.

All the best as you launch this initiative!

A handwritten signature in black ink, appearing to read "Mark DeVries".

Mark DeVries
Co-Founder
Ministry Incubators

www.ministryincubators.com

5220 Cochran Dr., Nashville, TN, 37220, 615-424-2304

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	SUMMARY										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
8	1	INCOME									
10	3	Diocesan Commitments	29,607,767	28,765,806	-	28,909,635	28,909,635	57,675,441	57,675,441	87,283,208	Diocesan operating income up 1% in each of 2023 2024; maintain 15% assessment; raise exemption from \$140K to \$200K
11	4	Diocesan expected waivers	(550,000)	(750,000)		(750,000)	(750,000)	(1,500,000)	(1,500,000)	(2,050,000)	
13	5	Income from Unrestricted Assets for General budget	11,687,401	12,874,307		13,522,613	13,187,357	25,850,626	26,061,664	37,749,065	9.7% actual return in 2021; -4.5% assumed in 2022; 5% draw
14	6	Income from Outside trusts where DFMS is beneficiary	225,000	225,000		227,250	227,250	452,250	452,250	677,250	Income from non-DFMS trusts; previously included in line 5 above
15	7	Economic Justice Loan income	165,000	165,000		165,000	165,000	330,000	330,000	495,000	Lower interest rates on loans made to community development organizations
16	8	EMM Non-Govt Fundraising	230,000			-	-	-	-	230,000	
17	9	Annual Appeal Campaign	450,000	500,000		500,000	500,000	1,000,000	1,000,000	1,450,000	Increase based on successes in 2018-2021
19	11a	Short-term reserves for Racial Reconciliation	-			-	-	-	-	-	Unused funds from 2015-2018 triennium
21	11c	Portion of 2019-2021 budgetary surplus from Short-term reserves	2,289,261	2,500,000		2,500,000	2,500,000	5,000,000	5,000,000	7,289,261	
22	11d	Net cost of GC80 from Short-term reserves/Cash	2,467,977	-		-	-	-	-	2,467,977	Savings from not having GC in 2021
25	13b	Restricted reserves for pension improvements	-			-	-	-	-	-	
26	14	Rental Base Income (incl CUAC, ERD, NAES)	2,863,106	3,162,345		3,417,286	3,417,286	7,008,136	6,579,631	9,442,738	Revised to reflect termination of Haitian lease; (and assumes new tenant by June 2023); negotiated rent reduction to Midtown Hardware.
27											
28	15	Program and Event Related Fees:	-			-					
29	16	General Convention Income	645,000	-	1,500,000	-	1,500,000	1,500,000	1,500,000	2,145,000	Shortened GC80 in 2022 to essential business only
31	18	Episcopal Digital Network Income	400,000	400,000		400,000	400,000	800,000	800,000	1,200,000	"Sponsorship" income. Increase based on run rate in 2021
34	21	Refugee Loan Collection Income	300,000	300,000		600,000	600,000	1,200,000	900,000	1,200,000	Income lower because admitted refugees have not increased as the US Administration announced
35	22	Mission Technology Income	40,000	38,000		39,000	39,000	77,000	77,000	117,000	
38	25	Facilities Management Income	120,000	120,000		120,000	120,000	240,000	240,000	360,000	Charges to affiliates and tenants
39	26	Total Program and Event Fees	2,462,530	858,000	1,500,000	1,159,000	2,659,000	3,817,000	3,517,000	5,979,530	
40	27										
43	29	House of Bishops reimbursements	100,000	100,000		100,000	100,000	200,000	200,000	300,000	
44	30	Episcopal Youth Event fees receivable	-	400,000		-	-	400,000	400,000	400,000	Registration fees
45	31	General Board of Exam. Chaplains	132,000	130,000		130,000	130,000	260,000	260,000	392,000	
46	32	TOTAL INCOME	51,172,512	48,930,458	1,500,000	49,880,784	51,045,528	100,493,452	99,975,986	151,148,498	
47											
50	34	EXPENSES									
52	35-65	Evangelism	1,966,813	1,716,625	1,718,113	1,755,113	1,778,953	3,454,046	3,495,578	5,462,391	
53	66-162	Reconciliation & Justice	3,536,199	3,974,637	158,000	3,498,853	4,069,353	8,030,069	8,043,990	11,580,188	
54	163-174	Creation Care	340,067	374,471	20,000	378,482	398,482	740,208	772,953	1,113,021	
55	175-218	PB Ministry	4,699,153	4,881,733	121,500	5,271,511	5,418,011	9,955,914	10,299,744	14,998,897	
56	219-410	Mission Within the Episcopal Church	10,193,945	10,249,336	375,000	9,587,354	10,332,336	20,564,570	20,581,672	30,775,617	
57	411-511	Mission Beyond the Episcopal Church	5,921,501	6,121,495	77,500	6,138,741	6,290,691	12,312,353	12,412,186	18,333,688	
58	512-567	Governance	8,717,787	7,370,710	2,253,000	6,851,155	9,136,655	15,775,705	16,507,365	25,225,152	
59	568-584	Development	1,473,287	1,499,313			1,562,865	2,996,888	3,062,177	4,535,465	
60	586-611	Finance	5,147,641	5,288,495	42,000	6,833,157	5,387,293	10,670,393	10,675,788	15,823,429	
61	612-623	Legal	1,685,876	1,689,119	6,500	1,746,245	1,752,745	3,498,021	3,441,864	5,127,740	
62	625-695	Operations (HR, IT, Facilities, Purchasing)	6,864,029	6,104,960	187,500	6,225,154	6,549,115	12,538,204	12,654,075	19,518,104	
64	697	Undetermined GC (2022) Resolutions	-	-		-	-	-	-	-	
65	700	TOTAL EXPENSES	50,546,300	49,270,894	4,959,113	48,285,765	52,676,498	100,536,371	101,947,393	152,493,692	
66											
67	701	SURPLUS/(DEFICIT)	626,212	(340,436)	(3,459,113)	1,595,019	(1,630,971)	(42,919)	(1,971,407)	(1,345,194)	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: EVANGELISM										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
8	35	Starting New Congregations									
9	36	Mission Enterprise Zones and New Church Start Grants	666,000	513,000		513,000	513,000	1,026,000	1,026,000	1,692,000	Church Plant Grants, reduced if only 2nd and 3rd installments in 2022
10	37	Congregational Redevelopment	334,000	220,500	-	220,500	220,500	441,000	441,000	775,000	Redevelopment program and resources
11	38	Starting New Congregations Total	1,000,000	733,500	-	733,500	733,500	1,467,000	1,467,000	2,467,000	
12	39										
13	40	Evangelism Initiatives									
15	42	Church Planting Training & Resources	40,000	59,000	2,000	59,000	61,000	120,000	120,000	160,000	Training, discernment, and support for church planters, including seminary courses and regional trainings
16	43	Program, travel, office - Church Planting and Redevelopment Staff	45,000	37,000		37,000	37,000	74,000	74,000	119,000	Manager and staff officer share line for program, travel and equipment
18	52	Evangelists' Summit and Networks	25,000	22,000	5,000	23,000	28,000	50,000	50,000	75,000	Incl. Good News Gardens events, Evangelism Matters annual evangelists gathering, grantee networking
19	53	Evangelism Resources	20,000	25,000	-	25,000	25,000	50,000	50,000	70,000	Creation and translation of resources
20	54	Episcopal Revivals	40,000	45,000	30,000	45,000	75,000	120,000	120,000	160,000	4 revivals/year w/ PB Curry; major revival at GC81
21	55	Program, travel, office - Evangelism Staff	50,000	32,000	-	32,000	32,000	64,000	64,000	114,000	Officer, canon, associate travel, program, equipment
22	56	Evangelism Grants Program	125,000	125,000		125,000	125,000	250,000	250,000	375,000	Committee on MW recommends increasing evangelism grant program given success in 2019-2021 triennium.
23	57	Way of Love Curriculum, Resources, Events (formerly Evangelistic Work)	57,500	65,000		65,000	65,000	130,000	130,000	187,500	Way of Love curricula, resources, app, events - not included in 2019-21 budget; apply \$45K in 2022 savings (some 2022 projects covered by Office of Development fundraising) toward increased staff costs
29	61b	Reserve for GC	-								
30	62	Evangelism Initiatives Total	402,500	410,000	37,000	411,000	448,000	858,000	858,000	1,260,500	
31	63										
32	64	Staff Costs	564,313	573,125		597,453	597,453	1,129,046	1,170,578	1,734,891	Associate position moved back from previous shift to PBO
33	65	Evangelism Total	1,966,813	1,716,625	37,000	1,741,953	1,778,953	3,454,046	3,495,578	5,462,391	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: RECONCILIATION AND JUSTICE										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
7	66	Poverty and Social Justice									
11	70	Asset Based Community Development Training (ABCD)	15,000	17,000		17,000	17,000	34,000	34,000	49,000	
13	72	Jubilee and Justice Ministry Grants	50,000	50,000		50,000	50,000	100,000	100,000	150,000	
14	80	Jubilee and Justice Ministry Training and Network	15,000	15,000		15,000	15,000	30,000	30,000	45,000	
16	74	Program, travel and office - Poverty and Justice Staff	20,000	20,000	7,000	20,000	27,000	47,000	47,000	67,000	
20	78	Justice Leaders Retreats	15,000	15,000		15,000	15,000	30,000	30,000	45,000	
23	80b	Reserve for GC	-	-			0	-	-	-	
25	82	Total Poverty & Social Justice	115,000	117,000	7,000	117,000	124,000	241,000	241,000	356,000	
26	83									0	
27	84	Racial Justice and Reconciliation	100,000	-			0	-	-	100,000	
28	85	Becoming Beloved Community Grants	200,000	125,000		75,000	75,000	200,000	200,000	400,000	
29	86	Becoming Beloved Community Summit and Networks	-	50,000		50,000	50,000	50,000	100,000	100,000	Event not held in 2022
30	87	Racial Justice Audit	30,000	70,000	10,000	30,000	40,000	110,000	110,000	140,000	
31	88	Sacred Ground	70,000	90,000		90,000	90,000	180,000	180,000	250,000	
33	89	Truth and Reconciliation	0	60,000		60,000	60,000	120,000	120,000	120,000	
34	89a	Episcopal Coalition for Racial Equity & Justice Startup	0	150,000			150,000	300,000	300,000	300,000	
35	90	Dismantling Racism Formation and Training	50,000	50,000		50,000	50,000	100,000	100,000	150,000	\$40K in 2022 applied to line 126B: ADM Healing from Internalized Oppression
36	91	Racial Reconciliation and Justice Resources	10,000	10,000	5,000	10,000	15,000	25,000	25,000	35,000	
39	94	Program, travel and office - Racial Reconciliation Staff	45,000	32,500	5,000	32,500	37,500	70,000	70,000	115,000	
41	96	Criminal Justice Ministries	15,000	16,000	5,000	16,000	21,000	37,000	37,000	52,000	\$35K in 2022 applied to line 126B: ADM Healing from Internalized Oppression
43	98	Program travel and office - Canon	10,000	18,000	1,000	18,000	19,000	37,000	37,000	47,000	
45	99b	Reserve for GC	0				0	-	-	-	
46	100	Staff Costs	427,937	427,001		443,459	443,459	950,959	870,460	1,298,397	
47	101	Racial Justice Total	957,937	1,098,501	26,000	874,959	1,050,959	2,179,959	2,149,460	3,107,397	
48	102									0	
49	103	Ethnic Ministries:								0	
50	104	Indigenous Ministries								0	
51	105	Support for Indigenous Theological Education and Training	40,000	22,500		22,500	22,500	45,000	45,000	85,000	
52	106	Church-wide Indigenous Winter Talk gathering	36,666	50,000		50,000	50,000	100,000	100,000	136,666	
53	107	Native Youth Development Project	10,000	15,000			0	15,000	15,000	25,000	
54	108	Assessment study for outreach to and networking with Province 9	8,333	5,000		5,000	5,000	10,000	10,000	18,333	
55	108a	Review of Episcopal-run Indigenous Boarding Schools	0	112,500			112,500	225,000	225,000	225,000	
56	109	Collaborative Projects	17,628	12,000	20,000	12,000	32,000	44,000	44,000	61,628	
57	110	Program, office and staff travel	30,000	35,000	10,000	35,000	45,000	80,000	80,000	110,000	
58	111a	Consultants	10,000	5,000	5,000	5,000	5,000	10,000	10,000	20,000	
60	112	Indigenous Ministries Total	152,627	257,000	30,000	129,500	272,000	529,000	529,000	681,627	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: RECONCILIATION AND JUSTICE										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
61	113									0	
62	114	Asian American Ministries								0	
63	115	Ethnic Convocational Leadership Gatherings	0	25,000		25,000	25,000	50,000	50,000	50,000	
64	116	Asiamerica & Pacific Islanders Churchwide Consultation	65,000	-		45,000	45,000	45,000	45,000	110,000	
65	117	ANDREWS - Asiamerica Mentoring Program	50,000	40,000		30,000	30,000	70,000	70,000	120,000	
66	118	Consultants	15,000	15,000		15,000	15,000	30,000	30,000	45,000	
67	119	Collaborative Projects	12,628	12,000	20,000	12,000	32,000	44,000	44,000	56,628	Reallocate \$5K to 126b - Healing from Internalized Oppression (also a collaborative project)
68	120	Program, office and travel	20,000	22,500	5,000	22,500	27,500	50,000	50,000	70,000	
70	121	Asian America Ministries Total	162,628	114,500	25,000	149,500	174,500	289,000	289,000	451,628	
71	122									0	
72	123	African Descent Ministries								0	
73	124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	25,000	24,000		24,000	24,000	48,000	48,000	73,000	
74	125a	Diaspora Clergy & Laity Convocations Gathering	30,000	15,000		15,000	15,000	30,000	30,000	60,000	
75	125b	Visiting Supply Clergy Program to the Dio. Virgin Islands	4,000				0	-	-	4,000	
76	125c	New Resources	5,500	4,500		4,500	4,500	9,000	9,000	14,500	
77	125d	Youth Leadership Academy	0	13,500		13,500	13,500	27,000	27,000	27,000	\$25K savings in 2022 applied to line 126b
78	125e	Clergy & Lay Leadership Discernment Academy	3,500	3,500		3,500	3,500	7,000	7,000	10,500	
79	126a	Coaching and Mentoring	6,000	6,000		6,000	6,000	12,000	12,000	18,000	
80	126b	Healing from Internalized Oppression	20,000	67,500		27,500	27,500	25,000	95,000	115,000	\$75K increase balanced by 2022 decreases in lines 96, 119, 125d, 129, 144
81	127a	International Black Clergy & Laity Conference	0	60,000			0	60,000	60,000	60,000	
82	127b	Historically Black Colleges Recognition & Engagement Event	3,500	3,500		3,500	3,500	7,000	7,000	10,500	
83	128	Program, office and staff travel	20,000	20,000	4,000	20,000	24,000	44,000	44,000	64,000	
84	129	Collaborative Projects	12,628	12,000	20,000	12,000	32,000	44,000	44,000	56,628	\$5K of 2022 savings applied to line 126b
85	130	Consultants	15,000	15,000		15,000	15,000	30,000	30,000	45,000	
86	131	Reserve for GC	-	-			0	-	-	-	
87	132a	Consultants	-	-			0	-	-	-	
88	132b	Reserve for GC	-	-			0	-	-	-	
89	133	African Descent Ministries Total	145,128	244,500	24,000	144,500	168,500	343,000	413,000	558,128	
90	134									0	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: RECONCILIATION AND JUSTICE										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
91	135	Hispanic / Latino Ministries								0	
92	136	Formation Programs & Training (formerly Academia)	41,000	45,000		30,000	30,000	75,000	75,000	116,000	
93	137	New Camino	-	-			0	-	-	-	
94	138	Social Media/Digital Resources	19,000	10,500	11,000	10,500	21,500	32,000	32,000	51,000	
96	140	Nuevo Amanecer	65,000	5,000		55,000	55,000	60,000	60,000	125,000	
97	141	Cultural Competency	-	-			0	-	-	-	
99	143	Staff Travel & Office Expenses	35,000	31,000	15,000	31,000	46,000	77,000	77,000	112,000	
100	144	Collaborative Projects	12,628	12,000	20,000	12,000	32,000	44,000	44,000	56,628	Reallocate \$5K to line 126b
101	145	Consultants	15,000	12,500		12,500	12,500	25,000	25,000	40,000	
102	146a	Translation/Interpretation	15,000	15,000		15,000	15,000	30,000	30,000	45,000	
104	147	Hispanic/Latino Ministries Total	202,628	131,000	46,000	166,000	212,000	343,000	343,000	545,628	
105	148									0	
107	150	Staff Costs	1,076,422	1,103,488		1,147,480	1,147,480	2,260,909	2,250,968	3,327,390	
108	151	Total Ethnic Ministries	1,739,433	1,850,488	125,000	1,736,980	1,974,480	3,764,909	3,824,968	5,564,401	
109	152									0	
111	153	Historically Black Episcopal Colleges & Universities								0	
	153a	St. Augustine's University	274,167	274,167		274,167	274,167	548,334	548,334	822,500	
112	153b	Voorhees University	274,167	274,167		274,167	274,167	548,334	548,334	822,500	
113	154	Educational Enterprise Grants								0	
114	154a	St. Augustine Educational Enterprise Grant	66,667	66,667		66,667	66,667	133,334	133,334	200,000	
115	154b	Voorhees Educational Enterprise Grant	66,667	66,667		66,667	66,667	133,334	133,334	200,000	
116	154c	Total Historically Black Episcopal Colleges & Univ.	681,666	681,666	-	681,668	681,668	1,363,334	1,363,334	2,045,000	
119	156	United Thank Offering								0	
120	157	UTO Other	139,987	170,000		170,000	170,000	340,000	340,000	479,987	
122	157b	Reserve for GC	-	-			0	-	-	-	
123	158	Staff Costs	252,175	256,982		268,245	268,245	540,867	525,227	777,403	
124	159	Less Offset from trust funds	(350,000)	(350,000)		(350,000)	(350,000)	(700,000)	(700,000)	(1,050,000)	
125	160	Total United Thank Offering	42,162	76,982	-	88,245	88,245	180,867	165,227	207,390	
126	161	Director of LBGTQI & Women's Ministries		150,000			150,000	300,000	300,000	300,000	
127	162	Total Reconciliation and Justice	3,536,199	3,974,637	158,000	3,498,853	4,069,353	8,030,069	8,043,990	11,580,188	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: CREATION CARE										
6	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
7	163	Creation Care									Much in this area supports local creation care initiatives
9	164	Climate Mitigation Efforts	15,000	22,500		22,500	22,500	30,000	45,000	60,000	Carbon tracker and mitigation efforts
10	165	Ecoljustice Fellows Program (formerly Ecoljustice site grants)	25,000	25,000	5,000	25,000	30,000	55,000	55,000	80,000	
11	166	Creation Care Grants	116,000	125,000	0	125,000	125,000	250,000	250,000	366,000	Creation Care Grants program, admin. by task force
12	167	Advisory Council meetings	-	15,000		15,000	15,000	30,000	30,000	30,000	
13	168	Creation Care Networks and Resources	40,000	40,000	5,000	40,000	45,000	85,000	85,000	125,000	Network development, covenant engagement, Good News Gardens
14	169	Other Initiatives	-	-			-	-	-	-	
15	170	Conference of Parties/UN climate work	10,000	10,000		10,000	10,000	20,000	20,000	30,000	
16	171a	Program, travel, office - Associate, Director, Canon	35,000	35,000	5,000	35,000	40,000	75,000	75,000	110,000	Program associate, director and canon travel, equipment and program
17	172	Staff costs	99,067	101,971		105,982	105,982	190,208	207,953	307,021	
18	173a	Additional Creation Care program	-	-	5,000		5,000	5,000	5,000	5,000	
19	173b	Office rental	-	-			-	-	-	-	
20	173c	Reserve for GC	-	-			-	-	-	-	
21	174	Total Creation Care	340,067	374,471	20,000	378,482	398,482	740,208	772,953	1,113,021	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD										
6	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
8	175	Presiding Bishop's Office									
9	176	Governance-Related Costs	130,000	130,000	-	130,000	130,000	260,000	260,000	390,000	
10	177	Title IV Disciplinary Actions relative to Bishops	125,000	125,000	-	125,000	125,000	250,000	250,000	375,000	
11	178	Convocation Episcopal Churches In Europe	-	-	-	-	-	-	-	-	
12	179	Bishop in Charge of Europe	66,000	70,000	-	70,000	70,000	140,000	140,000	206,000	
13	180	Bishop in Charge of Navajoland	266,667	266,667	-	266,667	266,667	533,334	533,334	800,001	
14	181	Hospitality and Entertainment	25,000	25,000	15,000	15,000	30,000	55,000	55,000	80,000	
15	182	Official & Discretionary Expenses	18,000	18,000	-	18,000	18,000	36,000	36,000	54,000	
16	183	Travel	420,000	410,000	30,000	410,000	440,000	850,000	850,000	1,270,000	
18	185	Other departmental costs	60,000	60,000	20,000	50,000	70,000	130,000	130,000	190,000	
19	185b	Reserve for GC	-	-	-	-	-	-	-	-	
20	186	Staff Costs	1,975,885	2,036,699	-	2,112,147	2,112,147	4,178,113	4,148,846	6,124,731	
21	187	Total Presiding Bishop's Office	3,086,552	3,141,366	65,000	3,196,814	3,261,814	6,432,447	6,403,180	9,489,732	
22	188										
23	189	House of Bishops	105,000	180,000	30,000	105,000	135,000	315,000	315,000	420,000	
24	190	House of Bishops (including Theology Cte)	20,000	20,000	-	20,000	20,000	40,000	40,000	60,000	
25	191	College for Bishops Grant	83,334	83,334	-	83,334	83,334	166,668	166,668	250,002	
26	192	Total House of Bishops	208,334	283,334	30,000	208,334	238,334	521,668	521,668	730,002	
27	193										
28	194	Pastoral Development									
29	195a	Pastoral Development Other Costs	100,000	210,000	-	185,000	210,000	420,000	420,000	520,000	
30	195b	Title IV Training Website (translation)	125,000	20,000	-	20,000	20,000	40,000	40,000	165,000	
31	195c	Travel GC	5,000	-	6,000	6,000	6,000	6,000	6,000	11,000	
32	195d	Reserve for GC	-	-	-	-	-	-	-	-	
34	196	Staff Costs	369,318	369,318	-	776,077	776,077	776,632	1,145,395	1,514,713	
35	197	Total Pastoral Development	599,318	599,318	6,000	981,077	1,012,077	1,242,632	1,611,395	2,210,713	
36	198										
38	200	Armed Forces and Federal Ministries									
40	202	Seminars/Conferences	67,500	65,000	2,000	65,000	67,000	132,000	132,000	199,500	
41	203	Selection of Chaplains	10,000	10,000	-	10,000	10,000	20,000	20,000	30,000	
42	204	Supplies/Services	1,500	1,500	3,500	1,500	5,000	6,500	6,500	8,000	
43	205	Chaplain Care	25,000	25,000	15,000	25,000	40,000	65,000	65,000	90,000	
44	206	Travel Bishop Suffragan	70,000	50,000	-	50,000	50,000	100,000	100,000	170,000	
45	207	Rent	26,666	26,666	-	26,666	26,666	53,332	53,332	79,998	
46	208	Office costs	6,500	6,500	-	7,500	7,500	14,000	14,000	20,500	
47	208b	Reserve for GC	-	-	-	-	-	-	-	-	
49	209	Staff Costs	449,554	521,728	-	543,375	543,375	1,060,494	1,065,102	1,514,656	Vacancy 4Q2022
50	210	Total Armed Forces and Federal Ministries	656,720	706,394	20,500	729,041	749,541	1,451,326	1,455,934	2,112,654	
51	211										
52	212	General Board of Exam. Chaplains									
54	214	GBEC Non-staff	43,000	43,000	-	43,000	43,000	86,000	86,000	129,000	
55	214b	Reserve for GC	-	-	-	-	-	-	-	-	
56	215	GBEC Staff costs	105,229	108,321	-	113,246	113,246	221,841	221,567	326,796	
57	216	GBEC Total	148,229	151,321	-	156,246	156,246	307,841	307,567	455,796	
58	217										
59	218	Total Ministry of PB to Church and World	4,699,153	4,881,733	121,500	5,271,511	5,418,011	9,955,914	10,299,744	14,998,897	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
8	219	Communications									
10	221	Director's Office									
12	223	Reserve for GC80	125,000	-	25,000		25,000	25,000	25,000	150,000	Eliminate GC booth in 2024 (\$100,000)
13	224	Freelancers	16,900	16,900		16,900	16,900	33,800	33,800	50,700	
15	226	Conferences and Workshops	2,000	2,000		2,100	2,100	4,100	4,100	6,100	
16	227	Presiding Bishop's Installation Expenses	8,200	8,200		8,200	8,200	16,400	16,400	24,600	
17	228	Memberships and Subscriptions	1,000	1,050		1,100	1,100	2,150	2,150	3,150	
18	229	Travel	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
19	230	Postage	500	500		500	500	1,000	1,000	1,500	
20	231a	General Office Exp.	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
21	231b	Computer/Communications Hardware and Software	4,500	-		-	-	-	-	4,500	
23	232	Director's Office Total	160,100	30,650	25,000	30,800	55,800	86,450	86,450	246,550	
24	233										
25	234	Communications Creative Services									
26	235	Brand Strategy Support	10,000	-		-	-	-	-	10,000	Will not be used
27	236	Reserve for GC80	35,500	-	9,500		9,500	9,500	9,500	45,000	Reduction reflects work not made for GC booth, swag
28	237	Freelancers	20,000	20,000		20,000	20,000	40,000	40,000	60,000	
29	238	New Media Development	5,000	5,000		5,000	5,000	10,000	10,000	15,000	
30	239	Travel	6,300	1,000		1,000	1,000	2,000	2,000	8,300	Reduce travel to 2020 level
31	240	Conferences and Workshops	3,000	3,000		3,000	3,000	6,000	6,000	9,000	
32	241	Memberships and Subscriptions	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
33	242	General Office Expenses	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
34	243	Computer Hardware and Software	3,500	3,500		3,500	3,500	7,000	7,000	10,500	
35	244	Telephone telecom	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
36	245	Communications Creative Services Total	88,300	37,500	9,500	37,500	47,000	84,500	84,500	172,800	
38	246										
39	247	Multimedia Services									
40	248	Reserve for GC80	191,000	-	191,000		191,000	191,000	191,000	382,000	
41	249	Consultants	107,250	113,800		128,025	113,800	227,600	227,600	334,850	Redirected \$35k from line 108, then reduce overall by 10%
42	250	Travel	55,000	41,250		47,000	41,250	82,500	82,500	137,500	Reduce video shoots outside of 815 by 15%
43	251	Conference & Registration Fees	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
44	252	Equipment Support	10,000	10,000		10,000	10,000	20,000	20,000	30,000	
45	253	Website: Livestreaming	25,000	12,500		12,500	12,500	25,000	25,000	50,000	Reduce by 50%
46	254	Memberships & Subscriptions	2,500	2,500		2,500	2,500	5,000	5,000	7,500	
47	255	General Office Expenses	1,500	1,500		1,500	1,500	3,000	3,000	4,500	
48	256	Computer Hardware and software	3,500	3,500		3,500	3,500	7,000	7,000	10,500	
49	257	Telephone telecom	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
50	258	Multimedia Services Total	399,750	189,050	191,000	209,025	380,050	569,100	569,100	968,850	
51	259										

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
52	260	Public Affairs									
53	261	Reserve for GC80	33,000	-	37,000		37,000	37,000	37,000	70,000	
54	262	Initiatives/Collaboration	1,500	1,500		1,500	1,500	3,000	3,000	4,500	
55	263	Freelancers	13,000	13,000		13,000	13,000	26,000	26,000	39,000	
56	264	Travel	31,500	25,200		25,200	25,200	50,400	50,400	81,900	Reduce travel to 2020 (16% reduction)
57	265	Conferences and Workshops	5,000	5,000		5,000	5,000	10,000	10,000	15,000	
58	266	Memberships and Subscriptions	15,500	15,500		15,500	15,500	31,000	31,000	46,500	
59	267	General Office Expenses	600	500		600	600	1,100	1,100	1,700	
60	268	Computer Hardware and Software	5,000	5,000		5,000	5,000	10,000	10,000	15,000	
61	269	Telephone telecom	6,000	6,000		6,000	6,000	12,000	12,000	18,000	
62	270	Public Affairs Total	111,100	71,700	37,000	71,800	108,800	180,500	180,500	291,600	
63	271										
64	272	Web & Social Media Services									
65	273	Reserve for GC80	20,000	-	15,000		15,000	15,000	15,000	35,000	
66	274	Travel	25,000	12,500		12,500	12,500	25,000	25,000	50,000	Reduce by 50%
67	275	Conference & Registration Fees	2,500	2,500		2,500	2,500	5,000	5,000	7,500	
68	276	Website Development, Maintenance & Upgrades	70,000	70,000		70,000	70,000	140,000	140,000	210,000	
69	277	Asset Mapping	35,000	35,000		35,000	35,000	70,000	70,000	105,000	
70	278	Memberships & Subscriptions	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
71	279	General Office Expenses	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
72	280	Computer Software	500	500		500	500	1,000	1,000	1,500	
73	281	Computer Hardware	1,500	1,500		1,500	1,500	3,000	3,000	4,500	
74	282	Telephone telecom	2,500	2,500		2,500	2,500	5,000	5,000	7,500	
75	283	Web & Social Media Services Total	159,000	126,500	15,000	126,500	141,500	268,000	268,000	427,000	
76	284										
77	285	Episcopal News Service									
78	286	General Convention travel and fees	35,000	-	35,000		35,000	35,000	35,000	70,000	
79	287	Consultants	60,000	60,000		60,000	60,000	180,000	120,000	180,000	Consultant spending will be less than anticipated.
80	288	Travel Expenses	63,000	47,250		47,250	47,250	94,500	94,500	157,500	Reduce travel
81	289	Conferences and Workshops	3,150	3,150		3,150	3,150	6,300	6,300	9,450	
82	290	Postage	200	200		200	200	400	400	600	
83	291	Memberships and Subscriptions	3,150	3,150		3,150	3,150	6,300	6,300	9,450	
84	292	General Office Expenses	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
85	293	Computer Software	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
86	294	Computer Hardware	7,000	7,000		7,000	7,000	14,000	14,000	21,000	
87	295	Telephone telecom	6,615	6,615		6,615	6,615	13,230	13,230	19,845	
88	296	Episcopal News Service Total	180,115	129,365	35,000	129,365	164,365	357,730	293,730	473,845	
89	297										

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH										
6	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
90	298	Episcopal Digital Network (Sponsorship)									
91	299	Reserve for GC80	4,000	-	4,000		4,000	4,000	4,000	8,000	
93	301	Travel	7,500	3,000		3,000	3,000	6,000	6,000	13,500	Reduce travel
94	302	Conferences and Registration Fees	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
95	303	Marketing & Advertising	26,500	26,500		26,500	26,500	53,000	53,000	79,500	
97	305	Memberships and Subscriptions	1,000	1,000		1,000	1,000	2,000	2,000	3,000	
98	306	General Office Expenses	125	125		125	125	250	250	375	
99	307	Computer Hardware and software	500	500		500	500	1,000	1,000	1,500	
100	308	Telephone telecom	2,500	2,500		2,500	2,500	5,000	5,000	7,500	
101	309	Episcopal Digital Network Total	43,125	34,625	4,000	34,625	38,625	73,250	73,250	116,375	
102	310										
103	311	Digital Evangelism									
105	313	Content for download	10,000	10,000		10,000	10,000	20,000	20,000	30,000	
108	316	Original images and art work	15,000	15,000		15,000	15,000	30,000	30,000	45,000	
109	317	Original video	35,000	-			-	-	-	35,000	Not needed
111	319	Latino and Spanish-speaking digital evangelism efforts	13,334	13,334		13,334	13,334	26,668	26,668	40,002	Line should be moved to Latino Ministries
113	321	Additional Initiatives	40,000	40,000		40,000	40,000	80,000	80,000	120,000	
114	322	Reserve for GC80	30,000	-	30,000		30,000	30,000	30,000	60,000	
115	323	Printing Costs	2,500	2,500		2,500	2,500	5,000	5,000	7,500	
116	324	Consultants	40,000	20,000		20,000	20,000	40,000	40,000	80,000	
117	325	Travel	90,000	54,000		54,000	54,000	108,000	108,000	198,000	
118	326	Conferences and Registration Fees	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
119	327	Marketing & Advertising (HubSpot, etc.)	10,000	10,000		10,000	10,000	20,000	20,000	30,000	
121	329	Memberships and Subscriptions	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
122	330	General Office Expenses	6,000	6,000		6,000	6,000	12,000	12,000	18,000	
123	331	Computer Hardware and software	25,000	25,000		25,000	25,000	50,000	50,000	75,000	
124	332	Telephone telecom	2,500	2,500		2,500	2,500	5,000	5,000	7,500	
125	333	Sermons that Work (Eng, Sp)	13,000	13,000		13,000	13,000	26,000	26,000	39,000	
127	335	Bible Study: Eng, Spanish	16,000	16,000		16,000	16,000	32,000	32,000	48,000	
128	336	Digital Evangelism Total	352,334	231,334	30,000	231,334	261,334	492,668	492,668	845,002	
129	337										
130	338	Language (Translation) Services									
131	339	Reserve for GC80	20,000	-	20,000		20,000	20,000	20,000	40,000	
132	340	Translation Services	105,000	119,450		119,450	119,450	238,900	238,900	343,900	Anticipate less face-to-face requirement. Services to be billed to departments. Dept costs = 75% of line item.
134	342	Travel	5,000	3,000		3,000	3,000	6,000	6,000	11,000	
135	343	Equipment Purchases	23,200	5,000		5,000	5,000	10,000	10,000	33,200	
136	344	Conference and Registration Fees	500	1,000		1,000	1,000	2,000	2,000	2,500	
137	345	Memberships and Subscriptions	1,000	1,545		1,591	1,591	3,136	3,136	4,136	
138	346	General Office Expenses	1,000	500		500	500	1,000	1,000	2,000	
139	347	Computer Hardware and software	800	500		500	500	1,000	1,000	1,800	
140	348	Mobile Communication Devices	1,500	1,500		1,500	1,500	3,000	3,000	4,500	
141	349	Language Services Total	158,000	132,495	20,000	132,541	152,541	285,036	285,036	443,036	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH										
5	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
6	2023-2024										
142											
143	350	Staff Costs	2,381,874	2,447,181		2,550,785	2,550,785	4,946,750	4,997,966	7,379,840	Eliminated proposed 3rd ENS reporter from 2022/2024 budget
145	352	Total Communications	4,033,698	3,430,400	366,500	3,554,275	3,900,800	7,343,984	7,331,200	11,364,898	
146	353										
147	354	Formation Department									
150	357a	Resource Creation, Curriculum and Partnerships	50,000	50,000		35,000	35,000	85,000	85,000	135,000	Eliminate GC81 Booth and some staff presence. This line shows a \$100k
	357b	Safe Church Training	175,000	125,000		125,000	125,000	250,000	250,000	425,000	Continued work from GC2018 A048 and A109. This funds the work for The Task Force on Safe Church Trainings and Anti-Harassment, the Formation Department serves as liaison to the Task Force. This funding will create Spanish Language Safe Church Training and Modules, implement English Train-the-Trainer trainings, establish a Safe Church resource person to help diocese and congregations implement the new trainings and answer questions.
151											
152	358	Formation Networks and Leadership Development	48,666	48,666		48,667	48,667	97,333	97,333	145,999	
	359	Young Adult and Campus Ministry Grants	160,000	140,000		140,000	140,000	280,000	280,000	440,000	Needed increase to reflect the increased cost of projects and services the applicants are seeing reflected.
153	360	Young Adult & Campus Ministry Events and Gatherings	50,000	80,000		100,000	100,000	180,000	180,000	230,000	
154											
156	361b	Episcopal Youth Event	80,000	802,000		15,000	15,000	817,000	817,000	897,000	(with \$400,000 of revenue from registrations)
157	361c	Evento de Jovenes Episcopales	40,000	50,000		280,000	280,000	310,000	330,000	370,000	EJE delayed from 2023 to 2024 also shifts timing of expenses
	362	Episcopal Service Corps	80,000	100,000		100,000	100,000	200,000	200,000	280,000	For 2018-2020, \$200,000 was for Events and Gatherings. This line is now Episcopal Service Corps to fund ESC leadership development, network development, and gatherings of corps members.
158											
160	364	Other Departmental Costs	67,000	66,000		66,000	66,000	132,000	132,000	199,000	Phones, hot spots, shipping/ mailing costs, travel, computers, etc.
	365	Staff Costs	678,702	720,210		737,555	737,555	1,439,162	1,457,766	2,136,468	Reflects 1/2 time person while reducing use of consultants, in order to be in compliance with IRS guidelines for determining whether a hire is a consultant or an employee.
162											
163	366	Total Formation & Vocation	1,429,368	2,181,876	-	1,647,222	1,647,222	3,790,495	3,829,099	5,258,467	
164	367										
165	368	Transition Ministries									
166	369	Program/Tech (Transition Min)	34,869	33,000		33,000	33,000	66,000	66,000	100,869	
167	370	Research & Dev (Transition Min)	28,000	29,000		30,000	30,000	59,000	59,000	87,000	
168	371	Other OTM office, travel, training	36,692	37,000	8,500	32,000	40,500	77,500	77,500	114,192	
170	372	Staff costs	281,524	285,731		296,163	296,163	590,611	581,893	863,417	
171	373	Total Transition Ministries	381,085	384,731	8,500	391,163	399,663	793,111	784,393	1,165,478	
172	374										

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GCB1 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
173	375	TEC Block Grants									
174	375a	Cuba	300,000	315,000		300,000	330,750	645,750	645,750	945,750	Moved from line 429. Grant in 2019/21 was \$350K / Increased by 5% each year
175	376	Haiti	319,725	335,711		319,725	352,497	688,208	688,208	1,007,933	Increased by 5% each year
176	377	Virgin Islands	171,171	179,730		171,171	188,716	368,446	368,446	539,617	Increased by 5% each year
177	378	Province 2 Total	790,896	830,441	-	790,896	871,963	1,702,404	1,702,404	2,493,300	
178	379										
179	380	North Dakota	231,333	242,900		231,333	255,045	497,944	497,944	729,278	Increased by 5% each year
180	381	South Dakota	763,550	801,728		763,550	841,814	1,643,541	1,643,541	2,407,091	Increased by 5% each year
181	382	Province 6 Total	994,883	1,044,627	-	994,883	1,096,859	2,141,486	2,141,486	3,136,369	
182	383										
183	384	Alaska	433,333	455,000		433,333	477,750	932,749	932,749	1,366,082	Increased by 5% each year
184	385	Navajoland	290,833	350,000		333,333	367,500	717,499	717,499	1,008,333	Increased by 5% each year
185	386	Guam	50,000	52,500		50,000	52,500	105,000	105,000	155,000	Each year increased by 5% over original amount
186	387	Taiwan	68,250	71,663		68,250	71,663	143,325	143,325	211,575	Each year increased by 5% over original amount
187	388	Province 8 Total	842,416	929,162	-	884,916	969,412	1,898,574	1,898,574	2,740,990	
188	389										
190	391	Implementation of Prov IX self-sustainability plan	150,000	-			-	-	-	150,000	TBD in consultation with dioceses and EC
192	393	Unallocated for Task Force and Consultants	20,000	-			-	-	-	20,000	
193	394	Colombia	150,000	141,750		127,400	133,770	275,520	275,520	425,520	Each year increased by 5% over original amount
194	395	Dominican Republic	100,000	78,750		50,000	52,500	131,250	131,250	231,250	Diocese has substantial investment assets receiving high rates of return / Each year increased by 5% over original amount
195	396	Ecuador Central	170,000	178,500		170,000	187,425	365,925	365,925	535,925	Increased by 5% each year
196	397	Ecuador Litoral	150,000	157,500		150,000	165,375	322,875	322,875	472,875	Diocese pays full assessment and is actively engaged across TEC / Increased by 5% each year
197	398	Honduras	350,000	262,500		200,000	275,625	538,125	538,125	888,125	Increased by 5% each year
198	399	Venezuela	50,000	52,500		50,000	55,125	107,625	107,625	157,625	Grants will not be released until financial audits are provided / Increased by 5% each year
199	400	Province 9 Total	1,140,000	871,500	-	747,400	869,820	1,741,320	1,741,320	2,881,320	
200	401										
201	402	Grants to US Indigenous Dioceses	225,000	220,000		220,000	220,000	440,000	440,000	665,000	TBD in collaboration among 4 Indigenous dioceses
202	403	Block Grant to ERD	356,598	356,598		356,598	356,598	713,197	713,197	1,069,795	Free rent equivalent
203	404	Total TEC Block Grants	4,349,794	4,252,328	-	3,994,694	4,384,651	8,636,980	8,636,980	12,986,774	
204	405										
209	410	Total Mission Within the Episcopal Church	10,193,945	10,249,336	375,000	9,587,354	10,332,336	20,564,570	20,581,672	30,775,617	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH										
5	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GCB1 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
6	2023-2024										
7	411	Anglican Communion									
8	412	Inter-Anglican Budget/Secretariat	383,000	343,000		343,000	343,000	686,000	686,000	1,069,000	
9	413	International Visitors	-	10,000	-	10,000	10,000	20,000	20,000	20,000	
10	414	Other departmental cost	110,000	115,000	5,000	120,000	125,000	240,000	240,000	350,000	Staff travel for 6 staff members traveling
11	415	Global Mission Development	27,000	55,000	10,000	20,000	55,000	110,000	110,000	137,000	Funds for conferences, online presence, webinars, interpretation and translation / \$50,000 added in response to A028 GEMN
12	415b	Reserve for GC	-	-							
13	416	Staff costs	787,234	799,093		833,081	833,081	1,477,705	1,632,174	2,419,409	Includes border and worldwide missionaries
14	417	Total Anglican Communion	1,307,234	1,322,093	15,000	1,326,081	1,366,081	2,533,705	2,688,174	3,995,409	
15	418										
16	419	Block Grants w/in Anglican Communion									
17	420	Burundi	4,000	4,000		4,000	4,000	8,000	8,000	12,000	
18	421	Central Africa	3,000	3,000		3,000	3,000	6,000	6,000	9,000	
19	422	Congo	7,000	7,000		7,000	7,000	14,000	14,000	21,000	
20	423	South Sudan	12,000	12,000		12,000	12,000	24,000	24,000	36,000	
21	424	Conf of Angl Prov in Africa (CAPA)	8,333	8,333		8,333	8,333	16,666	16,666	24,999	
22	425	African Network Theol Ed (ANITEPAM)	4,000	4,000		4,000	4,000	8,000	8,000	12,000	
23	426	Epis Church of Philippines	15,000	15,000		-	-	15,000	15,000	30,000	Eliminate support effective 2024
24	428	Caribbean	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
25	428	Caribbean	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
26	428	Caribbean	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
27	430	Other Angl Communion Costs	-	-		-	-	-	-	-	
28	430	Other Angl Communion Costs	-	-		-	-	-	-	-	
29	431	Brazil Secretariat	14,000	14,000		14,000	14,000	28,000	28,000	42,000	
30	431a	Yemen	-	45,450		45,450	45,450	90,900	90,900	90,900	In response to B002: Funding for an Ophthalmologist Medical Director at the Ras Marbat Eye Clinic in Aden
31	431a	Yemen	-	45,450		45,450	45,450	90,900	90,900	90,900	
32	433	Total Grants w/in Angl Communion	69,333	114,783	-	54,333	99,783	214,566	214,566	283,899	
33	434										
34	435	Covenants w/in Angl Communion									
35	436	Covenant Long-term Development Fund	40,000	35,000		35,000	35,000	70,000	70,000	110,000	Funds to support covenant and bilateral partners in their long term sustainability projects
36	437	IARCA (Central America)	401,495	372,323		372,323	372,323	744,646	744,646	1,146,141	Agreed Covenant stepdown
37	438	Liberia	118,040	107,290		107,290	107,290	214,580	214,580	332,620	Agreed Covenant stepdown
38	439	Mexico	-	-		-	-	-	-	-	Covenanted support has ended
39	441	Covenant Committees	-	67,000		-	-	-	67,000	67,000	Covenant Committee meetings deferred from 2022 to 2023 due to COVID uncertainties
40	441	Covenant Committees	-	67,000		-	-	-	67,000	67,000	
41	442	Total Covenants Anglican Comm.	559,535	581,613	-	514,613	514,613	1,029,226	1,096,226	1,655,761	
42	443	Total Grants, Covenants w/in Anglican Communion	628,868	696,396	-	568,946	614,396	1,243,792	1,310,792	1,939,660	
43	444										
44	445	Internat'l Justice & Peacemaking/UN Presence									
45	446	Grants to Partner Organizations	3,333	3,333		3,333	3,333	6,666	6,666	9,999	Maintain support for UN partner membership costs
46	448	Other departmental Costs	20,000	18,000		18,000	18,000	36,000	36,000	56,000	Cost to support Episcopal Church presence at events such as UNCSW and other UN gatherings
47	448	Other departmental Costs	20,000	18,000		18,000	18,000	36,000	36,000	56,000	
48	449	Internat'l Justice & Peacemaking Total	23,333	21,333	-	21,333	21,333	42,666	42,666	65,999	
49	450										
50	450										

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH										
5	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GCB1 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
6	2023-2024										
51	451	Refugee Ministry (Non-Government)									
54	454	Departmental Costs	48,000	49,500	12,000	49,500	61,500	111,000	111,000	159,000	
55	454b	Reserve for GC	-	-			-	-	-	-	
	457	Refugee Non-Govt Staff Cost	270,301	278,104		290,736	290,736	578,711	568,840	839,142	2.0 FTEs. The amounts in lines 454 and 457 represent the management of programs not funded by the government, primarily work with asylum seekers. One-third of the budget in 2022 and in the abbreviated 2-year triennium is to be covered with fundraising by the Office of Development.
56											
57	455	Refugee Loan Collection Other	125,000	130,000		130,000	130,000	260,000	260,000	385,000	
	456	Refugee Loan Collection Staff Cost	260,330	277,051		287,255	287,255	594,104	564,306	824,636	Offset by income in line 21
58											
60	459	Total Refugee Ministry (Non-Government)	703,631	734,655	12,000	757,491	769,491	1,543,815	1,504,146	2,207,777	
61	460										
62	461	Missionary Service									
63	462	Appointed Missionaries	90,000	90,000		90,000	90,000	180,000	180,000	270,000	
64	463	Volunteers for Mission	150,000	160,000		160,000	160,000	320,000	320,000	470,000	
65	464	Young Adult Service Corps	160,000	150,000		150,000	150,000	300,000	300,000	460,000	
	465	Other departmental costs	45,000	83,000	20,000	63,000	87,000	170,000	170,000	215,000	Consistent with costs in 2018/2019 pre-COVID. Staff travel, phone costs, publicity, meeting expenses, mailing, translation, and interpretation as needed. Anticipate increased travel and travel costs
66											
67	466	Staff Costs	1,203,313	1,234,636		1,303,273	1,303,273	2,536,906	2,537,909	3,741,222	Includes YASC and other missionaries
	467	Less Income	-	(60,000)		(60,000)	(60,000)	(120,000)	(120,000)	(120,000)	Reduced asking for YASC down from \$10,000 to \$5,000 in alignment with other denominational programs
69											
70	468	Total Mission Personnel	1,648,313	1,657,636	20,000	1,706,273	1,730,273	3,386,906	3,387,909	5,036,222	
71	469										
72	470	Office of Government Relations									
73	471	Program work and partnerships	140,000	145,000	5,000	150,000	155,000	300,000	300,000	440,000	
74	472	Rent	100,000	100,000		105,000	105,000	205,000	205,000	305,000	
75	473	EPPN software and subscriptions	30,000	40,000		42,000	42,000	82,000	82,000	112,000	
76	474	Office expenses, phones, internet, translation	5,000	14,000		14,000	14,000	28,000	28,000	33,000	Includes funding for translation for OGR materials and webinars
77	475	Travel	30,000	40,000	15,000	42,000	57,000	97,000	97,000	127,000	
78	475b	Reserve for GC	-	-		-	-	-	-	-	
79	476	Staff Costs	648,904	682,176		721,253	721,253	1,450,515	1,403,430	2,052,334	ECCL
80	477	Office of Government Relations Total	953,904	1,021,176	20,000	1,074,253	1,094,253	2,162,515	2,115,430	3,069,334	
81	478										

	A	B	Q	S	U	W	Y	Z	AA	AB	AF	
1	ADOPTED BUDGET											
2	Approved by General Convention on July 11, 2022											
3	Adopted Executive Council Revision 10202022											
4	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH											
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022	
82	479	Ecumenical, Interfaith, Global Relations										
	480	Anglican Communion Reconciliation and Development Initiatives	50,000	45,000			45,000	45,000	90,000	90,000	140,000	Provide emergency support for partner Provinces and targeted support for development initiatives, especially in areas not covered by Episcopal Relief and Development
83	481	Global Networking	-	8,000	4,000	8,000	12,000	20,000	20,000	20,000	Funds to develop specific online mission presences such as mission mapping, and development of the global mission toolkit	
85	482	Support for Ecumenical Reps	14,000	14,000	2,000	14,000	16,000	30,000	30,000	44,000		
86	483	Coordinating Committees	8,000	7,000		7,000	7,000	14,000	14,000	22,000		
87	484	Interfaith Relations	15,000	15,000	3,000	15,000	18,000	33,000	33,000	48,000		
88	485	Dialogues	15,000	13,500		13,500	13,500	27,000	27,000	42,000		
89	486	Churches Uniting in Christ	4,000	2,000		2,000	2,000	4,000	4,000	8,000		
90	487	PB Deputy for Ecumenical Relations	26,000	25,000	1,500	25,000	26,500	51,500	51,500	77,500		
91	488	WCC Assembly	5,000	5,000		5,000	5,000	10,000	10,000	15,000	Saving for WCC Assembly planned for 2029	
92	489	Other Departmental Costs	-	5,000		5,000	5,000	10,000	10,000	10,000		
	490	New projects	5,000	5,000		5,000	5,000	10,000	10,000	15,000	Includes trainings with Shoulder to Shoulder (Faith over Fear) church engagement communications / web work	
93												
94	490b	Internship	7,000	12,000		12,000	12,000	24,000	24,000	31,000		
95	491	Staff Costs	410,551	417,705		433,863	433,863	887,454	851,569	1,262,120		
96	492	Ecumenical, Interfaith, Global Relations Total	559,551	574,205	10,500	590,363	600,863	1,210,954	1,175,069	1,734,620		
97	493											
98	494	Ecumenical Dues										
99	495	World Council of Churches	33,667	33,000		33,000	33,000	66,000	66,000	99,667		
101	497	NCC Ecumenical Commitment Fund	50,000	48,000		48,000	48,000	96,000	96,000	146,000		
102	498	Christian Churches Together US	10,000	10,000		10,000	10,000	20,000	20,000	30,000		
103	499	Ecumenical bodies on Climate Change	3,000	3,000		3,000	3,000	6,000	6,000	9,000		
104	500	Total Ecumenical Dues	96,667	94,000	-	94,000	94,000	188,000	188,000	284,667		
105	501											
	502	Grants in form of Contributed Services Support to Affiliated Organizations										
106												
107	503	Episcopal Relief & Development	1,037,286	1,206,815		1,206,815	1,206,815	2,413,630	2,413,630	3,450,916		
108	504	Anglican UN Office	-	-		-	-	-	-	-		
113	509	Total Supp. Affiliated Organizations	1,037,286	1,206,815	-	1,206,815	1,206,815	2,413,630	2,413,630	3,450,916		
114	510	Less: Offset of Support	(1,037,286)	(1,206,815)		(1,206,815)	(1,206,815)	(2,413,630)	(2,413,630)	(3,450,916)		
115	511	Total Mission Beyond the Episcopal Church	5,921,501	6,121,495	77,500	6,138,741	6,290,691	12,312,353	12,412,186	18,333,688		

CORPORATE RESOLUTION Num. 2023-10-04

Pursuant to a motion made, seconded, and adopted by a vote of most of the Clergy and the Deputies of the Diocesan Convention of Iglesia Episcopal Puertorriqueña, Inc. (hereinafter referred to as Corporation) according to due process, the following it is hereby.

RESOLVED: That We, the Dioceses of Puerto Rico, request The Episcopal Church, the transfer of the properties mentioned below, from The Episcopal Church to Iglesia Episcopal Puertorriqueña, Inc. These properties are:

Parish	Town
Iglesia La Resurrección	Manatí
Iglesia Cristo Rey	Caguas
Iglesia El Buen Pastor	Fajardo
Catedral San Juan Bautista	San Juan
Iglesia San Marcos Evangelista	Ponce
Parish Hall, Iglesia San José	San Juan
Lot and house on Street #2, San Justo	Trujillo Alto
Iglesia San Miguel	Ponce
Iglesia La Anunciación	Yauco
Iglesia La Encarnación	San Juan
Iglesia La Ascensión	Morovis
Centro de Retiros y Conferencias San Justo	Trujillo Alto
Iglesia San José	San Juan
11 Lots in Quebrada Limón	Ponce
Iglesia Santo Tomás	Carolina
Iglesia San Francisco de Asís	San Juan
Centro Obispo Colmore (Quinta Tranquila)	Yauco

Parish	Town
Iglesia San Pedro y San Pablo	Bayamón
Iglesia Santísima Trinidad	Ponce
Iglesia San Mateo	Peñuelas
Iglesia San Bartolomé	Lares

The undersigned, Carmen Judith Pérez Velázquez, certifies that she is the duly appointed Secretary of Iglesia Episcopal Puertorriqueña, Inc. Corporation and that the above is a true, accurate, and correct copy of a resolution duly adopted at a meeting of the directors thereof, convened and held in accordance with applicable law and the Bylaws of said Corporation, and that such resolution is now in full force and effect.

IN WITNESS THEREOF, I have affixed my name as Secretary of Iglesia Episcopal Puertorriqueña, Inc. Corporation and have attached the seal of Iglesia Episcopal Puertorriqueña, Inc. Corporation to this resolution in San Juan, Puerto Rico, today October 21, 2023.




Carmen Judith Pérez Velázquez
Secretary of the Board of Directors

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION GOVERNANCE										
5	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
6	2023-2024										
8	512	General Convention Office									
9	513	Meeting of the General Convention	1,750,000	345,000	2,148,000		2,148,000	2,493,000	2,493,000	4,243,000	Costs offset by revenue for fees and registration shown in Line 16 Logistical cost to produce GC, includes Official Youth Presence and GC Children's Program. Due to the postponement of the 80th GC, the 2022-2024 comparison represents the cost to produce both the 80th and 81st GC's. The reserve for the 80th can be found in line 11d as \$2.5 mil 538b.
10	513b	Assistance provided to aided Dioceses for registration fees for General Convention	-	0		30,000	30,000	30,000	30,000	30,000	Provides funding for registration for one bishop and 2 deputies to the aided dioceses
11	514	Executive Council	375,500	571,750		499,875	499,875	909,500	1,071,625	1,447,125	Due to the virtual meeting in Jan 2022, the budget for that meeting was moved to 2023 to ensure 3 face to face meetings in 2023. Also includes travel for 3 ACC reps to ACC18 in Ghana, meetings of council, EC liaison travel and D&O insurance
13	519a	Interim Bodies of the General Convention	442,200	595,000		239,600	264,600	859,600	859,600	1,301,800	Support of face to face, hybrid and virtual meetings, consultants to support this work / In response to D095: Addition of \$50,00 for Task Force Review of Pastoral Development
14	519b	Ecclesiastical Courts	75,000	50,000		50,000	50,000	100,000	100,000	175,000	Court of Review, some Disciplinary Board for Bishops, and other court expenses incurred, but not budgeted.
15	520	Deputies of Color pre-Convention meeting	-	0	40,000		40,000	40,000	40,000	40,000	
17	522	Board to assist Office of Pastoral Development for bishop calling	-	0			0	-	0	0	
18	523	Accrual for PB Nomination, Election, Transition, Installation	50,000	40,000		40,000	40,000	80,000	80,000	130,000	To cover costs of PB Election, Transition and Installation
21	531b	Current Prayer Book Translation	30,000	0			0	-	0	30,000	Work complete on the Spanish and French translations, Haitian creole was not able to be completed per the resolution
22	532	Canonical Reporting	10,000	10,000		15,000	15,000	25,000	25,000	35,000	
23	533	Technology for General Convention Governance	1,000,000	1,130,000		1,010,000	1,010,000	1,640,000	2,140,000	3,140,000	R&D of our systems is constantly evolving; work initiation and billing don't necessarily fall into the same calendar years
24	534	Translation and Interpretation for Governance	311,600	176,600		404,900	404,900	581,500	581,500	893,100	Covers interpretation/Translation needs for all governance lines Should additional languages be added this may need to go up
25	535	Research (Parochial and Diocesan Reports)	45,000	50,000		45,000	45,000	95,000	95,000	140,000	Research Demographic software, FACT membership dues
26	536	Operation and Other Expenses of the GC Office	150,000	125,000		140,000	140,000	265,000	265,000	415,000	General Office expenses, registrar of General Convention and staff travel
27	536a	Historiographer		7,500			7,500	15,000	15,000	15,000	Consultant for historiographer duties
28	537	Staff Costs	1,819,209	1,855,122		1,874,087	1,874,087	3,807,727	3,729,209	5,548,418	
30	538b	Reserved for GC	-	-			-	-	-	-	
31	539	Total Office of General Convention	6,058,509	4,955,972	2,188,000	4,348,462	6,568,962	10,941,327	11,524,934	17,583,443	
32	540									0	
35	542	Provincial Coordination								0	
36	543	Support for Provinces I-VIII Coordination	85,000	5,000		5,000	5,000	10,000	10,000	95,000	Includes \$10K is for Interpretation support for meetings (virtual and F2F). Provincial Leadership requested \$10K per annum for each Province; this did not pass at GC hence funding was not carried beyond 2022
37	544	Support for Province IX Coordination	16,666	16,667		16,667	16,667	33,334	33,334	50,000	Ongoing support for Province IX coordination
38	545	Support for Provincial Coordination Total	101,666	21,667	-	21,667	21,667	43,334	43,334	145,000	
39	546									0	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION GOVERNANCE										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
40	547	House of Deputies								0	
41	548	Council of Advice	50,000	17,000		34,000	34,000	51,000	51,000	101,000	Assumes 4 meetings of 10-person council; 1 of 4 meetings to be virtual
42	549	Discretionary Fund	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
43	550a	Chancellor Consulting fees	100,000	116,240		119,727	119,727	209,090	235,966	335,966	
44	550b	Chancellor expenses	5,500	5,500		5,500	5,500	11,000	11,000	16,500	Chancellor fees for annual meetings and licenses, subscriptions
45	551	Communications Consultants	142,224	0		0	0	0	0	142,224	
46	552	Travel	5,000	70,000		70,000	70,000	140,000	140,000	145,000	May need adjustment based on where PHOD resides
47	553	GC expenses for PHOD	45,000	0	54,000	54,000	54,000	54,000	54,000	99,000	
48	554a	Phone/Telecom	8,500	7,000		7,000	7,000	14,000	14,000	22,500	May increase if staff are employees, not consultants
50	555	Parliamentarians	4,600	5,000		1,000	1,000	6,000	6,000	10,600	Annual education, resources, professional licenses; one Boot Camp with 2 parliamentarians in prep for GC
51	556	Other Departmental Costs	5,150	4,000		4,000	4,000	8,000	8,000	13,150	
52	556b	Reserved for GC	-	0		0	0	-	0	0	
53	556c	Other Departmental Costs for PHOD Transition	30,000	0		0	0	-	0	30,000	
54	557	Staff Costs including PHOD	596,111	636,928		661,605	661,605	1,325,012	1,298,533	1,894,644	Assumes 2 support staff; and PHOD position continues to receive directors fees plus funding for pension and medical benefits
55	558	Total House of Deputies	994,085	863,668	54,000	904,831	958,831	1,822,102	1,822,499	2,816,584	-
56	559									0	
57	560	Archives								0	
58	561	Digital Archives/Electronic Records	254,823	257,371		259,945	259,945	517,316	517,316	772,139	
59	562	Rent and storage	278,000	279,000		284,000	284,000	563,000	563,000	841,000	Recent increases in Austin taxes are being challenged by landlord
60	563	Other costs	113,937	102,937	11,000	102,937	113,937	216,874	216,874	330,811	
61	563b	Reserve for GC	-	0		0	0	-	0	0	
62	563c	Reductions to be determined by Archivist		(65,000)		(65,000)	(65,000)	(130,000)	(130,000)	(130,000)	
63	564	Staff costs	916,768	955,096		994,312	994,312	1,901,752	1,949,408	2,866,176	
64	565	Archives Total	1,563,528	1,529,404	11,000	1,576,194	1,587,194	3,068,942	3,116,598	4,680,126	-
65	566									0	
66	567	Total Mission Governance	8,717,787	7,370,710	2,253,000	6,851,155	9,136,655	15,875,705	16,507,365	25,225,152	-

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION FINANCE LEGAL OPERATIONS										
5	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC&I fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
6	2023-2024										
7	568	Development Office									
8	569	Other Cost	0	0			0	-	0		
10	571	Donor Cultivation	275,000	240,000		240,000	240,000	480,000	480,000	755,000	
11	572	Presentation Materials, postage, database management	68,000	70,000	11,000	70,000	81,000	151,000	151,000	219,000	Campaign design, printing, acknowledgement
12	573	Research	22,000	25,000		25,000	25,000	50,000	50,000	72,000	Donor prospecting, screening; Raisers' Edge database software; training
13	574	Grant Writing	1,000	0		0	0	-	0	1,000	Production, printing; Foundation relations and research
14	575	Special Events	18,000	19,000	11,000	18,000	29,000	48,000	48,000	66,000	Receptions, pilgrimages; donor cultivation: up to 5 annually
15	576	Annual Campaign	120,000	130,000		130,000	130,000	260,000	260,000	380,000	Annual Campaign for general operations includes \$179k of staff cost involved (as required by GAAP)
17	578	Cuba fundraising	5,000	0		0	0	-	0	5,000	Specific need not yet defined
18	579	Conferences	5,000	5,000		6,000	6,000	11,000	11,000	16,000	Consortium of Endowed Episcopal Parishes and other conference registration and attendance
19	580	Technology, equipment	8,000	8,000	2,000	10,000	12,000	20,000	20,000	28,000	
20	581	Professional development	8,000	8,000		8,000	8,000	16,000	16,000	24,000	Professional development for staff
21	582	Staff Cost	943,287	994,313		1,031,865	1,031,865	1,960,888	2,026,177	2,969,465	Under direction of CFO
23	583b	Reserved for GC	0	0		0	0	-	0	-	
24	584	Total Development Office	1,473,287	1,499,313	24,000	1,538,865	1,562,865	2,996,888	3,062,177	4,535,465	
25	585									0	
26	586	Finance								0	
27	587	Controller's Office								0	
28	588	Travel	1,000	1,200	4,000	1,200	5,200	6,400	6,400	7,400	
29	589	Audit	210,000	220,000		220,000	220,000	440,000	440,000	650,000	Includes additional work required by NYC Finance for RE taxes
30	590	Payroll Management	60,000	65,000		65,000	65,000	130,000	130,000	190,000	
31	591	Computer Software	25,000	23,000		23,000	23,000	46,000	46,000	71,000	
32	592	Other non-staff	22,000	23,000		23,000	23,000	46,000	46,000	68,000	General office expenses and temp staff
33	592b	Reserved for GC	0	0		0	0	-	0	-	
34	593	Controller's Office Department Total	318,000	332,200	4,000	332,200	336,200	668,400	668,400	986,400	
35	594									0	
36	595	Treasurer's Office								0	
37	596	Travel	10,000	6,000	14,000	6,000	20,000	26,000	26,000	36,000	
38	597	Property, Casualty & Liability insurance	360,000	370,000		380,000	380,000	750,000	750,000	1,110,000	Increased premiums for sexual misconduct, professional liability, property and casualty insurance
39	598	D&O insurance	120,000	120,000		120,000	120,000	240,000	240,000	360,000	Increased D&O premiums; excludes \$75K of costs for EC, Interim Bodies
40	599a	Banking Fees	10,000	11,000		10,000	10,000	21,000	21,000	31,000	
41	599b	Computer Software	15,000	15,000		15,000	15,000	30,000	30,000	45,000	Adds invoice processing software
42	600	Telephone & Telecom.	8,000	8,000		8,000	8,000	16,000	16,000	24,000	
43	601	Training, State registrations, misc.	10,000	10,000		10,000	10,000	20,000	20,000	30,000	
44	601a	Financial Audit for Ties to Racial Injustices		75,000			75,000	150,000	150,000	150,000	Respond to A129: request for financial audit of the financial assets of the church that are directly tied to historical and current racial injustices
45	602	Consultants (social responsibility); temps	78,000	78,000		78,000	78,000	156,000	156,000	234,000	Includes Corp Soc. Resp. Investment consultant
46	602b	Reserved for GC	0	0		0	0	-	0	-	
47	603	Treasurer's Office Total	611,000	693,000	14,000	627,000	716,000	1,409,000	1,409,000	2,020,000	Increase reflects substantially higher premiums for D&O, property, cyber, and other insurance coverage

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION FINANCE LEGAL OPERATIONS										
5	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC&I fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
6	2023-2024										
48	604	Finance Other Costs								0	
49	605	Debt Service Principal & Interest	1,882,000	1,857,000		1,833,000	1,833,000	3,690,000	3,690,000	5,572,000	Uncollateralized long-term borrowing for general purposes. Principal reduction \$1.480 mil annually; fixed interest rate through 2025 at 1.68%.
50	606	Controller's Office Staff Costs	1,092,520	1,122,720		1,173,993	1,173,993	2,232,841	2,296,713	3,389,233	
51	607	Treasurer's Office Staff Costs	1,358,533	1,401,167		1,449,703	1,449,703	2,909,657	2,850,870	4,209,404	
52	608	Treas. Recovery from Unrestricted trust reserves	(114,412)	(117,591)		(121,604)	(121,604)	(239,505)	(239,195)	(353,608)	Treasury staff work for trust and investment
53	609	Finance Other Costs Total	4,218,641	4,263,295	-	4,335,093	4,335,093	8,592,993	8,598,388	12,817,029	
54	611	Total Finance	5,147,641	5,288,495	18,000	5,294,293	5,387,293	10,670,393	10,675,788	15,823,429	
55	612									0	
56	612									0	
57	613	Legal								0	
58	615	Miscellaneous Departmental Costs	60,000	75,000		75,000	75,000	150,000	150,000	210,000	
59	616	Legal Expense Churchwide Conflict Res.	200,000	150,000		150,000	150,000	300,000	300,000	500,000	Includes property actions
60	618	External specialized counsel	200,000	260,000		275,000	275,000	535,000	535,000	735,000	PT associate counsel moved to staff costs
61	619	Travel	44,000	35,000	6,500	35,000	41,500	76,500	76,500	120,500	
62	620	Telecom	3,300	3,450		3,600	3,600	7,050	7,050	10,350	
63	621	Office expense	3,000	3,150		3,300	3,300	6,450	6,450	9,450	
64	622a	Staff Costs	1,175,672	1,208,049		1,251,377	1,251,377	2,467,550	2,459,426	3,635,098	Includes CLO, Chancellor and 2 PT Senior Legal Counsels
65	622b	Legal Recovery from Unrestricted trust reserves	(96)	(45,531)		(47,032)	(47,032)	(44,529)	(92,562)	(92,658)	Legal staff work for trust and investment
66	622c	Reserved for GC	0	0		0	0	-	0	0	
67	623	Total Legal	1,685,876	1,689,119	6,500	1,746,245	1,752,745	3,498,021	3,441,864	5,127,740	FT Chancellor; trademark litigation costs; CLO mandated by Canons
68	624									0	
69	624									0	
70	625	Chief Operating Officer								0	
71	626a	Other departmental costs	51,500	46,500		46,500	46,500	93,000	93,000	144,500	
72	626b	Travel	10,800	5,600		5,600	5,600	11,200	11,200	22,000	Non-GC travel reduced 10%.
73	627	Staff costs	581,967	600,028		621,290	621,290	1,222,043	1,221,318	1,803,285	
74	627b	Reserved for GC	0	0	13,500	13,500	13,500	13,500	13,500	13,500	
75	628	Total Chief Operating Officer	644,267	652,128	13,500	673,390	686,890	1,339,743	1,339,018	1,983,285	
76	629									0	
77	629									0	
78	630	Human Resources								0	
79	631	Retiree Medical Costs	620,000	620,000		620,000	620,000	1,240,000	1,240,000	1,860,000	Includes Medicare Part B supplements for lay retirees
80	632a	Travel	20,300	4,000		4,000	4,000	8,000	8,000	28,300	Non-GC travel reduced 10%.
81	632b	Other Departmental Costs	350,000	280,000		280,000	280,000	560,000	560,000	910,000	Now includes \$70K for anti-oppression training
82	632c	Reserved for GC	0	0	5,000	5,000	5,000	5,000	5,000	5,000	Reduce HR staff at GC
83	633	Staff Costs	537,803	553,560		574,583	574,583	1,186,093	1,128,144	1,665,946	
84	634	Total Human Resources	1,528,103	1,457,560	5,000	1,478,583	1,483,583	2,999,093	2,941,144	4,469,246	
85	635									0	

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION FINANCE LEGAL OPERATIONS										
6	LINE NO.	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GCB1 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
86	636	Information Technology								0	
89	638	Consultants	100,000	100,000		100,000	100,000	200,000	200,000	300,000	For IT security and related services
90	639	Travel	26,000	4,000	15,000	4,000	19,000	23,000	23,000	49,000	GC travel now assumed by IT, not GCO. Reduce staff at GC.
	640	Telephone telecom	60,480	60,480		60,480	60,480	120,960	120,960	181,440	Will work to reduce Telcom expenses - assuming more staff works remote, moving to soft client phones via the computer and reduce phone services at 815. Moving excess to Online services
91											
92	641	Maintenance	30,000	30,000		30,000	30,000	60,000	60,000	90,000	
93	642	Postage and delivery	5,000	5,000		5,000	5,000	10,000	10,000	15,000	Assumes more staff working remotely.
94	643	Supplies	10,000	10,000		10,000	10,000	20,000	20,000	30,000	
95	644	Software	37,500	37,500		37,500	37,500	75,000	75,000	112,500	
	646	-- Infrastructure/Hardware - Reserve	45,000	15,000		15,000	15,000	30,000	30,000	75,000	Computer upgrades, and hardware in the datacenter. Migrate remaining desktop users to laptops for any future pandemics (15K). Plan for Archives migration (30K reserve due to antiquated hardware)
97											
98	647	-- Hardware- Perishables	6,500	6,500		6,500	6,500	13,000	13,000	19,500	
	648	Online	75,626	76,000	60,000	76,000	136,000	212,000	212,000	287,626	Reduced internet service provider costs are offset by Zoom and other online services during the pandemic.
99											
	648b	Reserved for GC	0		80,000		80,000	80,000	80,000	80,000	Need to add Convention center fees for internet, use of network and wireless at hotels 70K, 5k for staff overtime, 5k for new firewalls hardware - these are estimated. Discussion with GCO pending regarding complexity of allocation of time and resources
100											
	649	Staff costs	975,264	1,131,922		1,177,593	1,177,593	1,999,506	2,309,515	3,284,779	Requesting new position in 2023, a Software Applications Support Manager, critical to providing user training, administrative support, and managing updates to numerous software applications (e.g., Salesforce, Formstack, Blackbaud, etc.) used by the DFMS. This addition to staff is supported by the external auditors and will be proposed to ELT when the position description is complete. IFF offsetting reductions can be identified elsewhere in Operations
101											
102	650	Total Information Technology	1,371,370	1,476,402	155,000	1,522,073	1,677,073	2,843,466	3,153,475	4,524,845	
103	651									0	
104	652	Facilities Management								0	All COVID-related expenses presume tenant offices return to full occupancy all year.
105	653	Building Service and Maintenance								-	
106	654	Building Management	260,000	381,360		385,660	385,660	767,020	767,020	1,027,020	Contract personnel to replace one retiree in 2022, and another in 2023
	655	Cleaning contractor	392,600	304,000		310,000	310,000	614,000	614,000	1,006,600	In-person occupancy lowers COVID day cleaning 50% in 2022, and eliminates cleaner in 2023 and 2024
107											
108	656	Engineers contract	404,000	416,120		428,604	428,604	844,724	844,724	1,248,724	
109	657	Security guard contract	281,000	289,430		298,113	298,113	587,543	587,543	868,543	
	658	Security guard	59,000	0		0	0	-	0	59,000	Additional guard 40 hours weekly; FY2021 with tenant and DFMS return to occupancy
110											
111	659	Utilities	470,000	470,000		470,000	470,000	940,000	940,000	1,410,000	
112	660	Office expense	2,000	2,000		2,000	2,000	4,000	4,000	6,000	
114	662	Bulbs and lighting	5,000	5,000		5,000	5,000	10,000	10,000	15,000	
	663	HVAC maintenance	125,000	125,000		125,000	125,000	250,000	250,000	375,000	Higher costs due to change in regulations regarding cooling towers; increased wear and tear replacement costs for chiller repairs, pump replacements and electronics
115											

	A	B	Q	S	U	W	Y	Z	AA	AB	AF
1	ADOPTED BUDGET										
2	Approved by General Convention on July 11, 2022										
3	Adopted Executive Council Revision 10202022										
4	DETAIL: MISSION FINANCE LEGAL OPERATIONS										
6	LINE NO. 2023-2024	DESCRIPTION	2022 Forecast Total	2023 Adopted Revision	GC81 fees and expenses Revision 10202022	All other income and expenses Revisions 10202022	2024 Revisions 10202022	2023-2024 Adopted Total 07/11/2022	2023-2024 Revised Total 10202022	2022-2024 Revised Total 10202022	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa) MODIFICATIONS 10202022
116	664	Electrical contractors	5,000	5,000		5,000	5,000	10,000	10,000	15,000	
117	665	Plumbing contractors	59,000	59,000		59,000	59,000	118,000	118,000	177,000	Additionally, we are seeing an uptick in
118	666	Carpentry and hardware	3,500	3,500		3,500	3,500	7,000	7,000	10,500	
119	667	Windows and glass	6,500	6,500		6,500	6,500	13,000	13,000	19,500	
120	668	Painting	4,320	4,320		4,320	4,320	8,640	8,640	12,960	
121	669	Fire Alarm & Safety maintenance and contractors	49,900	49,900		49,900	49,900	99,800	99,800	149,700	Includes COVID-19 2021 \$19,900.00 for Canon Software and H&S supplies
122	670	Elevator contractors	39,500	39,500		39,500	39,500	79,000	79,000	118,500	
123	671	Building supplies	35,000	35,000		35,000	35,000	70,000	70,000	105,000	
124	672	Pest control	6,750	6,750		6,750	6,750	13,500	13,500	20,250	
125	673	Refuse collection	20,000	20,000		20,000	20,000	40,000	40,000	60,000	
126	674	Temporary staff (project work)	118,000	118,000		118,000	118,000	236,000	236,000	354,000	
127	675	Telephone telecom	6,000	6,000		6,000	6,000	12,000	12,000	18,000	
128	676	Miscellaneous services	488,000	0		0	0	-	0	488,000	NYC required façade inspection & possible repair (\$350,000); Rooftop generator safety catwalk now required by NYC Code (\$120,000). Increase in 2022 for Materials only. Carpet squares are installed by staff.
129	677	Carpet replacement	32,000			0	0	-	0	32,000	
131	679	Building Services Total	2,872,070	2,346,380	-	2,377,847	2,377,847	4,724,227	4,724,227	7,596,297	
132	680									0	
133	681	Mail Center								-	
134	682	Equipment rental	15,964	15,964		15,964	15,964	31,928	31,928	47,892	
135	683	Trucking pickup/delivery	120,000	83,000	14,000	83,000	97,000	180,000	180,000	300,000	90% of costs will be recovered thru interdepartmental & tenant billing (line item 25). GC budget reduced by 30% as printed materials replaced by cards with QR codes.
136	684	Mail and packaging	3,450	3,450		3,450	3,450	6,900	6,900	10,350	
137	685	Office expense	2,600	2,600		2,600	2,600	5,200	5,200	7,800	
139	686	Mail Center Total	142,014	105,014	14,000	105,014	119,014	224,028	224,028	366,042	
140	687									0	
141	688	Purchasing								0	
142	689	Equipment rental	18,000	18,000		18,000	18,000	36,000	36,000	54,000	
143	690	Supplies and lettershop	13,000	15,000		15,000	15,000	30,000	30,000	43,000	
144	691	Purchasing Total	31,000	33,000	-	33,000	33,000	66,000	66,000	97,000	
146	692b	Reserved for GC								0	
147	693	Staff Costs	275,205	165,334		171,708	171,708	341,647	337,042	612,247	Contract workers in line 654 replace one retiree in 2022; 2 beginning in 2023
148	694	Total Facilities Management	3,320,289	2,649,728	14,000	2,687,568	2,701,568	5,355,902	5,351,297	8,671,586	
149	695a	Reductions TBD to offset increase in line 649		(130,858)		(136,461)					
150	695b	Total Operations	6,864,029	6,104,960	187,500	6,225,154	6,549,115	12,538,204	12,784,933	19,648,962	
152	696	Total Mission Finance, Legal Operations	15,170,834	14,581,887	236,000	14,804,556	15,252,017	29,703,506	29,964,762	45,004,738	

	A	E	J	K	L	M	N	O	Q	S	U	W
1	ADOPTED BUDGET											
2	Approved by General Convention on July 11, 2022											
3	Adopted Executive Council Revision 10202022											
4	STAFFING											
5	Department	Staffing in 2023-2024 Budget	2022				2023			2024		2022-2024
6												
7			Salary	Medical	Other*	Total	Salary	Medical	Total	Medical	Total	Total
8												
9	Anglican Communion	7	503,717	157,180	126,337	787,234	518,829	161,895	799,093	176,466	833,081	2,419,409
10	Archives	6	621,225	173,544	121,999	916,768	639,862	178,750	955,096	194,838	994,312	2,866,176
11	Chief Operating Officer	3	423,455	48,284	110,228	581,967	436,158	49,733	600,028	54,208	621,290	1,803,285
12	Church Planting	4	361,263	111,792	91,259	564,313	372,101	115,146	573,125	125,509	597,453	1,734,891
13	Communication	16	1,608,896	421,380	351,598	2,381,874	1,657,163	434,021	2,447,181	473,083	2,550,785	7,379,840
14	Controller	6	691,195	247,104	154,222	1,092,520	711,931	254,517	1,122,720	277,424	1,173,993	3,389,233
15	Creation Care	1	69,558	14,712	14,797	99,067	71,645	15,153	101,971	16,517	105,982	307,021
16	Development Office	6	665,642	130,652	146,993	943,287	685,611	134,572	969,313	146,683	1,006,865	2,919,465
18	Ecumenical & Interfaith	3	278,477	55,896	76,178	410,551	286,831	57,573	417,705	62,754	433,863	1,262,120
19	EMM Government	11	2,054,304	624,860	462,604	3,141,768	2,130,156	643,606	3,244,280	701,530	1,687,308	8,073,356
21	Ethnic Ministries	7	719,119	168,884	188,419	1,076,422	740,693	173,951	1,103,488	189,606	1,147,480	3,327,390
22	Facilities (Bldg Svcs and Mail)	4	184,913	48,284	42,009	275,205	117,767	22,466	165,334	24,488	171,708	612,247
23	Federal Ministries	3	336,278	94,128	81,986	512,392	346,366	96,952	521,728	105,678	543,375	1,577,495
24	Formation	4.5	445,846	126,504	106,353	678,702	459,221	130,299	708,210	142,026	737,555	2,124,468
25	GBEC	1	64,917	26,472	13,840	105,229	66,865	27,266	108,321	29,720	113,246	326,796
26	General Convention	12	1,265,358	246,996	306,855	1,819,209	1,303,318	254,406	1,855,122	277,302	1,874,087	5,548,418
27	House of Deputies	3	482,330	67,916	45,865	596,111	519,932	69,953	636,928	76,249	661,605	1,894,644
28	Human Resources	3	384,962	67,656	85,184	537,803	396,511	69,686	553,560	75,957	574,583	1,665,946
29	Information Technology	6	675,634	149,512	150,118	975,264	780,903	181,264	1,131,922	197,577	1,177,593	3,284,779
30	Legal	3.5	882,368	104,180	189,124	1,175,672	908,839	107,305	1,208,049	116,963	1,251,377	3,635,098
31	Missionary Staff	3	654,826	468,096	155,390	1,278,313	674,471	482,139	1,309,636	525,531	1,378,273	3,966,222
32	OGR	5.5	469,143	92,420	87,341	648,904	483,217	95,193	682,176	103,760	721,253	2,052,334
33	Pastoral Development	2	247,995	55,896	65,428	369,318	255,434	57,573	380,517	62,754	395,560	1,145,395
34	Presiding Bishop	8	1,383,740	214,954	377,191	1,975,885	1,425,253	221,403	2,036,699	241,329	2,112,147	6,124,731
35	Rec & Justice	3	290,503	55,896	81,538	427,937	299,218	57,573	427,001	62,754	443,459	1,298,397
36	Refugee Loan Collection	3	188,628	28,912	42,790	260,330	202,085	29,779	277,051	32,460	287,255	824,636
37	Refugee Non-Govt	2	167,249	67,656	35,397	270,301	172,266	69,686	278,104	75,957	290,736	839,142
38	Title IV	0	0	0	0	0	0	0	0	0	0	0
39	Transition Ministries & Vocation	2	200,238	29,424	51,862	281,524	206,245	30,307	285,731	33,034	296,163	863,417
40	Treasurer	9	962,470	187,744	208,320	1,358,533	991,344	193,376	1,401,167	210,780	1,449,703	4,209,404
41	UTO	2	156,509	55,896	39,770	252,175	161,204	57,573	256,982	62,754	268,245	777,403
42	Total	150	17,440,756	4,342,830	4,010,995	25,794,581	18,021,439	4,473,115	26,558,239	4,875,695	25,900,336	78,253,156
43												
44	Other includes SECA/FICA, pension, life insurance, ST disability, LT disability, NY family leave, NYC commuter tax											

Independent Auditors' Reports as
Required by Title 2 U.S. Code of
Federal Regulations Part 200, Uniform
Administrative Requirements, Cost
Principles, and Audit Requirements for
Federal Awards and Government
Auditing Standards and Related
Information

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

December 31, 2021 and 2020

Contents

	Page
Report of Independent Certified Public Accountants	3
Consolidated Financial Statements	
Consolidated statements of financial position	6
Consolidated statements of activities	7
Consolidated statements of cash flows	8
Notes to consolidated financial statements	9
Supplemental Information	
Consolidating schedule of financial position	34
Consolidating schedule of activities	35
Schedule of expenditures of federal awards	36
Notes to the schedule of expenditures of federal awards	37
Report of Independent Certified Public Accountants on Internal Control Over Financial Reporting and on Compliance and Other Matters Required by <i>Government Auditing Standards</i>	38
Report of Independent Certified Public Accountants on Compliance for Each Major Federal Program and on Internal Control Over Compliance Required by the Uniform Guidance	40
Schedule of Findings and Questioned Costs	
Section I - summary of auditor's results	43
Section II - financial statement findings	44
Section III - federal award findings and questioned costs	44

GRANT THORNTON LLP
757 Third Ave., 9th Floor
New York, NY 10017-2013

D +1 212 599 0100
F +1 212 370 4520

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

To the Executive Council of
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the
United States of America and Affiliates:

Report on the financial statements

Opinion

We have audited the consolidated financial statements of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America and Affiliates (collectively, the “Society”), which comprise the consolidated statements of financial position as of December 31, 2021 and 2020, and the related consolidated statements of activities and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Society as of December 31, 2021 and 2020, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for opinion

We conducted our audits of the consolidated financial statements in accordance with auditing standards generally accepted in the United States of America (US GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Society and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Society's ability to continue as a going concern for one year after the date the consolidated financial statements are available to be issued.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with US GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Society's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating schedule of financial position as of December 31, 2021, the consolidating schedule of activities and the schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and*

Audit Requirements for Federal Awards,) are presented for purposes of additional analysis and are not a required part of the consolidated financial statements. Such supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures. These additional procedures included comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with US GAAS. In our opinion, the accompanying supplementary information is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

Other reporting required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated June 30, 2022 on our consideration of the Society's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Society's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Society's internal control over financial reporting and compliance.

Grant Thornton LLP

New York, New York
June 30, 2022

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

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

**December 31,
(Dollar amounts in thousands)**

	2021	2020
ASSETS		
Cash and cash equivalents	\$ 32,829	\$ 31,873
Receivables:		
Diocesan commitments receivable, net	-	453
Loans receivable, net	8,593	7,728
Government grants	2,196	1,454
Contributions and other receivables, net	8,740	6,415
Prepaid expenses and other assets	2,893	2,198
Investments:		
DFMS-controlled funds	438,739	413,580
Funds held for the benefit of others and in a trustee relationship	251,322	211,495
Interest rate swap	423	-
Property and equipment, net	28,703	29,755
Beneficial interest in outside trusts	9,585	8,800
	<u>\$ 784,023</u>	<u>\$ 713,751</u>
Total assets		
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	\$ 5,843	\$ 10,040
Payroll Protection Program loans	-	5,099
Notes payable and line of credit	20,803	22,283
Interest rate swap	-	60
Mortgage payable	2,301	2,864
Accrued postretirement benefits other than pensions	13,256	18,472
Funds held for the benefit of others	213,943	175,848
Funds held in a trustee relationship	37,379	35,647
	<u>293,525</u>	<u>270,313</u>
Total liabilities		
Contingencies		
Net assets		
Net assets without donor restrictions	221,669	200,389
Net assets with donor restrictions	268,829	243,049
	<u>490,498</u>	<u>443,438</u>
Total net assets		
Total liabilities and net assets	<u>\$ 784,023</u>	<u>\$ 713,751</u>

The accompanying notes are an integral part of these consolidated financial statements.

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

CONSOLIDATED STATEMENTS OF ACTIVITIES

Years ended December 31,
(Dollars amounts in thousands)

	2021			2020		
	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Revenues and other support						
Diocesan commitments	\$ 30,104	\$ -	\$ 30,104	\$ 29,679	\$ -	\$ 29,679
Contributions and bequests	592	854	1,446	666	731	1,397
Contributions and other income - Episcopal Relief and Development	-	23,261	23,261	-	15,687	15,687
Contributed services	38	-	38	160	-	160
Investment return designated for current operations	11,054	1,874	12,928	10,841	1,987	12,828
Other investment income	174	(131)	43	1,129	337	1,466
Government revenue	10,171	-	10,171	6,678	(69)	6,609
Fees and other income	8,293	1,462	9,755	4,952	35	4,987
Revenue from the Episcopal Church in Micronesia	9,143	-	9,143	7,983	-	7,983
Net assets released from restrictions	24,819	(24,819)	-	31,514	(31,514)	-
Total revenues and other support	94,388	2,501	96,889	93,602	(12,806)	80,796
Expenses						
Program services:						
Canonical and missional programs	39,758	-	39,758	32,684	-	32,684
General convention	3,234	-	3,234	3,136	-	3,136
Grant-related activities and other	2,677	-	2,677	3,213	-	3,213
Episcopal Relief & Development						
Development	13,774	-	13,774	12,081	-	12,081
Disaster	4,187	-	4,187	4,046	-	4,046
Expenses from the Episcopal Church in Micronesia	6,821	-	6,821	7,652	-	7,652
Total program services	70,451	-	70,451	62,812	-	62,812
Supporting services:						
General and administrative	9,205	-	9,205	9,107	-	9,107
Fundraising	375	-	375	395	-	395
General and administrative - Episcopal Relief and Development	974	-	974	1,343	-	1,343
Fundraising - Episcopal Relief and Development	2,614	-	2,614	2,929	-	2,929
Total supporting services	13,168	-	13,168	13,774	-	13,774
Total expenses	83,619	-	83,619	76,586	-	76,586
Changes in net assets from operations	10,769	2,501	13,270	17,016	(12,806)	4,210
Non-operating activities						
Investment return	16,274	25,721	41,995	21,647	41,981	63,628
Less: Other investment loss	(174)	(568)	(742)	(1,129)	(930)	(2,059)
Net investment gain	16,100	25,153	41,253	20,518	41,051	61,569
Less: Investment return designated for current operations	(11,054)	(1,874)	(12,928)	(10,841)	(1,987)	(12,828)
Change in value of interest rate swap agreement	483	-	483	34	-	34
Postretirement related activities other than service cost	4,982	-	4,982	(722)	-	(722)
Total non-operating activities	10,511	23,279	33,790	8,989	39,064	48,053
CHANGES IN NET ASSETS	21,280	25,780	47,060	26,005	26,258	52,263
Net assets, beginning of year	200,389	243,049	443,438	174,384	216,791	391,175
Net assets, end of year	\$ 221,669	\$ 268,829	\$ 490,498	\$ 200,389	\$ 243,049	\$ 443,438

The accompanying notes are an integral part of these consolidated financial statements.

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

CONSOLIDATED STATEMENTS OF CASH FLOWS

Years ended December 31,
(Dollar amounts in thousands)

	2021	2020
Cash flows from operating activities:		
Changes in net assets	\$ 47,060	\$ 52,263
used in operating activities:		
Non-cash items:		
Depreciation	1,797	2,129
Payroll Protection Program loan forgiveness	(5,099)	-
Change in allowance for uncollectible amounts	419	333
Amortization of discount to present value receivables	2	(72)
Total non-cash adjustments	(2,881)	2,390
Change in working capital:		
Diocesan commitments receivable	34	(8)
Loans receivable	(865)	(654)
Government grants receivable	(742)	(441)
Contributions and other receivables	(2,327)	1,959
Prepaid expenses and other assets	(695)	(636)
Accounts payable and accrued expenses	(4,197)	2,909
Total change in working capital accounts	(8,792)	3,129
Change in investments:		
Net realized and unrealized gains on investments	(41,253)	(61,569)
Total change in investments	(41,253)	(61,569)
Other changes:		
Change in value of beneficial interests in outside trusts	(785)	(686)
Change in value of interest rate swap agreement	(483)	(34)
Change in accrued postretirement benefits other than pensions	(5,216)	1,615
Total other changes	(6,484)	895
Total change in working capital accounts and other	(56,529)	(57,545)
Net cash used in operating activities	(12,350)	(2,892)
Cash flows from investing activities:		
Purchases of property and equipment	(745)	(569)
Proceeds from sales of investments	82,194	67,644
Purchases of investments	(66,100)	(64,317)
Net cash provided by investing activities	15,349	2,758
Cash flows from financing activities:		
Repayments under notes payable and line of credit	(1,480)	(1,480)
Proceeds from Payroll Protection Program loans	-	5,099
Principal payments on mortgage loan	(563)	324
Net cash (used in) provided by financing activities	(2,043)	3,943
NET INCREASE IN CASH AND CASH EQUIVALENTS	956	3,809
Cash and cash equivalents, beginning of year	31,873	28,064
Cash and cash equivalents, end of year	\$ 32,829	\$ 31,873
Supplemental disclosure of cash flow information:		
Cash paid for interest during the year	\$ 519	\$ 877

The accompanying notes are an integral part of these consolidated financial statements.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 1 - ORGANIZATION AND NATURE OF ACTIVITIES

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America (“DFMS”) is the corporate organization charged with the legal and financial responsibilities for the operations of The Episcopal Church in the United States and 15 other countries. It does not, however, operate or otherwise control individual dioceses. The General Convention is the legislative body of the Episcopal Church and meets in convention once every three years. Between conventions, the Executive Council of the General Convention is charged with the responsibility of implementing the programs and policies adopted by the General Convention.

DFMS’s consolidated financial statements include the activities of Episcopal Relief & Development (“ERD”), a separate 501(c)(3) not-for-profit corporation. ERD was established by resolution of the General Convention in 1940 in order to meet the needs of refugees fleeing the war in Europe. Today, ERD is a compassionate response of the Episcopal Church to human suffering in the world. Hearing God’s call to seek and serve Christ in all persons and to respect the dignity of every human being, ERD serves to bring together the generosity of Episcopalians and others to heal a hurting world.

DFMS’s consolidated financial statements also include the activities of Episcopal Church Women, United Thank Offering and all other direct agencies of DFMS, as well as the missional church and school activities in Micronesia (“Guam”).

All intercompany transactions are eliminated upon consolidation. These entities and programs are collectively known as the “Society.”

A significant amount of the Society’s support comes from amounts provided by the dioceses.

DFMS and ERD have been classified by the Internal Revenue Service as not-for-profit organizations exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. Therefore, no provision for income taxes has been made in the accompanying consolidated financial statements.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”). Accordingly, the classification of the Society’s net assets and its support, revenues and expenses are based on the existence or absence of donor-imposed restrictions.

Net assets consist of the following:

Without donor restrictions - net assets that are not restricted by donor-imposed stipulations and, therefore, are available to carry out the Society’s operations. Net assets without donor restrictions also include those net assets that are limited as to their use by action of the Executive Council.

With donor restrictions - net assets resulting from contributions and other inflows of assets whose use by the Society is limited by donor-imposed stipulations that either expire by passage of time or can be fulfilled and removed by actions of the Society pursuant to those stipulations. When such stipulations end or are fulfilled, such net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Net assets with donor restrictions also include contributions and other inflows of assets whose use by the Society is limited in perpetuity by donor-imposed stipulations that neither expire by the passage of time nor can be fulfilled or otherwise removed by actions of the Society. Such net assets with donor restrictions are comprised primarily of funds restricted by donors to be held in perpetuity, the income from which is intended to support the operations of the Society.

Concentration of Credit Risk

Financial instruments that potentially subject the Society to concentrations of credit and market risk consist principally of cash and cash equivalents on deposit with financial institutions, which from time to time may exceed the Federal Deposit Insurance Corporation limit, and investments. Management does not believe that a significant risk of loss is likely due to the failure of a financial institution the Society utilizes to perform. Management also believes that its market risk is mitigated by an adequate diversification of its investments amongst a variety of asset classes.

Diocesan Commitments Receivable

The Society provides for an allowance for uncollectible receivables based on an assessment of various factors, including historical collection experience and current economic conditions. These allowances are maintained at a level management considers adequate to provide for potentially uncollectible accounts. These estimates are reviewed periodically and, if the financial condition of a diocese changes significantly, the Society will evaluate the recoverability of any commitments due from that diocese and write-off any amounts that are no longer considered to be recoverable. Subsequent collections of receivables previously written-off are recorded as revenue in the year received.

Diocesan commitments receivables, net, at December 31, 2021 and 2020 are as follows:

	2021	2020
Amounts expected to be collected:		
Within one year	\$ 85	\$ 587
Between one and five years	-	-
Greater than five years	-	370
Total Diocesan commitments	85	957
Allowance for uncollectible receivables	(85)	(504)
Diocesan commitments receivable, net	\$ -	\$ 453

Investments

Investments include those that belong to the Society as well as those held on behalf of others. They consist of both marketable and non-marketable securities, stated at quoted market values or values provided by the respective fund manager or general partner as of the measurement date. Purchases and sales of securities are reflected on a trade-date basis. Dividends and interest pertaining to the Society are recognized as earned. Realized and unrealized gains or losses on investments pertaining to the Society are recorded on the consolidated statements of activities in the period in which the securities are sold.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility changes. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported on the accompanying consolidated financial statements.

Fair Value Measurements

Fair value is the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. As required by U.S. GAAP, for fair value measurements, the Society uses a fair value hierarchy that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that observable inputs be used when available.

Observable inputs are inputs that market participants would use in pricing the asset or liability based on market data obtained from independent sources. Unobservable inputs reflect assumptions that market participants would use in pricing the asset or liability based on the best information available in the circumstances. The hierarchy is broken down into three levels based on the transparency of inputs as follows:

- Level 1 - Quoted prices are available in active markets for identical assets or liabilities as of the measurement date. A quoted price for an identical asset or liability in an active market provides the most reliable fair value measurement because it is directly observable to the market.
- Level 2 - Pricing inputs other than quoted prices in active markets, which are either directly or indirectly observable as of the measurement date. The nature of these securities includes investments for which quoted prices are available but traded less frequently and investments that are fair valued using other securities, the parameters of which can be directly observed.
- Level 3 - Securities that have little to no pricing observability as of the measurement date. These securities are measured using management's best estimate of fair value, where the inputs into the determination of fair value are not observable and require significant management judgment or estimation.

Inputs are used in applying the various valuation techniques and broadly refer to the assumptions that market participants use to make valuation decisions, including assumptions about risk. Inputs may include price information, volatility statistics, specific and broad credit data, liquidity statistics, and other factors. A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. However, the determination of what constitutes "observable" requires significant judgment by the entity. The Society considers observable data to be market data that are readily available, regularly distributed or updated, reliable and verifiable, not proprietary, and provided by independent sources that are actively involved in the relevant market.

The categorization of a financial instrument within the hierarchy is based upon the pricing transparency of the instrument and does not necessarily correspond to the Society's perceived risk of that instrument.

The Society estimates that the fair value of its financial instruments does not differ materially from the carrying values as presented on the accompanying consolidated statements of financial position.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Cash and Cash Equivalents

The Society considers all highly liquid investments with original maturities of less than three months from the date of purchase to be cash and cash equivalents, except for those cash equivalents which are included in the Society's investment portfolio which are for long-term investment purposes.

Valuation of Investments

Investments whose values are based on quoted market prices in active markets, and are therefore classified within Level 1, include actively traded equities, certain U.S. government and sovereign obligations, and certain money market securities. The Society does not adjust the quoted price for such instruments, even in situations where the Society holds a large position and a sale could reasonably impact the quoted price.

Investments that trade in markets that are not considered to be active, but are valued based on quoted market prices, dealer quotations or alternative pricing sources supported by observable inputs are classified within Level 2. These include certain U.S. government and sovereign obligations, not included in Level 1, most government agency securities, investment-grade corporate bonds, certain mortgage products, certain bank loans and bridge loans, less liquid listed equities, state, municipal and provincial obligations, most physical commodities and certain loan commitments. As Level 2 investments include positions that are not traded in active markets and/or are subject to transfer restrictions, valuations may be adjusted to reflect illiquidity and/or non-transferability, which are generally based on available market information.

Investments classified within Level 3 have significant unobservable inputs, as they trade infrequently or not at all. Level 3 investments include certain bank loans and bridge loans, less liquid corporate debt securities (including distressed debt instruments), collateralized debt obligations, and less liquid mortgage securities (backed by either commercial or residential real estate). When observable prices are not available for these securities, the Society uses one or more valuation techniques (e.g., the market approach, the income approach or the cost approach) for which enough and reliable data are available. Within Level 3, the use of the market approach generally consists of using comparable market transactions, while the use of the income approach generally consists of the net present value of estimated future cash flows, adjusted as appropriate for liquidity, credit, market and/or other risk factors.

The inputs used by the Society in estimating the fair value of Level 3 investments include the original transaction price, recent transactions for the same or similar instruments, completed or pending third-party transactions in the underlying investment or comparable issuers, subsequent rounds of financing, recapitalizations and other transactions across the capital structure, offerings in the equity or debt capital markets, and changes in financial ratios or cash flows. Level 3 investments may also be adjusted to reflect illiquidity and/or non-transferability, with the amount of such discount estimated by the Society in the absence of market information. The fair value measurement of Level 3 investments does not include transaction costs that may have been capitalized as part of the security's cost basis. Assumptions used by the Society in valuing such assets, due to the lack of observable inputs, may significantly impact the resulting fair value and therefore the Society's changes in net assets for the respective reporting period.

The Society also measures certain investments using a net asset value ("NAV"), which is exempted from categorization within the fair value hierarchy and related disclosures. Instead, the Society separately discloses the information required for assets measured using the NAV practical expedient and discloses a reconciling item between the total amount of investments categorized within the fair value hierarchy and total investments measured at fair value on the accompanying consolidated statements of financial position.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Property and Equipment

The Society's investment in property and equipment consists of its New York headquarters, property in Austin, Texas, and the school and missional churches of Micronesia (Guam). Property and equipment costing greater than \$1.5 and with useful lives greater than five years are capitalized. Property and equipment, except for land, are depreciated using the straight-line method over the estimated service lives of the respective assets. The useful lives assigned to furniture and equipment and buildings and improvements range from 5 to 30 years. Maintenance and repairs are expensed as incurred.

Beneficial Interest in Outside Trusts

From time to time, certain donors have established trusts with third-party administrators, typically banks or other Episcopal entities that call for the income earned on these gifts to be paid to the Society and/or other stipulated beneficiaries and the principal to be invested in perpetuity. Historically, the income received from these outside trusts has been recorded as either net assets with donor restrictions or net assets without donor restrictions based upon the donors' imposed stipulations. The fair value of these outside trust assets is recognized as a component of net assets with donor restrictions. The beneficial interest in outside trusts is adjusted each year and the change in fair value is recognized on the consolidated statements of activities based on changes in the fair values of the trusts' underlying investments. Pursuant to certain of the trust arrangements, however, the earnings that are initially paid to the Society are distributable to other beneficiaries. A liability has been recorded for such amounts payable to others and is reflected as annuities payable in the accompanying consolidated statements of financial position. The Society's beneficial interest in outside trusts is classified as Level 3 within the fair value hierarchy as of December 31, 2021 and 2020.

The following table summarizes the changes in fair value associated with the Society's beneficial interest in outside trusts for the years ended December 31, 2021 and 2020:

	2021	2020
Balance, beginning of the year	\$ 8,800	\$ 8,114
Change in value of amounts due to beneficiaries	47	60
Unrealized gains	738	626
Balance, end of the year	\$ 9,585	\$ 8,800

Grants Payable

The awarding of grants is reflected on the consolidated financial statements at the time they are approved by the appropriate board and the respective grantee is notified. Grants payable represent unconditional promises to give that are expected to be paid within one year of award and are included in accounts payable and accrued expenses on the consolidated statements of financial position.

Funds Held for the Benefit of Others

In the ordinary course of business, the Society acts as a custodian for funds owned by others and for which no benefit of income or principal is received. In these cases, the balances are treated as liabilities, rather than included in the Society's net assets, and as assets held in investment accounts. The income derived from these investments is not included on the consolidated statements of activities but is reflected as a change in value of related assets and liabilities.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Funds Held in a Trustee Relationship

Funds held in a trustee relationship are funds held in a fiduciary relationship by the Society, as trustee, where the original principal is invested permanently, and the income is payable to specific third-party beneficiaries. Amounts held on behalf of others are reflected as assets and equivalent liabilities. The income derived from these investments is not included on the consolidated statements of activities but is reflected as a change in value of related assets and liabilities.

Contributions, Bequests and Government Contracts

The Society recognizes revenue from contributions, grants and contracts in accordance with Accounting Standards Update (“ASU”) 2018-08, *Not-For-Profit Entities (Topic 958): Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made*. In accordance with ASU 2018-08, the Society evaluates whether a transfer of assets is (1) an exchange transaction in which a resource provider is receiving commensurate value in return for the resources transferred or (2) a contribution. If the transfer of assets is determined to be an exchange transaction, the Society applies guidance under FASB Accounting Standards Codification (“ASC”) Topic 606, *Revenue from Contracts with Customers* (“ASC 606”). If the transfer of assets is determined to be a contribution, the Society evaluates whether the contribution is conditional based upon whether the agreement includes both (1) one or more barriers that must be overcome before the Society is entitled to the assets transferred and promised and (2) a right of return of assets transferred or a right of release of a promisor’s obligation to transfer assets. The Society has determined that its revenues from grants and contracts were not exchange contracts and, therefore, treated the transfer of assets as contributions.

Contributions, including unconditional promises to give (pledges), are reported as revenues in the period received or pledged. Contributions of assets, other than cash, are recorded at their estimated fair value at the date of gift. Contributions to be received after one year are discounted using an appropriate credit adjusted discount rate which corresponds with the collection period of the respective pledge. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any. An allowance for uncollectible contributions receivable is provided based upon management’s judgment including such factors as prior collection history, type of contribution and nature of fundraising activity. Contributions receivable are written off in the period deemed uncollectible.

Revenue from government grants and contracts deemed to be conditional in nature is recognized as related costs are incurred under the grant or contract agreement. Amounts received in advance under these government grants and contracts are reflected as deferred revenue.

Contributed Services

Contributed services are recorded at their estimated fair value and are recognized as revenues and expenses on the consolidated statements of activities in the period received. Contributed legal services for the years ended December 31, 2021 and 2020 totaled \$38 and \$160, respectively.

Income Taxes

DFMS follows guidance that clarifies the accounting for uncertainty in tax positions taken or expected to be taken in a tax return, including issues relating to financial statement recognition and measurement. This guidance provides that the tax effects from an uncertain tax position can only be recognized in the consolidated financial statements if the position is “more-likely-than-not” to be sustained if the position were to be challenged by a taxing authority. The assessment of the tax position is based solely on the technical merits of the position, without regard to the likelihood that the tax position may be challenged.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

DFMS is exempt from federal income tax under IRC section 501(c)(3), though it is subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded by the Internal Revenue Code. DFMS has processes presently in place to ensure the maintenance of its tax-exempt status, to identify and report unrelated income, to determine its filing and tax obligations in jurisdictions for which it was nexus, and to identify and evaluate other matters that may be considered tax positions. At December 31, 2021 and 2020, DFMS has determined that there are no material uncertain tax positions that require recognition or disclosure in the consolidated financial statements.

Use of Estimates

The preparation of consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and judgments that affect the reported amounts of assets and liabilities and disclosure of contingencies at the date of the consolidated financial statements and revenues and expenses recognized during the reporting period. The most significant of which pertain to the determination of specific reserves against loans, contributions and other accounts receivable, the valuation of non-exchange traded alternative investments, postretirement benefit obligations, and the useful lives assigned to fixed assets, amongst others. Actual results may differ from these estimates.

Subsequent Events

The Society evaluated its December 31, 2021 consolidated financial statements for subsequent events through June 30, 2022, the date the consolidated financial statements were available to be issued. Management is not aware of any subsequent events which would require recognition or disclosure in the accompanying consolidated financial statements.

New Pronouncements

In February 2016, the FASB issued ASU No. 2016-02, *Leases (Topic 842)*, which requires organizations that lease assets (lessees) to recognize the assets and related liabilities for the rights and obligations created by the leases on the statement of financial position for leases with terms exceeding 12 months. ASU No. 2016-02 defines a lease as a contract or part of a contract that conveys the right to control the use of identified assets for a period of time in exchange for consideration. The lessee in a lease will be required to initially measure the right-of-use asset and the lease liability at the present value of the remaining lease payments, as well as capitalize initial direct costs as part of the right-of-use asset. In June 2020, the FASB issued ASU No. 2020-05, *Revenue from Contracts with Customers (Topic 606) and Leases (Topic 842)*, that allowed certain entities the option to defer the adoption of ASU 2016-02 by one year. ASU No. 2016-02 is effective for the Society for fiscal year 2022. Early adoption is permitted. The Society is in the process of evaluating the impact this standard will have on the consolidated financial statements.

In September 2020, the FASB issued ASU No. 2020-07, *Presentation and Disclosure by Not-for-Profit Entities for Contributed Nonfinancial Assets* to increase the transparency of contributed nonfinancial assets through enhancement to presentation and disclosure. The new guidance requires contributed nonfinancial assets to be presented as a separate line item on the consolidated statement of activities, apart from cash and other financial asset contributions. This guidance also requires disclosure of the types of contributed nonfinancial assets and, for each category, information about whether the assets were monetized or utilized, a description of the policies to monetize or utilize such assets, a description of donor-imposed restrictions associated with the contributions, and a description of the valuation techniques and principal market used to arrive at a fair value measure at initial recognition. ASU No. 2020-07 will be effective for the Society in fiscal year 2022. The Society is in the process of evaluating the impact this standard will have on the consolidated financial statements.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 3 - INVESTMENTS

At December 31, 2021, total investments of approximately \$690,260 consist of \$646,960 in trust fund endowment assets, \$6,500 in unit-trust and pooled income funds, \$32,200 in medium-term investments, and \$4,600 in St. John's School (Guam) investments.

At December 31, 2020, total investments of approximately \$625,075 consist of \$586,475 in trust fund endowment assets, \$6,500 in unit-trust and pooled income funds, \$28,300 in medium-term investments, and \$3,800 in St. John's School (Guam) investments.

Investments are carried at fair value and consist of the following at December 31:

	Fair Value	
	2021	2020
Stocks:		
Common stock	\$ 398,726	\$ 356,116
Stock funds	77,385	60,650
Total stocks	476,111	416,766
Bonds:		
Corporate	8,003	8,107
Government	4,866	4,712
Other, primarily mutual bond funds	21,599	18,042
Total bonds	34,468	30,861
Mutual funds (primarily common stock and bonds)	5,554	4,854
Other, primarily money market funds and other cash equivalents	6,912	6,943
Alternative investments:		
Commingled funds	167,016	165,651
Total investments	690,061	625,075
Funds held for the benefit others	(251,322)	(211,495)
Total DFMS-controlled funds	\$ 438,739	\$ 413,580

Since alternative investments may not be readily marketable, the estimated fair value assigned to such interests is subject to uncertainty and, therefore, may differ from the value that would have been used had a ready market for such investments existed. The fair values assigned to such holdings do not necessarily represent amounts which might ultimately be realized upon sale or other disposition since such amounts depend on future circumstances and cannot reasonably be determined until the actual liquidation occurs. Because of the inherent uncertainty of such valuations, the estimated fair values may differ significantly from the values that would have been used had a ready market for such investments existed and the differences could be material.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

The following tables prioritize the inputs used to measure the fair value of the Society's investments within the fair value hierarchy at December 31, 2021 and 2020.

	2021			Total
	Level 1	Level 2	Level 3	
Stocks	\$ 476,111	\$ -	\$ -	\$ 476,111
Bonds	34,468	-	-	34,468
Mutual funds	5,554	-	-	5,554
Other, primarily money market funds and other cash equivalents	6,912	-	-	6,912
	\$ 523,045	\$ -	\$ -	523,045
Alternative Investments reported at NAV				167,016
Total				\$ 690,061

	2020			Total
	Level 1	Level 2	Level 3	
Stocks	\$ 416,766	\$ -	\$ -	\$ 416,766
Bonds	30,861	-	-	30,861
Mutual funds	4,854	-	-	4,854
Other, primarily money market funds and other cash equivalents	6,943	-	-	6,943
	\$ 459,424	\$ -	\$ -	459,424
Alternative Investments reported at NAV				165,651
Total				\$ 625,075

In accordance with ASC Subtopic 820-10, investments measured at fair value using the NAV per share practical expedient have not been categorized in the fair value hierarchy.

The Society uses the NAV per share, or its equivalent to determine the fair value as of the measurement date of all the underlying investments which: (a) do not have a readily determinable fair value and (b) prepare their investees financial statements consistent with the measurement principles of an investment company or have the attributes of an investment company.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

The following tables detail certain attributes pertaining to the investments reported at fair value using a NAV, or its equivalent, as of December 31, 2021 and 2020:

2021							
Type	Strategy	NAV in Funds	# of Funds	Remaining Life	\$ Amount of Unfunded Commitments	Redemption Terms	Redemption Restrictions
Commingled funds	Commodities, equity, and interest rate- driven focused commingled funds.	\$ 167,016	4	N/A	\$ -	2 funds have monthly redemption within 5-10 days' notice; 1 funds has daily redemption with 15 days' notice; 1 fund has quarterly redemption with 100 days' notice	None
Total		<u>\$ 167,016</u>	<u>4</u>		<u>\$ -</u>		
2020							
Type	Strategy	NAV in Funds	# of Funds	Remaining Life	\$ Amount of Unfunded Commitments	Redemption Terms	Redemption Restrictions
Commingled funds	Commodities, equity, and interest rate- driven focused commingled funds.	\$ 165,651	4	N/A	\$ -	1 fund has daily redemption with 15 days' notice; 1 fund has semimonthly redemption with 30 days' notice; 1 fund has quarterly redemption with 90 days' notice; 1 fund has quarterly redemption with 100 days' notice	None
Total		<u>\$ 165,651</u>	<u>4</u>		<u>\$ -</u>		

The Society follows the "Total Return Approach" to investments whereby it applies a prudent portion of the realized and unrealized returns on investments to meet current designated and undesignated expenditures. Total return consists of two elements: yield and appreciation. Based on the Society's long-term investment strategy, the Executive Council sets the payout rate on the DFMS trust funds at a percentage (5% in 2021 and 2020) of a five-year moving average of the fair value of the portfolio. Any return in excess of this percentage is reinvested to protect the real dollar value of these funds against the effects of inflation.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 4 - CONTRIBUTIONS AND OTHER RECEIVABLES, NET

Contributions and other receivables, net, consist of the following at December 31, 2021 and 2020:

	2021	2020
Contributions receivable, net	\$ 826	\$ 1,403
Other receivables	7,914	5,012
Total other receivables	\$ 8,740	\$ 6,415

Contributions receivable, net, which are recorded at the present value of their expected future cash flows, consist of the following at December 31, 2021 and 2020:

	2021	2020
Amounts expected to be collected:		
Within one year	\$ 696	\$ 808
In one to four years	134	599
Total contributions receivable	830	1,407
Less: Present value discount (rates ranging from 1.50% to 6.00%)	(4)	(4)
Total contributions receivables, net	\$ 826	\$ 1,403

NOTE 5 - LOANS RECEIVABLE, NET

Loans receivable, net, consist of the following at December 31, 2021 and 2020:

	2021	2020
Construction loans to dioceses and missionary districts	\$ 566	\$ 525
Economic justice and community investment loans	6,100	5,500
Loans to reorganizing Dioceses	2,160	2,003
	8,826	8,028
Less: Allowance for uncollectible accounts	(233)	(300)
Total loans receivable, net	\$ 8,593	\$ 7,728

Such loans bear interest at varying rates ranging from 2.0% to 4.75% and are payable in installments or on demand. These loans are typically unsecured with maturities of between three and five years. No new residential loans have been extended to employees since 1998.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 6 - PROPERTY AND EQUIPMENT, NET

Property and equipment, net, consists of the following at December 31, 2021 and 2020:

	2021	2020
Land	\$ 7,995	\$ 7,995
Buildings and improvements	69,914	69,700
Other equipment and furnishings	4,712	4,464
	82,621	82,159
Less: Accumulated depreciation	(53,918)	(52,404)
Property and equipment, net	\$ 28,703	\$ 29,755

Depreciation expense amounted to \$1,797 and \$2,129 for the years ended December 31, 2021 and 2020, respectively.

NOTE 7 - MORTGAGE AND NOTES PAYABLE

Mortgage

A mortgage payable on the St. John's School property, located in Guam, amounted to \$2,301 and \$2,864 as of December 31, 2021 and 2020, respectively. The interest rate of 4.5% is adjusted every three years on March 11 to 1% over the Federal Home Loan rate. The note is collateralized by a third-party mortgage on real and leasehold property and matures in October 15, 2025. The effective interest rate was 1% at December 31, 2021 and 2020.

Interest expense pertaining to this mortgage amounted to \$113 and \$119 for the years ended December 31, 2021 and 2020, respectively.

As of December 31, 2021, scheduled annual principal payments are as follows:

	Amount
2022	\$ 129
2023	134
2024	141
2025	1,897
	\$ 2,301

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Term Loan

On January 11, 2011, DFMS obtained a \$37 million term loan, secured by DFMS's investment in unrestricted marketable securities, from U.S. Bank, to be used primarily for working capital and other business purposes. The facility was structured as a five-year loan with a fixed annual interest rate of 3.69% and annual repayments on a 25-year schedule. Interest was payable monthly; annual principal of \$1,480 was payable on each anniversary date through 2016.

On April 8, 2014, DFMS amended and restated the credit agreement with U.S. Bank. On that date, the then outstanding \$31,163 under the existing term loan was continued as an unsecured term loan. The facility continues as a five-year loan with a fixed annual interest rate of 3.69% and annual repayments on a 25-year schedule. Interest is payable monthly; annual principal of \$1,480 is payable on each January 1st through 2021. If not extended or renegotiated, unpaid principal will be due in 2021.

On July 23, 2014, DFMS completed Amendment No. 1 to the amended and restated credit agreement dated April 8, 2014, with U.S. Bank. Amendment No. 1 extended the Loan Termination Date to January 23, 2021 and adjusted the interest rate on the unpaid principal balance of the Term Loan to an annual rate of 1.19% plus the one-month LIBOR rate. Amendment No. 1 was required because DFMS entered into an interest rate swap transaction with U.S. Bank.

On January 19, 2021, DFMS completed Amendment No. 10 to the amended and restated credit agreement dated April 8, 2014, with U.S. Bank. Amendment No. 10 extended the Loan Termination Date to January 23, 2026 and adjusted the interest rate on the unpaid principal balance of the Term Loan to an annual rate of 1.15% plus the one-month LIBOR rate. Concurrent with Amendment No. 10, DFMS entered into an interest rate swap transaction with U.S. Bank whereby, effective January 25, 2021, DFMS will pay an annual fixed interest rate of 1.656% through January 23, 2026. Terms and covenants of the renewed credit agreement were unchanged. At January 25, 2021 total principal outstanding equaled \$20,803.

At December 31, 2021 and 2020, \$20,803 and \$22,283, respectively, was outstanding under this loan and is reflected on the accompanying consolidated statements of financial position as notes payable and line of credit. Interest expense amounted to \$736 and \$720 for the years ended December 31, 2021 and 2020, respectively.

As of December 31, 2021, scheduled annual principal payments are as follows:

	Amount
2022	\$ 1,480
2023	1,480
2024	1,480
2025	1,480
2026	14,883
	\$ 20,803

The credit agreement includes standard affirmative and negative covenants usual and customary for similar facilities, including remaining an ongoing business, semi-annual financial reporting, and limitations on additional indebtedness. DFMS was compliant with all such covenants (including financial covenants) at December 31, 2021.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Revolving Lines of Credit

On January 11, 2011, the Society obtained a \$5 million revolving credit facility from U.S. Bank, which was then expanded to \$15 million as of April 8, 2014. The facility, which is unsecured, bears interest based on the Eurodollar rate plus 75 basis points and matures on November 29, 2021. The facility is renewed annually. Interest only is payable monthly. At December 31, 2021 and 2020, no amounts were outstanding under this revolving credit facility. Maintenance fees amounted to \$38 for the years ended December 31, 2021 and 2020.

Interest Rate Swap

The Society uses an interest rate swap agreement as a strategy for managing interest rate risk associated with its variable rate term loan, by converting it to a synthetic fixed rate. To manage credit risk, the Society considered the credit rating and reputation of the counterparty (U.S. Bank) before entering into the transaction and continues to monitor the credit standing of its counterparty.

The reported fair value of the swap represents the estimated cost to terminate the swap agreement at the measurement date, taking into account current and projected market interest rates. The fair value of the interest rate swap is reported on the Society's consolidated statements of financial position as an asset.

As of and for the years ended December 31, 2021 and 2020, amounts included within the accompanying consolidated financial statements relating to the interest rate swap agreement are as follows:

Fair Value at December 31, 2021	Fair Value at December 31, 2020	Consolidated Statements of Financial Position Location	Change in Value of Interest Rate Swap Agreement for Year Ended December 31, 2021	Change in Value of Interest Rate Swap Agreement for Year Ended December 31, 2020	Consolidated Statements of Activities Location
\$ 423	\$ (60)	Interest rate swap	\$ 483	\$ 34	Change in value of interest rate swap

Fair value for LIBOR based swaps is determined using a relative price approach, by discounting the future expected cash flows at the market discount rate (the 100% LIBOR swap rate matching the average life of the notional reduction, if any, of the swap). For the variable leg of a swap, the expected cash flows are based on implied market forward rates for the appropriate underlying index.

The transactions in April and July of 2014 resulted in a five-year extension of DFMS's term loan maturity and secured an effective annual interest rate of 3.20%, reducing the annual service cost on the debt.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 8 - COVID-19 AND PAYROLL PROTECTION PROGRAM LOAN

During the year ended December 31, 2020, DFMS, ERD, and SJS received loans of \$3,025, \$1,207, and \$867, respectively, under the Paycheck Protection Program (“PPP”) under the Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”). Based on the terms of the loans and the program, the loan balances may be forgiven and converted into grants to the Society if certain conditions are met. If a portion of the loan must be repaid, however, the terms are 1% per annum, repayable over a maximum of five years with a six-month deferral period. Forgiveness for the full amount of the SJS loan was approved during the year ended December 31, 2020. Forgiveness for the full amount of ERD’s loan was approved by the Small Business Association on May 23, 2021. Forgiveness of the full amount of the DFMS was approved by the SBA on July 31, 2021. Forgiveness of the PPP loans is reflected in fees and other income on the consolidated statements of activities.

NOTE 9 - PENSION PLANS

DFMS maintains a defined contribution pension plan (the “Plan”) for all eligible lay employees and employees of ERD. Under the Plan, the employer contributes 8% for DFMS and 5% for ERD of eligible salaries and matches employee contributions to the Plan up to 4%. It is the opinion of counsel to the Plan that, as a Church Plan, this plan is exempt from the requirements of the Employee Retirement Income Security Act of 1974 (“ERISA”). Pension expense for this plan recognized on the accompanying consolidated financial statements amounted to \$1,686 and \$1,610 for the years ended December 31, 2021 and 2020, respectively.

DFMS is a participant in a separate pension plan administered by the Church Pension Fund (an independent organization) that provides pension benefits to all ordained clergy of the Episcopal Church, including those who hold positions within DFMS. Pension expense for this plan recognized on the accompanying consolidated financial statements amounted to \$795 and \$826 for the years ended December 31, 2021 and 2020, respectively.

The Executive Council of DFMS has voluntarily paid pension supplements to employees who retired prior to 1971 and had 20 years of service with DFMS. These benefits are accounted for on a “pay-as-you-go basis.” Pension expense for this “plan,” recognized on the accompanying consolidated financial statements, amounted to \$425 and \$416 for the years ended December 31, 2021 and 2020, respectively.

The St. John’s School maintains a defined contribution pension plan. This plan covers all eligible employees of the St. John’s School. Benefits under this plan are provided by fixed-dollar annuities issued by the Teachers Insurance and Annuity Association and by variable annuities offered by its companion organization, the College Retirement Equities Fund. The St. John’s School contributes 5% of the gross base pay of its employees to each participant’s account. After 10 years of employment, the St. John’s School will increase its contribution by a graduated percentage rate (7% - 17%) depending on the number of years of employment. Pension expense for this plan recognized on the accompanying consolidated financial statements amounted to \$149 and \$148 for the years ended December 31, 2021 and 2020, respectively.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 10 - POSTRETIREMENT BENEFITS OTHER THAN PENSIONS

DFMS and ERD sponsor postretirement benefit plans which provide both health care (fully contributory until the retiree reaches age 65) and life insurance (non-contributory) benefits to both lay personnel and clergy.

The following tables set forth the funded status of the plans and the components of net periodic benefit cost at December 31, 2021 and 2020:

	2021	2020
Change in benefit obligation:		
Benefit obligation, beginning of year	\$ 18,472	\$ 16,857
Service cost	879	668
Interest cost	479	501
Amendment	(6,237)	-
Actuarial loss	87	902
Benefits paid	(424)	(456)
Benefit obligation, end of year	\$ 13,256	\$ 18,472
Fair value of plan assets at December 31	\$ -	\$ -
Funded status at December 31	\$ (13,256)	\$ (18,472)
Fair value of plan assets at beginning of year	\$ -	\$ -
Employer contributions	424	456
Benefits paid	(424)	(456)
Fair value of plan assets at end of year	\$ -	\$ -
Components of accrued benefit cost:		
Funded status	\$ 13,256	\$ 18,472
Unrecognized actuarial net gain	4,447	(1,929)
Accrued benefit cost	\$ 17,703	\$ 16,543
Amounts not yet reflected in net periodic benefit cost and included in net assets without donor restrictions:		
Net actuarial (gain)/loss	\$ (4,447)	\$ 1,929
Components of net periodic benefit cost:		
Service cost	\$ 879	\$ 668
Interest cost	479	500
Amortization of unrecognized prior service costs	225	226
Net periodic benefit cost for fiscal year	\$ 1,583	\$ 1,394

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

	2021	2020
Changes in assets and benefit obligations recognized in net assets without donor restrictions:		
Net actuarial loss	\$ 87	\$ 902
Amortization of unrecognized prior service cost	(6,463)	(226)
Total change recognized in net assets without donor restrictions	\$ (6,376)	\$ 676

The amount of contributions and benefit payments from the Plan for the years ended December 31, 2021 and 2020 were:

	2021	2020
Employer contributions	\$ 424	\$ 456
Benefit payments	\$ 424	\$ 456

	2021		2020	
	MedSup Plan	Self-Insured Plan	MedSup Plan	Self-Insured Plan
Assumed health care trend rates at December 31:				
Discount rate	2.8%	2.8%	2.5%	2.5%
Health care cost trend rate assumed for next year	5.6%	5.6%	3.8%	4.0%
Rate to which the cost trend rate assumed to decline (ultimate trend rate)	3.7%	3.7%	3.8%	3.8%
Year that the rate reaches the ultimate trend	2074	2074	2074	2074

Total net expenses incurred for both plans for 2021 and 2020 totaled \$(5,216) and \$1,615, respectively.

For the year ended December 31, 2021, the effect of a 1% change in the health care cost trend rate was as follows:

	1% Increase	1% Decrease
Effect on net periodic benefit cost	\$ 328	\$ 251
Effect on postretirement benefit obligation	2,485	1,974

Amendment

For the year ended December 31, 2021, there was an amendment to the Plan which reflects the change from a Medicare Supplement Plan to a Medicare Advantage Plan. The Society elected to treat the amendment as a plan change and set up a prior service cost base, recognized in level payments based on expected future service.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

Contributions

Annual contributions are determined by the Society based upon calculations prepared by the Society's actuary. Projected contributions for 2021 are expected to be \$456.

Benefit Payments

The following benefit payments are expected to be paid as follows:

2022	\$	411
2023		422
2024		430
2025		439
2026		454
2027 – 2031		2,654

NOTE 11 - NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are held for the following purposes at December 31, 2021 and 2020:

	2021	2020
Other program related funds	\$ 719	\$ 497
Episcopal Relief and Development - Disaster relief and recovery	5,189	6,115
Guam - School Scholarships	9,205	3,184
United Thank Offering and Episcopal Church Women Fund	1,264	950
Beneficial Interest in outside trust	9,585	8,800
Donor-restricted endowment funds:		
Corpus	25,119	25,087
Accumulated unspent earnings	217,748	198,416
	<u>\$ 268,829</u>	<u>\$ 243,049</u>
Total net assets with donor restrictions	<u>\$ 268,829</u>	<u>\$ 243,049</u>

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 12 - ENDOWMENT FUND

The Society has adopted the provisions of *Endowments of Not-for-Profit Organizations: Net Asset Classification of Funds Subject to an Enacted Version of the Uniform Prudent Management of Institutional Funds Act, and Enhanced Disclosures for All Endowment Funds* of the ASC. This standard provides guidance on classifying the net assets associated with donor-restricted endowment funds held by organizations subject to the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"), passed by the State of New York in September 2010, and also requires additional disclosures about endowments for both donor-restricted funds and board-designated funds.

Under New York State UPMIFA ("NYPMIFA"), the Society classifies as donor-restricted endowment net assets: (a) the original value of gifts donated to its donor-restricted endowment; (b) the original value of subsequent gifts to its donor-restricted endowment; and (c) the accumulations to its donor-restricted endowment made in accordance with the directions of the applicable donor gift instrument, at the time the accumulation is added to the fund.

The remaining portion of the donor-restricted endowment fund includes the accumulated unspent earnings on the donor-restricted endowment funds that remains within net assets with donor restrictions until such amounts are appropriated for expenditure by the Society in a manner consistent with the standard of prudence prescribed by NYPMIFA.

In accordance with NYPMIFA, the Society considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: the duration and preservation of the fund, the purpose of the fund, general economic conditions, the possible effect of inflation or deflation, the expected total return from income and appreciation of investments, other resources of the Society, the investment policies of the Society and, where appropriate, alternatives to spending from donor-restricted endowment funds and the possible effects on the Society.

The Society has a policy of appropriating for distribution each year an Executive Council approved spending rate of its endowment fund's average fair value over five years. In establishing this policy, the Society considered the long-term expected return on its endowment. Accordingly, over the long-term, the Society expects the current spending policy to grow at a pace at least equal to inflation. This is consistent with the Society's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and investment return.

The Society has adopted investment policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. The endowment assets are invested in a manner that is intended to produce results that exceed the price and yield results of appropriate benchmarks without putting the assets at imprudent risk. To satisfy its long-term objectives, the Society relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Society targets a diverse asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

The following tables summarize endowment net asset composition, by type of fund as of December 31, 2021 and 2020:

Composition of Endowment Net Assets by Type of Fund	2021		
	Without Donor Restrictions	With Donor Restrictions	Total
Donor-restricted endowment funds	\$ -	\$ 242,867	\$ 242,867
Board-designated endowment funds	167,502	-	167,502
Total	<u>\$ 167,502</u>	<u>\$ 242,867</u>	<u>\$ 410,369</u>
Changes in Endowment Net Assets			
Endowment net assets, beginning of year	\$ 166,206	\$ 223,503	\$ 389,709
Investment return:			
Investment income	214	-	214
Net appreciation (realized and unrealized)	7,075	33,373	40,448
Contributions	43	37	80
Appropriation of endowment assets for expenditure	(6,036)	(14,046)	(20,082)
Endowment net assets, end of year	<u>\$ 167,502</u>	<u>\$ 242,867</u>	<u>\$ 410,369</u>
2020			
Composition of Endowment Net Assets by Type of Fund	2020		
	Without Donor Restrictions	With Donor Restrictions	Total
Donor-restricted endowment funds	\$ -	\$ 223,503	\$ 223,503
Board-designated endowment funds	166,206	-	166,206
Total	<u>\$ 166,206</u>	<u>\$ 223,503</u>	<u>\$ 389,709</u>
Changes in Endowment Net Assets			
Endowment net assets, beginning of year	\$ 148,505	\$ 191,415	\$ 339,920
Investment return:			
Investment income	210	-	210
Net appreciation (realized and unrealized)	21,227	44,583	65,810
Contributions	106	5	111
Appropriation of endowment assets for expenditure	(3,842)	(12,500)	(16,342)
Endowment net assets, end of year	<u>\$ 166,206</u>	<u>\$ 223,503</u>	<u>\$ 389,709</u>

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires the Society to retain as a fund of perpetual duration. In accordance with U.S. GAAP, deficiencies of this nature are reported in net assets with donor restrictions. These deficiencies resulted from unfavorable market fluctuations that occurred shortly after the investment of new donor-restricted endowment contributions and from the continued appropriation of earnings on other endowment funds that were deemed prudent by the Society's Board of Trustees. There were no such deficiencies at December 31, 2021 and 2020.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 13 - RELATED PARTIES

The Episcopal Church is an unincorporated association governed by the General Convention. It carries out its administrative, finance and other program activities through DFMS, a New York corporation. DFMS is governed by the Executive Council whose members are elected by the General Convention and the Provinces. The Executive Council acts as the board of directors between meetings of General Convention. DFMS engages in financial transactions with both foreign and domestic entities affiliated with the Episcopal Church and the worldwide Anglican Communion. DFMS receives its principal financial support in the form of Diocesan commitments, which totaled \$30,104 and \$29,679 for the years ended December 31, 2021 and 2020, respectively. In addition, DFMS receives non-governmental fees from related parties, including lease payments and fees for events. These receipts are not material and are offset by the costs of services provided. DFMS expended \$62 for each of the years ended December 31, 2021 and 2020, respectively, in either direct payments/grants to affiliated entities or expenses incurred on behalf of these related parties. Of the total loans receivable reported on the accompanying consolidated statements of financial position at December 31, 2021 and 2020, \$1,869 and \$1,994 for each of the years ended December 31, 2021 and 2020 represent loans to related entities which bear interest at rates ranging from 3.0% to 8.0% per annum.

NOTE 14 - CONTINGENCIES

Government Funding

The Society enters into contracts with agencies of the U.S. government under which the government provides funding for various refugee resettlement activities carried on by the Society in the United States and in other countries. The expenditures of these funds by the Society and its affiliated organizations are subject to audit by the federal government. In the opinion of management, audit adjustments, if any, are not expected to have a material effect on the consolidated financial statements of the Society.

Refugee Loans Receivable and Collections

In connection with its cooperative agreements with the U.S. government for refugee resettlement, the Society acts as the collection agent for travel loans made to refugees by the International Organization for Migration. In return for these services, the Society retains 25% of all loan collections as a recovery of its administrative costs incurred. As of December 31, 2021 and 2020, there were \$4,089 and \$7,180, respectively, of refugee loans outstanding. Such amounts are not reflected on the accompanying consolidated financial statements, and the Society does not guarantee the loans.

Litigation

The Society is subject to various claims and legal proceedings that have arisen in the ordinary course of its business activities. The Society is not aware of any pending litigation, the resolution of which will have a material adverse effect on its consolidated financial statements.

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 15 - FUNCTIONAL EXPENSES

The following table summarizes the Society's functional expense classification presented below for the year ended December 31, 2021.

	Program Services							Supporting Services					Total 2021	Total 2020
	DFMS		ERD			Total Program	DFMS		ERD		Total Supporting Services			
	Canonical & Missional Expenses	General Convention	Grant-related activities and other	Sustainable	Disaster		Guam	General & Administration	Fundraising	General & Administration		Fundraising		
Direct support	\$ 20,575	\$ -	\$ 2,421	\$ 7,452	\$ 3,041	\$ 58	\$ 33,457	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 33,456	\$ 25,256
Contributed services	-	-	-	-	-	-	-	38	-	-	-	38	38	160
Salary	9,079	1,136	-	3,363	656	4,818	19,052	3,579	219	757	938	5,493	24,545	25,467
Employee benefits	4,292	451	33	1,197	247	30	6,250	1,384	83	68	295	1,830	8,079	8,207
Insurance	53	27	-	45	13	94	232	430	-	2	6	439	670	683
Printing and mailing cost	270	2	-	160	31	-	463	27	64	9	482	582	1,046	1,022
Advertising and promotion	32	-	11	10	1	-	54	-	-	-	100	100	153	202
Telephone/telecommunication	97	9	-	20	57	4	187	63	-	3	4	69	257	224
Rent and utilities	303	-	-	275	5	399	982	1,087	-	35	52	1,174	1,809	1,697
Equipment and depreciation	1,437	254	46	263	37	562	2,599	431	9	11	43	494	3,094	3,266
Bank charges, legal and accounting fees	175	-	-	241	50	115	581	748	-	23	25	796	1,376	1,934
Office supplies	145	33	5	5	1	139	328	171	-	6	2	179	507	980
Resources & reference materials	456	-	19	-	-	-	475	26	-	1	-	27	503	645
Consultants	2,021	646	90	576	33	87	3,453	1,199	-	39	655	1,894	5,347	3,734
Travel	676	190	52	6	3	2	929	15	-	14	1	30	959	1,558
Conference/workshop/ memberships/meeting exp	147	486	-	161	12	12	818	7	-	6	11	24	844	909
Scholarship and financial aid	-	-	-	-	-	501	501	-	-	-	-	-	501	642
Total	\$ 39,758	\$ 3,234	\$ 2,677	\$ 13,774	\$ 4,187	\$ 6,821	\$ 70,451	\$ 9,205	\$ 375	\$ 974	\$ 2,614	\$ 13,168	\$ 83,619	\$ 76,586

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

The following table summarizes the Society's functional expense classification presented below for the year ended December 31, 2020.

	Program Services						Supporting Services				Total Supporting Services	Total 2020	
	DFMS		ERD				DFMS		ERD				
	Canonical & Missional Expenses	General Convention	Grant-related activities and other	Sustainable	Disaster	Guam	Total Program	General & Administration	Fundraising	General & Administration	Fundraising		
Direct support	\$ 13,844	\$ -	\$ 2,938	\$ 5,578	\$ 2,840	\$ 56	\$ 25,256	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,256
Contributed services	-	-	-	-	-	-	-	160	-	-	-	-	160
Salary	9,071	1,274	-	3,369	728	5,150	19,592	3,598	202	878	1,197	5,875	25,467
Employee benefits	4,130	464	23	1,330	292	48	6,287	1,169	73	209	469	1,920	8,207
Insurance	47	23	-	40	9	99	218	448	-	7	10	465	683
Printing and mailing cost	203	4	-	142	3	-	352	25	107	93	445	670	1,022
Advertising and promotion	18	-	22	14	-	-	54	-	-	-	148	148	202
Telephone/telecommunication	89	11	-	16	21	2	139	77	-	4	4	85	224
Rent and utilities	229	-	-	31	-	503	763	934	-	-	-	934	1,697
Equipment and depreciation	1,509	216	77	180	44	675	2,701	455	13	33	64	565	3,266
Bank charges, legal and accounting fees	382	1	-	200	29	207	819	1,038	-	42	35	1,115	1,934
Office supplies	615	20	2	15	3	177	832	141	-	4	3	148	980
Resources & reference materials	537	-	43	-	-	-	580	58	-	3	4	65	645
Consultants	788	426	71	787	50	88	2,210	986	-	32	506	1,524	3,734
Travel	1,093	238	37	105	18	2	1,493	18	-	27	20	65	1,558
Conference/workshop/ memberships/meeting exp	129	459	-	274	9	3	874	-	-	11	24	35	909
Scholarship and financial aid	-	-	-	-	-	642	642	-	-	-	-	-	642
Total	\$ 32,684	\$ 3,136	\$ 3,213	\$ 12,081	\$ 4,046	\$ 7,652	\$ 62,812	\$ 9,107	\$ 395	\$ 1,343	\$ 2,929	\$ 13,774	\$ 76,586

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS - CONTINUED

**December 31, 2021 and 2020
(Dollar amounts in thousands)**

NOTE 16 - LIQUIDITY AND AVAILABILITY OF RESOURCES

As part of the Society's liquidity management, the Society structures its financial assets to be available as its general operations, liabilities, and other obligations require.

The Society receives approximately \$30 million, or 63%, of its annual cash requirements from contributions without donor restrictions mandated from its 109 dioceses and other Episcopal entities. The Society receives an additional \$5.4 million, or 11%, of its cash requirements from sources without donor restrictions, including tenant leases, refugee loan repayments and fees for sponsored events and programs.

The balance of usual support to the Society - approximately \$10.5 million or 24% of the annual cash requirement - is provided from a Board-approved appropriation of (currently 5%) assets from the trust funds designated as support to the budget. The DFMS has approximately \$197 million of unrestricted trust funds (after deducting funds specified for Episcopal Relief & Development) that support the budget each year with a 5% dividend draw. The DFMS could draw (with approval from Executive Council) additional principal from about \$84 million of those trust funds.

The Society's financial assets available within one-year of the consolidated statement of financial position date for general expenditures are as follows:

<u>Financial Assets as of December 31, 2021 and 2020</u>	<u>2021</u>	<u>2020</u>
Cash and cash equivalents	\$ 19,856	\$ 20,078
Receivables:		
Diocesan commitments receivable, net	-	453
Loans receivable, net	8,593	7,728
Government grants	2,196	1,454
Contributions and other receivables, net	4,635	3,016
Appropriation from the Society's endowment for subsequent year's spending	<u>11,054</u>	<u>10,841</u>
Total financial assets available within one year	<u>\$ 46,334</u>	<u>\$ 43,570</u>

To help manage unanticipated liquidity needs, the Society maintains short-term investments equal to one quarter of its annual operating budget. As an additional source of liquidity, the Society may draw upon its \$15 million line of credit (as further discussed in Note 7), in the event of financial distress or immediate liquidity needs.

SUPPLEMENTAL INFORMATION

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

CONSOLIDATING SCHEDULE OF FINANCIAL POSITION

As of December 31, 2021
(Dollars amounts in thousands)

	DFMS	ERD	GUAM	Consolidating Entries	Total
ASSETS					
Cash and cash equivalents	\$ 19,856	\$ 8,091	\$ 4,882	\$ -	\$ 32,829
Receivables:					
Loans receivable, net	8,593	-	-	-	8,593
Government grants	2,196	-	-	-	2,196
Contributions and other receivables, net	4,636	4,062	42	-	8,740
Prepaid expenses and other assets	2,701	228	151	(187)	2,893
Investments:					
DFMS-controlled funds	413,281	20,834	4,624	-	438,739
Funds held for the benefit of others	251,322	-	-	-	251,322
Interest rate swap agreement	423	-	-	-	423
Property and equipment, net	23,487	31	4,998	187	28,703
Beneficial interests in outside trusts	9,111	474	-	-	9,585
	<u>\$ 735,606</u>	<u>\$ 33,720</u>	<u>\$ 14,697</u>	<u>\$ -</u>	<u>\$ 784,023</u>
LIABILITIES AND NET ASSETS					
Liabilities					
Accounts and accrued expenses	\$ 683	\$ 1,969	\$ 3,191	\$ -	\$ 5,843
Notes payable	20,803	-	-	-	20,803
Mortgage payable	-	-	2,301	-	2,301
Accrued postretirement benefits other than pensions	10,695	2,561	-	-	13,256
Funds held for the benefit of others	213,943	-	-	-	213,943
Funds held in a trustee relationship	37,379	-	-	-	37,379
	<u>283,503</u>	<u>4,530</u>	<u>5,492</u>	<u>-</u>	<u>293,525</u>
Contingencies					
Net assets					
Net assets without donor restrictions	221,638	31	-	-	221,669
Net assets with donor restrictions	230,465	29,159	9,205	-	268,829
	<u>452,103</u>	<u>29,190</u>	<u>9,205</u>	<u>-</u>	<u>490,498</u>
Total liabilities and net assets	<u>\$ 735,606</u>	<u>\$ 33,720</u>	<u>\$ 14,697</u>	<u>\$ -</u>	<u>\$ 784,023</u>

The accompanying consolidated financial statements and notes thereto are an integral part of this consolidating schedule.

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

CONSOLIDATING SCHEDULE OF ACTIVITIES

As of December 31, 2021
(Dollars amounts in thousands)

	DFMS	ERD	GUAM	Consolidating Entries	Total
Revenues and other support					
Diocesan commitments	\$ 30,104	\$ -	\$ -	\$ -	\$ 30,104
Contributions and bequests	1,446	-	-	-	1,446
Contributions and other income - Episcopal Relief and Development	-	23,261	-	-	23,261
Contributed services	38	1,212	-	(1,212)	38
Investment return designated for current operations	12,928	-	-	-	12,928
Other investment income	43	-	-	-	43
Government revenue	10,171	-	-	-	10,171
Fees and other income	8,544	1,211	-	-	9,755
Revenues from the Episcopal Church in Micronesia	-	-	9,193	(50)	9,143
	<u>63,274</u>	<u>25,684</u>	<u>9,193</u>	<u>(1,262)</u>	<u>96,889</u>
Total revenues and other support					
	<u>63,274</u>	<u>25,684</u>	<u>9,193</u>	<u>(1,262)</u>	<u>96,889</u>
Expenses					
Program services:					
Canonical and missional programs	39,758	-	-	-	39,758
General convention	3,234	-	-	-	3,234
Grant-related activities and other	2,677	-	-	-	2,677
Episcopal Relief and Development					
Sustainable Development	-	14,683	-	(909)	13,774
Disaster relief and recovery	-	4,187	-	-	4,187
Episcopal Church in Micronesia	-	-	6,871	(50)	6,821
	<u>45,669</u>	<u>18,870</u>	<u>6,871</u>	<u>(959)</u>	<u>70,451</u>
Total program services					
	<u>45,669</u>	<u>18,870</u>	<u>6,871</u>	<u>(959)</u>	<u>70,451</u>
Supporting services:					
General and administrative	9,205	-	-	-	9,205
Fundraising	375	-	-	-	375
General and administrative - Episcopal Relief and Development	-	1,095	-	(121)	974
Fundraising - Episcopal Relief and Development	-	2,796	-	(182)	2,614
	<u>9,580</u>	<u>3,891</u>	<u>-</u>	<u>(303)</u>	<u>13,168</u>
Total supporting services					
	<u>9,580</u>	<u>3,891</u>	<u>-</u>	<u>(303)</u>	<u>13,168</u>
Total expenses	<u>55,249</u>	<u>22,761</u>	<u>6,871</u>	<u>(1,262)</u>	<u>83,619</u>
Changes in net assets from operations	<u>8,025</u>	<u>2,923</u>	<u>2,322</u>	<u>-</u>	<u>13,270</u>
Non-operating activities					
Investment return	40,295	1,700	-	-	41,995
Less: other investment loss	(742)	-	-	-	(742)
	<u>39,553</u>	<u>1,700</u>	<u>-</u>	<u>-</u>	<u>41,253</u>
Net investment loss - trust funds					
	<u>39,553</u>	<u>1,700</u>	<u>-</u>	<u>-</u>	<u>41,253</u>
Less: investment return designated for current operations	(12,928)	-	-	-	(12,928)
Change in value of interest rate swap	483	-	-	-	483
Postretirement related activities other than net periodic pension costs	4,982	-	-	-	4,982
	<u>32,090</u>	<u>1,700</u>	<u>-</u>	<u>-</u>	<u>33,790</u>
Total non-operating activities					
	<u>32,090</u>	<u>1,700</u>	<u>-</u>	<u>-</u>	<u>33,790</u>
CHANGES IN NET ASSETS	<u>40,115</u>	<u>4,623</u>	<u>2,322</u>	<u>-</u>	<u>47,060</u>
Net assets, beginning of year	411,988	24,567	6,883	-	443,438
Net assets, end of year	<u>\$ 452,103</u>	<u>\$ 29,190</u>	<u>\$ 9,205</u>	<u>\$ -</u>	<u>\$ 490,498</u>

The accompanying consolidated financial statements and notes thereto are an integral part of this consolidating schedule.

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

SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

For the year ended December 31, 2021

<u>Federal Grantor/Program Title</u>	<u>Federal Assistance Listing Number</u>	<u>Pass- Through Number</u>	<u>Federal Expenditures</u>	<u>Amounts Passed Through to Subrecipients</u>
United States Department of State/Bureau for Population, Refugees, and Migration: U.S. Refugee Admissions Program	19.510	N/A - Direct	<u>\$ 7,579,251</u>	<u>\$ 6,756,748</u>
United States Department of Health and Human Services: Refugee and Entrant Assistance - Voluntary Agency Programs	93.567	N/A - Direct	1,332,095	1,080,149
Refugee and Entrant Assistance - Discretionary Grants	93.576	N/A - Direct	<u>1,260,142</u>	<u>897,223</u>
Total United States Department of Health and Human Services			<u>2,592,237</u>	<u>1,977,372</u>
Total expenditures of federal awards			<u><u>\$ 10,171,488</u></u>	<u><u>\$ 8,734,120</u></u>

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

NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

For the year ended December 31, 2021

NOTE 1 - BASIS OF PRESENTATION

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal grant activity of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America and Affiliates (the "Society") under programs of the federal government for the year ended December 31, 2021 and is prepared on the accrual basis of accounting. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* ("Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of the Society, it is not intended to and does not present the financial position, changes in net assets, or cash flows of the Society.

NOTE 2 - INDIRECT COST RATE

The Society has elected not to use the 10-percent de minimis indirect cost rate as provided by §200.414 Indirect (F&A) Costs of the Uniform Guidance.

GRANT THORNTON LLP
757 Third Ave., 9th Floor
New York, NY 10017-2013

D +1 212 599 0100
F +1 212 370 4520

**REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS
ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON
COMPLIANCE AND OTHER MATTERS REQUIRED BY *GOVERNMENT
AUDITING STANDARDS***

To the Executive Council of
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the
United States of America and Affiliates:

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*), the consolidated financial statements of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America and Affiliates (collectively, the “Society”), which comprise the consolidated statement of financial position as of December 31, 2021, and the related consolidated statements of activities and cash flows for the year then ended, and the related notes to the consolidated financial statements, and have issued our report thereon dated June 30, 2022.

Report on internal control over financial reporting

In planning and performing our audit of the consolidated financial statements, we considered the Society’s internal control over financial reporting (“internal control”) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Society’s internal control. Accordingly, we do not express an opinion on the effectiveness of the Society’s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the Society’s financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on compliance and other matters

As part of obtaining reasonable assurance about whether the Society's consolidated financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Society's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Society's internal control and compliance. Accordingly, this report is not suitable for any other purpose.



New York, New York
June 30, 2022

GRANT THORNTON LLP
757 Third Ave., 9th Floor
New York, NY 10017-2013

D +1 212 599 0100
F +1 212 370 4520

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

To the Executive Council of
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the
United States of America and Affiliates:

Report on compliance for each major federal program

Opinion on each major federal program

We have audited the compliance of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America and Affiliates (the "Society") with the types of compliance requirements identified as subject to audit in the U.S. Office of Management and Budget's *OMB Compliance Supplement* that could have a direct and material effect on the Society's major federal program for the year ended December 31, 2021. The Society's major federal program is identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Society complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on its major federal program for the year ended December 31, 2021.

Basis for opinion on each major federal program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (US GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Society and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Society's compliance with the compliance requirements referred to above.

Responsibilities of management for compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the Society's federal programs.

Auditor's responsibilities for the audit of compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Society's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Society's compliance with the requirements of its major federal program as a whole.

In performing an audit in accordance with US GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Society's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on internal control over compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a

material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in the Society's internal control over compliance that we consider to be material weaknesses or significant deficiencies. However, material weaknesses or significant deficiencies in internal control over compliance may exist that have not been identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this Report on Internal Control Over Compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Grant Thornton LLP

New York, New York
August 11, 2022

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

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

For the year ended December 31, 2021

SECTION I - SUMMARY OF AUDITOR'S RESULTS

Financial Statements

Type of auditors' report issued: Unmodified

Internal control over financial reporting:

Material weakness(es) identified?	_____	yes	_____	<u> X </u>	no
Significant deficiency(ies) identified?	_____	yes	_____	<u> X </u>	none reported
Noncompliance material to financial statements noted?	_____	yes	_____	<u> X </u>	no

Federal Awards

Internal control over the major program:

Material weakness(es) identified?	_____	yes	_____	<u> X </u>	no
Significant deficiency(ies) identified?	_____	yes	_____	<u> X </u>	none reported

Type of auditors' report issued on compliance for the major program: Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a) of the Uniform Guidance?	_____	yes	_____	<u> X </u>	no
--	-------	-----	-------	--------------	----

Identification of the major programs:

Federal Grantor/Program or Cluster Title	Federal Assistance Listing Number
--	-----------------------------------

United States Department of State/Bureau of Population: U.S. Refugee Admissions Program	19.510
--	--------

Dollar threshold used to distinguish between type A and type B programs:	\$750,000
--	-----------

Auditee qualified as low-risk auditee?	_____	X	yes	_____	no
--	-------	---	-----	-------	----

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

SCHEDULE OF FINDINGS AND QUESTIONED COSTS - CONTINUED

For the year ended December 31, 2021

SECTION II - FINANCIAL STATEMENT FINDINGS

None noted.

SECTION III - FINDINGS AND QUESTIONED COSTS FOR FEDERAL AWARDS

None noted.

Lilly Endowment Inc.

Exempt Status and Charity/Foundation Status Information Form

Lilly Endowment Inc. is required by law and Internal Revenue Service (IRS) regulations to determine the exempt status and the public charity or private foundation status of each organization to which the Endowment makes a grant. Therefore, it is necessary that you supply the following information, attach the requested documents, affix the signature of a responsible officer of your organization and return one copy of this form and the requested documents to the Endowment before we will be able to process your application for a grant

1. Name, Address, Phone, EIN: Exact name, address, phone number and employer identification number (EIN) of your organization:

Domestic and Foreign Missionary Society

815 Second Avenue

New York, NY

Zip Code: 10017

Telephone No: 800-334-7626

EIN No: 13-55562208

2. Exempt Status: Attach a copy of the most recent IRS letter determining that your organization is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3).

3. Public Charity or Private Foundation Status: Check one box below describing your organization and attach a copy of the most recent IRS letter determining your organization's public charity or private foundation status under the Internal Revenue Code (this may be the same letter as described in item 2):

1 Church
Section 170(b)(1)(A)(i)

5 Governmental unit
Section 170(b)(1)(A)(v)

9 Private operating foundation
Section 4942(j)(3)

2 School
Section 170(b)(1)(A)(ii)

6 Publicly supported charity
Section 170(b)(1)(A)(vi)

10 Exempt operating foundation
Section 4940(d)(2)

3 Hospital
Section 170(b)(1)(A)(iii)

7 Public charity with limited investment
income
Section 509(a)(2)

11 Private non-operating foundation
Section 509(a)

4 Organization benefiting state
college or university
Section 170(b)(1)(A)(iv)

8 Supporting organization
Section 509(a)(3)
 Type I - Section 509(a)(3)(B)(i)
 Type II - Section 509(a)(3)(B)(ii)
 Type III - Section 509(a)(3)(B)(iii)

NOTE: Organizations without an IRS determination letter will need to establish their public charity status with independent and adequate documentation. For example, a religious organization may be covered under a group ruling granted by the IRS to its parent denomination or judicatory; in such a case, the organization would need to provide documentation of both i) the parent's group ruling and ii) the organization's inclusion as a "subordinate" organization covered under that group ruling.

4. Effect of Grant: If your organization is not now a private foundation, will receipt of the grant requested from Lilly Endowment cause your organization to become a private foundation?

Yes

No

5. Lobbying: Does your organization make expenditures to carry on propaganda or otherwise to attempt to influence legislation?

Yes

No

If yes, please attach an itemized budget for the project or program for which you seek a grant from the Endowment showing that no part of the grant will be used for such activities.

Date: February 11, 2023



(Signature)

Kurt Barnes

(Please print name)

Treasurer and CFO of The Domestic and Foreign Missionary Society

(Title - Must be a responsible officer)

kbarnes@episcopalchurch.org

(Email address)



CINCINNATI OH 45999-0038

In reply refer to: 0248219434
June 28, 2019 LTR 4167C 0
31-1629166 000000 00

00019213
BODC: TE

PROTESTANT EPISCOPAL CHURCH IN THE
UNITED STATES OF AMERICA
815 SECOND AVE
NEW YORK NY 10017-4503

Employer identification number: 31-1629166
Group exemption number: 3741

Dear Taxpayer:

This is in response to your request dated June 19, 2019, for information about your tax-exempt status.

Our records indicate we issued a determination letter to you in January 1940, and you're currently exempt under Internal Revenue Code (IRC) Section 501(c)(3).

We also recognized the subordinates on the list you submitted as exempt from federal income tax under IRC Section 501(c)(3).

For federal income tax purposes, donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106 and 2522.

Please refer to www.irs.gov/charities for information about filing requirements. Specifically, IRC Section 6033(j) provides that, if you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

In addition, each subordinate organization is subject to automatic revocation if it doesn't file a required return or notice for three consecutive years. Subordinate organizations can file required returns or notices individually or as part of a group return.

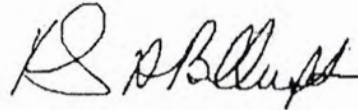
For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).

If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

0248219434
June 28, 2019 LTR 4167C 0
31-1629166 000000 00
00019214

PROTESTANT EPISCOPAL CHURCH IN THE
UNITED STATES OF AMERICA
815 SECOND AVE
NEW YORK NY 10017-4503

Sincerely yours,



Kim A. Billups, Operations Manager
Accounts Management Operations 1



Lilly Endowment Inc.

A private foundation since 1937

June 15, 2023

Mr. N. Kurt Barnes
Treasurer and Chief Financial Officer
Domestic and Foreign Missionary Society of the Protestant Episcopal Church
815 Second Avenue
New York, NY 10017

Re: Grant No. 2023 0700
Purpose: Camino Moments: Faith Forward Pathways for Episcopal Families program

Dear Mr. Barnes:

It is a pleasure to inform you that Lilly Endowment Inc. (Endowment) has awarded a grant of \$1,250,000 to Domestic and Foreign Missionary Society of the Protestant Episcopal Church for the above-referenced purpose.

Enclosed is a digital copy of a "Proposal To Enter Into Grant Agreement" (Agreement) with respect to this grant. Please execute the Agreement electronically as indicated through DocuSign and it will be returned to us automatically through the DocuSign portal. If your organization is headquartered in Indiana, the returned Agreement with your electronic signature will be effective. Please retain a copy for your files. If your organization is headquartered outside Indiana, the Agreement will be effective once countersigned electronically by the Endowment. In that case, you will receive a digital countersigned copy from us through DocuSign after you have signed and you should retain a copy of that fully executed document for your files.

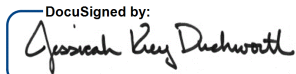
Please note on page 1 of the Agreement the schedule of reporting dates for program and financial reports. We require that these reports be received at the Endowment by the dates specified. You should refer to paragraph 8 of Article II of the Agreement for additional requirements with respect to program and financial reports, including requirements relating to specific forms and guidelines that may be supplied by the Endowment. To assist you in preparing reports to the Endowment, also enclosed digitally is a sample financial report format (and, in some cases, a sample program report format). Please refer to paragraph 5 of Article II if you anticipate budget changes.

If someone other than you will be responsible for completing the required reports, please forward to that person a copy of the Agreement indicating the report due dates and procedures for budget revisions. All reports should be addressed to my attention as well as any annual financial statements or other materials required under the Agreement. Please refer to the grant number in any correspondence about the grant.

You will note in paragraph 14 of Article II of the Agreement that the Endowment must give prior approval to any press announcement you make concerning this grant.

I would be pleased to respond to any questions you may have about the administration of this grant. Please do not hesitate to contact me.

Sincerely,

DocuSigned by:

06022136693B4E2...
Jessicah Krey Duckworth
Program Director

cc: Rev. Shannon Kelly
Mr. David Stickley

ARTICLE II
GENERAL CONDITIONS

The Grantee accepts and agrees to comply with the following General Conditions:

1. **PURPOSE.** The grant shall be used solely for the purpose specified in Article I of this Grant Agreement (the “Agreement”) and shall be so designated on the Grantee’s records.
2. **PROGRAM MONITORING AND EVALUATION; RESPONSIBILITY FOR GRANT-FUNDED ACTIVITIES.** The Endowment may, at its expense, monitor and conduct an evaluation of operations under this grant, which may include visits by representatives of the Endowment to observe the Grantee’s procedures and operations in connection with this grant and to discuss the grant with the Grantee’s personnel. Notwithstanding any monitoring or evaluation by the Endowment, the Endowment has no responsibility for activities conducted or supported with funding provided under this grant.
3. **ACCOUNTING RECORDS AND FINANCIAL REVIEW.** The method of recording receipts and disbursements related to this grant on the accounting records of the Grantee is outlined in Article II, Section 4, below. Vouchers consisting of bills, invoices, cancelled checks, receipts, etc., which document the disbursement of funds for this grant, shall be retained by the Grantee for at least two years after final disbursement of the grant and may be examined by Endowment representatives on reasonable notice during regular business hours. Copies of such documents shall be furnished to the Endowment at its request and expense. The Endowment may, at its expense and on reasonable notice to the Grantee, inspect, audit, or copy the Grantee’s records pertaining to this grant.
4. **ACCOUNTING AND FINANCIAL REQUIREMENTS.**
 - a. If the purpose of this grant is for general and/or operating support, no special requirements are specified for the method of recording receipts and disbursements on the accounting records of the Grantee for this grant.
 - b. If the purpose of this grant is to support a project (any purpose other than for general and/or operating support, including a grant for a special program or event, for endowment purposes, or for a capital acquisition or improvement), the use of grant funds is restricted solely to the purpose of the grant and should be so designated on Grantee accounting and financial records.

Under no circumstances may grant funds be expended, borrowed (inter-fund), pledged or transferred for reasons unassociated with the stated purpose of this grant. For purposes of controlling and reporting on the receipt and disbursement of grant funds, Grantee accounting records should be structured so that such transactions are easily and readily identifiable.

5. **BUDGET.** If there is a budget for this grant, it has been attached. The Grantee may reallocate budgeted items only as follows:
 - a. **Grants of \$100,000 or less** – Total reallocations among budgeted line items up to 10% of the grant amount may be made without prior notice to the Endowment. In addition, reallocations to any new line item(s) up to 5% of the grant amount may be made without prior notice to the Endowment. Please note any new line item(s) must be aligned with the stated grant purpose. Such permitted reallocations must be noted on the Grantee’s financial report covering the relevant period.
 - b. **Grants of more than \$100,000 and up to \$1,000,000** – Total reallocations among budgeted line items up to the lesser of (i) 10% of the grant amount or (ii) \$25,000 may be made without prior notice to the Endowment. In addition, total reallocations to any new line item(s) up to the lesser of (i) 5% of the grant amount or (ii) \$12,500 may be made without prior notice to the Endowment. Please note any new

line item(s) must be aligned with the stated grant purpose. Such permitted reallocations must be noted on the Grantee's financial report covering the relevant period.

- c. Grants of more than \$1,000,000 – Total reallocations among budgeted line items up to the lesser of (i) 10% of the grant amount or (ii) \$250,000 may be made without prior notice to the Endowment. In addition, total reallocations to new line item(s) up to the lesser of (i) 5% of the grant amount or (ii) \$125,000 may be made without prior notice to the Endowment. Please note any new line item(s) must be aligned with the stated grant purpose. Such permitted reallocations must be noted on the Grantee's financial report covering the relevant period.

Changes in the budget in excess of the foregoing mentioned limits may not be made without prior written approval of the Endowment.

6. PAYMENT SCHEDULE. The schedule of grant payments is a preliminary estimate of the timing and amount of cash remittances to the Grantee that will meet satisfactorily the requirements of the grant. The Endowment, however, on its own initiative or at the request of the Grantee, may modify scheduled dates and payment amounts and will so notify the Grantee when and if such changes seem to be indicated. If there are matching or other conditions related to this grant (as noted under Special Conditions, Article II, Section 19), the Endowment will not be required to disburse related payments until the end of the fourth full calendar quarter after the quarter in which the conditions are satisfied in accordance with this Agreement unless the Special Conditions otherwise provide.

7. SELECTION OF RECIPIENTS. The Grantee shall have the exclusive right to select the individuals to whom and the organizations to which the Grantee can disburse grant funds. This provision shall prevail over all other provisions of this Agreement. Under Special Conditions the Endowment may provide that the Grantee in the exercise of its right of selection shall observe certain criteria, such as the independence of project evaluators; educational or other qualifications of persons who will perform certain duties in connection with this grant; and characteristics of organizations which shall be relied upon to achieve the charitable purposes of this grant. In all cases, these criteria are intended to maximize the charitable benefits to be derived from this grant, shall be construed and applied to achieve that result, and are not intended to identify or cause the Grantee to select any particular individual or organization. The Endowment disclaims participation in the above described selection process.

8. REPORTING. In accordance with the schedule on page 1 (or as otherwise required herein), the Grantee shall furnish to the Endowment written reports on both the progress of the program supported by the grant and the financial management of the grant funds. These reports must be signed by an appropriate officer of the Grantee.

a. Program reports – Program reports and associated appendices should describe the key activities the Grantee proposed to conduct in its grant proposal and its progress on any performance indicators, goals and outcomes set forth in the grant proposal. If specific program report guidelines are supplied by the Endowment, all such guidelines should be used by the Grantee in the preparation and submission of its program reports.

b. Financial reports - The format of the financial reports must be consistent with that of the attached budget, if any, and show a comparison of actual to budgeted expenditures. If a financial report format is supplied by the Endowment, it should be used by the Grantee in the preparation and submission of its financial reports.

The Grantee shall furnish to the Endowment as soon as available a copy of the Grantee's annual financial statements for each year which is included partially or wholly within the Grant Period or as otherwise specified in the Special Conditions section of this Agreement. These statements should include a balance sheet, income and expense statement, and any footnotes or supporting schedules that will permit a satisfactory determination of the financial condition of the Grantee.

The Grantee also is required, upon request by the Endowment, to submit additional program reports or financial reports with respect to the grant if the information in any report is not accurate or complete or if there is any indication that (i) the grant funds or (ii) with respect to a grant for endowment or capital purposes, the principal, income, or capital acquisition or improvement funded with the grant has been used for any purpose that would result in liability for tax under Internal Revenue Code (“Code”) section 4945. (All references to the Code include the corresponding provisions of any subsequent federal tax laws.)

If accurate and complete reports are not furnished to the Endowment on or before the dates reflected in the schedule on page 1 (or other required dates) and the Endowment agrees to an extension of such dates, the Endowment will not be required to disburse related payments until the end of the fourth full calendar quarter after the quarter in which such delinquent reports are furnished.

With respect to grants for endowment purposes or to make a capital acquisition or improvement, the Grantee shall furnish to the Endowment reports (in addition to any other reports listed in the schedule on page 1) regarding use of the principal and the income (if any) of the grant funds, or use of the capital item supported with the grant funds, for the tax year in which any such funds are paid and for the immediately succeeding two tax years. Such reports must be received by the Endowment within 75 days after the end of the relevant tax year.

9. EXEMPT AND FOUNDATION STATUS. The Grantee has furnished information to the Endowment respecting the Grantee’s status under Code sections 170(b)(1)(A), 501(c) and 509(a). In addition, the Grantee represents that it is not an organization described in Code section 4942(g)(4)(A) (which describes certain Type III supporting organizations, certain controlled entities, and other restricted organizations identified by the Secretary of the Treasury). The Grantee shall give immediate notice to the Endowment of every change in the Grantee’s status. In the event of a change in such status, the Endowment may postpone disbursement of or cancel the unpaid portion of the grant.

10. REVERSION OF GRANT. If the purpose of this grant is to finance a specific project or to provide general and/or operating support for a specific period, any portion of the grant unexpended at the completion of the project or at the end of the period shall be repaid to the Endowment within 30 days unless the Endowment, in its sole discretion and in writing, has agreed to another use of the unexpended funds or extended the period.

11. CANCELLATION OF GRANT. If the Grantee fails, within 30 days after notice from the Endowment, to perform any of its duties under the Agreement, the Endowment may at any subsequent time by notice to the Grantee postpone, cancel, or postpone and thereafter cancel payment of the undisbursed portion of the grant.

12. WITHDRAWAL OF GRANT. After entering into a grant agreement, it is possible that circumstances will arise which will persuade the Endowment that an unpaid grant should not be disbursed. If that should happen with respect to this grant, the Endowment acknowledges that the Grantee, nevertheless, would then be entitled to full reimbursement for reasonable expenses connected with the grant and already paid by the Grantee or for which it became legally responsible before notification of the Endowment’s decision. Accordingly, the Endowment may at any time, with or without cause, cancel the unpaid portion of this grant by notice to the Grantee. As soon as possible after such notice, the Grantee shall furnish a complete list of such expenses, and the Endowment thereupon shall pay to the Grantee an amount equal to the total of those expenses (not to exceed the unpaid portion of the grant). After making such payment, the Endowment shall have no further obligation to the Grantee, its officers, agents or representatives.

13. COUNSELING. Occasionally the Endowment makes available to a Grantee counseling or other assistance from a member of the Endowment’s staff or from one of its consultants. In every case, the Grantee is entirely free to decline or avail itself of this assistance and to accept or disregard in whole or part the recommendations offered. Neither the Endowment nor the person offering assistance to the Grantee shall have any liability to the Grantee, its officers, agents or representatives because of reliance on such assistance or adoption of such recommendations.

14. PUBLICITY AND USE OF GRANT-FUNDED PUBLICATIONS. If the Grantee wishes to issue a news release or other public announcement concerning this grant, the text of the proposed release or announcement must be submitted to the Endowment for review. No release or announcement shall be made without the Endowment's approval. In addition, unless otherwise agreed in writing by the Endowment, the Grantee shall not refer to or use (nor authorize others to refer to or use) the Endowment's name, logo, or other identifying information in connection with any activity, program, project, event, production, publication, intellectual property, building, facility, equipment, property, or location. Notwithstanding the foregoing, the Grantee may acknowledge the Endowment along with other contributors in its annual and periodic reports, event programs (such as exhibit brochures and theatre playbills), and similar temporary publications, provided that such acknowledgement is in the same style, font, and format as acknowledgements of similar contributors and the Endowment is identified by its full name (Lilly Endowment Inc.).

The Grantee grants to the Endowment a nonexclusive, irrevocable, fully transferable, worldwide license to publish excerpts, reasonable in length, of any documents or materials created as part of a project funded with this grant for public dissemination by the Grantee in any medium or format (including print, video, audio, digital, or otherwise). The Endowment may exercise such license in any medium or format but only in furtherance of the Endowment's noncommercial purposes, such as publication in the Endowment's annual, periodic, or special reports, its web site, or its brochures, guidelines, requests for proposals, or other program materials. Payment by the Endowment to the Grantee of any portion of the grant funds shall constitute full payment to the Grantee for this license to publish excerpts, and no additional royalties shall be payable to the Grantee.

If the documents or materials were not prepared by an employee of the Grantee within the scope of employment or if the Grantee otherwise is not the owner of the documents or materials, the Grantee, if requested by the Endowment, shall pursue reasonable efforts to obtain from the author or authors (or other owners) of such documents or materials written permission for the Endowment to publish excerpts as specified above, without additional cost or expense to the Endowment.

15. ADDITIONAL SUPPORT. By making this grant, the Endowment assumes no obligation to provide other or future support for the Grantee.

16. NOTICES. Notices under this Agreement shall be in writing and shall be deemed to be given only when delivered or mailed by registered or certified mail (unless otherwise agreed to in writing by the recipient) as follows:

To the Endowment: Lilly Endowment Inc.
Attention: Treasurer's Office
Post Office Box 88068
Indianapolis, Indiana 46208-0068

To the Grantee: As provided on the first page of this Agreement
unless otherwise specified here by the Grantee:

17. TERM OF AGREEMENT AND WAIVER. The term of this Agreement shall begin with its execution by all of the parties (including any required countersignature by the Endowment) and shall continue for such period of time as necessary for each party to comply with and complete all of its obligations hereunder (whether before, during, or after the Grant Period), including without limitation the Grantee's record retention and reporting obligations to the Endowment and duties under any Special Conditions to this Agreement. No waiver of any right under this Agreement shall be effective unless set forth in a notice from the party possessing such right to the other party, and the exercise by either party of any right or remedy under this Agreement shall not thereafter prevent that party from exercising any other right or remedy.

18. INDIANA LAW. The law of the State of Indiana exclusively shall govern and apply to all legal proceedings pertaining to this Agreement, or otherwise concerning the subject matter of the Agreement, and under no circumstance shall reference be made to the law of any other jurisdiction for any purpose. This Agreement shall be deemed to be entered into and formed in Indiana and shall become effective when (i) the Endowment receives a copy of this instrument bearing the Grantee's acceptance at the Endowment's offices in Indianapolis, Indiana, and (ii) in the case of a grantee that is headquartered outside the State of Indiana, the Endowment countersigns the Agreement at its offices in Indianapolis, Indiana. All legal proceedings pertaining to this Agreement, or otherwise concerning the subject matter of the Agreement, shall be heard exclusively in the state or federal courts with subject matter jurisdiction sitting in Indiana. By execution of this Agreement, the Grantee submits to the personal jurisdiction and venue of such courts for such purposes.


19. SPECIAL CONDITIONS AND SPECIAL TERMS. The Grantee accepts and agrees to comply with the Special Conditions, if any, attached to this Agreement, which are incorporated and made part of the Agreement by this reference. In addition, any applicable grant, initiative, or program guidelines, invitations, or similar directives with respect to the grant (collectively, "Special Terms") that were issued prior to or contemporaneously with this Agreement are hereby incorporated and made part of the Agreement by this reference. Conflicts among any Special Conditions, General Conditions, other terms of the Agreement, or Special Terms shall be governed first by the Special Conditions, next by the General Conditions, next by the other terms of the Agreement, and finally by the Special Terms.

[Signatures on following page.]

EXECUTION

This proposal to enter into the foregoing Agreement was executed by Lilly Endowment Inc., at Indianapolis, Indiana, on June 15, 2023.

Lilly Endowment Inc.

By  _____
592FB9D21AC04B6...
Christopher L. Coble

Title vice president for Religion

GRANTEE'S ACCEPTANCE

By execution of this Agreement, the undersigned represents and affirms that he or she holds the office or position indicated and that he or she has full right and power, and has been duly and legally authorized, to act on behalf of the Grantee in executing and entering into the Agreement. The Grantee accepts the above-described grant on the terms and conditions set forth in this Agreement and agrees to perform the responsibilities imposed on it under the Agreement. Executed by the Grantee at _____
on _____ (City, State)

Domestic and Foreign Missionary Society of the Protestant Episcopal Church

By _____

Title _____

COUNTERSIGNATURE
AND
EFFECTIVE DATE AND PLACE
OF
GRANT AGREEMENT

If the Grantee is headquartered outside the State of Indiana, the Agreement must be countersigned by Lilly Endowment Inc. After signing the above, all copies of this Agreement must be returned to the Endowment; a countersigned original copy will be returned to the Grantee.

A copy of this Agreement, executed by the Grantee, was received and countersigned by the Endowment and became effective at its office in Indianapolis, Indiana, on _____ .

Lilly Endowment Inc.

By _____

Title _____

**DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH**
Budget
2023 0700

	2023	2024	2025	2026	2027	TOTAL
INCOME						
Lilly Endowment	\$ 200,000	\$ 400,000	\$ 350,000	\$ 300,000		\$ 1,250,000
Hosted Pilgrimage Registrations			15,000	15,000	15,000	45,000
Other Funding Sources					125,450	125,450
TOTAL INCOME	\$ 200,000	\$ 400,000	\$ 350,000	\$ 300,000	\$ 140,450	\$ 1,420,450
EXPENSES						
Personnel	\$ 62,350	\$ 132,950	\$ 132,950	\$ 132,950	\$ 125,450	\$ 586,650
Camino Design Process	24,380	31,575	24,380	24,380		104,715
Development	5,570	96,155	90,250	75,550	17,500	285,025
Community Cohorts	8,545	33,265	30,190	30,190		102,190
Consultants	62,875	54,225	45,875	37,680		200,655
Administrative	32,500	19,100	6,100	11,000	2,000	70,700
TOTAL EXPENSES	196,220	367,270	329,745	311,750	144,950	1,349,935
INDIRECT COSTS	9,811	18,364	16,487	15,588	10,265	70,515
GRAND TOTAL	\$ 206,031	\$ 385,634	\$ 346,232	\$ 327,338	\$ 155,215	\$ 1,420,450

Lilly Endowment is funding \$1,250,000 of the total budget.



Lilly Endowment Inc.
A private foundation since 1937

REPORT GUIDELINES

Christian Parenting and Caregiving Initiative

This document contains guidelines to help organizations prepare reports to Lilly Endowment (“Endowment”). Guidelines for requesting budget revisions or grant period extensions are also enclosed if you need to adjust your project budget or timeline. Please retain these instructions and forms for future reference.

The grant agreement also has helpful information – see Art. II. 8 and the reporting schedule at the bottom of page 1. Information for making budget revisions, some of which require advance approval from the Endowment, may be found in Art. II. 5, and the official grant budget is included as the last page of the grant agreement. Please note that as budget revisions are submitted and approved, the revised budget becomes the official grant budget going forward.

This packet contains advice from Lilly Endowment staff related to the following items:

I.	Basic Reporting Information	Pg. 1
II.	Budget Revisions	Pg. 2
III.	Extension Requests	Pg. 2
IV.	Rollover Requests	Pg. 2
V.	Lilly Endowment Contact Information	Pg. 3
VI.	Guidelines, Templates, and Forms	
	A. Program Report Guidelines	Pg. 4
	B. Financial Report Guidelines & Templates	Pg. 5
	C. Budget Revision Template & Sample	Pg. 11
	D. Grant Contact Update Form	Pg. 13

I. Basic Reporting Information

The purpose of the reports is to establish a record of the grant project. The Endowment’s fiduciary responsibilities require regular updates from grantees on the progress made in implementing grant projects. A second purpose for the reports is to help grantees learn from their work.

A. Program Reports

The *program report* should describe the progress being made on the grant project for the reporting period indicated on the first page of the grant agreement. While there is no page limit, the average length of a program report is ten pages. The final report should provide both a report on the latest period and a comprehensive review of the entire project. Detailed program report guidelines are included in Section VI of this document.

If no grant activities have taken place during the reporting period, send a cover letter with the organization’s name, grant number and the reporting period to the Endowment indicating that no activities occurred.

B. Financial Reports

The *financial report* should show expenditures (and income, if applicable) for the reporting period as indicated on the first page of the grant agreement. It should also track cumulative expenses and the grant balance. Detailed financial report guidelines and templates are included in Section VI of this document.

If no funds have been spent during the reporting period, send a cover letter with the organization’s name, grant number and the reporting period to the Endowment indicating that no funds were spent.

Submission Guidelines for Program and Financial Reports

1. Assemble one unbound, single-sided copy of the annual program and financial reports, and three copies of accompanying materials. Please **do not** use staples or place documents in binders. Include a cover letter with the organization's name, grant number and the reporting period as well as any contact changes for the organization. The heading of the program and financial reports should also include the organization's name, grant number and reporting period, and the financial report must have authorized signatures.
2. Mail one (1) copy of the annual reports and accompanying materials through regular mail or expedited delivery addressed to Jessica Duckworth, the program director for the grant (see Contact Us).
3. Email one (1) copy of the annual program and financial reports to religion division staff at christianparenting@lei.org. Include your organization's name and grant number in the subject line of your email.
4. Reports must be postmarked on or before the due date indicated on the first page of the grant agreement.
5. The Endowment will review the reports and respond in writing. Due to high volume, this process can take several months.

II. Budget Revisions

The grant agreement includes provisions for budget changes, some of which require advance approval from the Endowment. Requests to revise a budget should be made by using the budget revision request format included in this document.

Submission Guidelines for a Budget Revision Request

1. Submit one copy of the budget revision request through regular mail or expedited delivery addressed to Jessica Duckworth, the program director for the grant. Include a cover letter explaining the rationale for the requested change(s) to the budget. Be sure to include the organization's name, grant number and current date in the heading of the budget revision request and obtain the required signatures. The Endowment requires two signatures – the person with grant oversight responsibility (project director, principal investigator, executive director, etc.) and an individual with financial accountability.
2. The Endowment will review the request and respond in writing. This process usually takes 4-6 weeks.

III. Extension Requests

The grant agreement includes provisions to extend the grant period indicated on the first page of the grant agreement. Per the grant agreement (Art. II. 10), any unused funds remaining at the completion of the project, or at the end of the grant period, must be repaid to the Endowment within 30 days.

Submission Guidelines for Requesting an Extension

1. Send a letter through regular mail or expedited delivery addressed to Jessica Duckworth, the program director for the grant. The letter should include the rationale for the extension and an anticipated end date. Be sure to include the grant number on the letter.
2. The Endowment will review the request and respond in writing. This process usually takes 4-6 weeks.

IV. Rollover Requests

If you have remaining funds from a planning grant in the Christian Parenting and Caregiving Initiative, you may request a rollover of the remaining grant balance from that grant into your implementation grant. This allows the older grant file to be closed, leaving you with only one grant file to manage.

Submission Guidelines for Requesting a Rollover

1. Send a letter through regular mail or expedited delivery addressed to Jessica Duckworth, the program director for the grant. Include a financial report showing the balance remaining to be rolled over. A budget revision request (see page 11) will also need to be provided with the rollover amount listed under income and those monies divided among one or more of the expense categories.
2. The Endowment will review the request and respond in writing. This process usually takes 4-6 weeks.

V. Lilly Endowment Contact Information

Mail reports and accompanying materials to:

Lilly Endowment Inc.
2801 North Meridian Street
P.O. Box 88068
Indianapolis, IN 46208
Attention: Jessica Duckworth

Email additional copies of program and financial reports to: christianparenting@lei.org

Be sure to put your organization's name and grant number in the subject line of the email.

Direct budget revisions, extensions, rollovers and other general questions to:

Amy Givens—Administrative Assistant to Jessica Duckworth
Email: givensa@lei.org
Phone: 317-916-7396

VI. Guidelines, Templates, and Forms

A. Program Report Guidelines

When preparing the program report, please consider/respond to the following:

1. **Project Purpose**

What is the purpose of your program? How is this purpose related to the organization's mission?

2. **Grant Activities**

Activities: What activities did the organization undertake in the last year? How did these activities help interested parents and caregivers share their faith and values with their children? Were any activities modified due to unforeseen circumstances? How?

Leaders, Scholars and Partners: Identify key leaders, scholars and partners for the project. In what ways are key leaders changing, growing or learning through their engagement in the project? Is leadership emerging in unforeseen places? Describe how relationships with advisors, scholars and partners are developing and working.

Communication: How have the findings from this project been communicated? Which communication strategies have proved the most effective and why?

3. **Impact:**

Describe the impact of these activities on project participants and other constituents. How is the project affecting the organization?

4. **Reflection:**

What have you learned of significance about the main themes or issues of this project? What are the key challenges and what do they mean? How can the work be strengthened? What lessons might be worth sharing with others?

5. **Progress toward Performance Indicators and Outcomes:**

Please reproduce (in a table) each of the performance indicators and outcomes included in your organization's original proposal. In the second column of the table, indicate (quantitatively, whenever possible) the measurable progress made toward each indicator/outcome during the reporting period.

6. **Next Steps (for all reports except the final report):**

What activities are planned for the coming year, and in what timeframe? What steps are being taken to sustain this effort when the grant ends? What steps are being taken to evaluate the project? What data is being gathered to determine success? What feedback loops are in place to make improvements on the project?

7. **Post-Grant Plans (for final reports):**

How has the organization changed as a result of this grant? What activities of this program will continue after the grant period? How will these activities be funded?

B. Financial Report Guidelines

These guidelines have been designed to help grantees prepare annual financial reports to the Endowment.

Report Format #1 should be used when the Endowment’s grant is funding 100% of the approved budget. **Report Format #2** should be used when the Endowment’s grant is funding a portion of the approved budget.

Report Format #1 – Instructions (*When Grant is Funding 100% of Budget*)

Budget Categories: The expense line items from the approved grant budget.

Approved Budget: The total budget for each line item.

Expenditures—For Period: The actual expenses incurred for each line item during the current reporting period.

Expenditures—Cumulative: The sum of the expenses for the current reporting period plus the Cumulative amount from the previous report.

Budget Less Cumulative: The Approved Budget minus Cumulative for each line item.

CASH SUMMARY

Total Grant Payments Received: The sum of grant payments received from the Endowment for this grant from the beginning of the grant period through the current reporting period.

Cumulative Expenditures: The sum of all expenditures through the current reporting period.

Cash Balance: The sum of grant payments received from the Endowment minus Cumulative expenditures.

Signatures: The Endowment requires two signatures – the person with grant oversight responsibility (project director, principal investigator, executive director, etc.) and an individual with financial accountability.

Report Format #1 – Template

When Grant is Funding 100% of Approved Budget

Legal Name of Organization

Grant No. 0000 0000

For Period MM/DD/YY – MM/DD/YY

Budget Categories	Approved Budget	Expenditures		Budget Less Cumulative
		For Period	Cumulative	
(Please list items from approved budget)	\$	\$	\$	\$
TOTALS	\$	\$	\$	\$

CASH SUMMARY

Total Grant Payments Received

Cumulative Expenditures (per above)

Cash Balance

\$

(Name)
Program Director

(Name)
Finance: V.P./Controller

Report Format #1 – Sample Report

Legal Name of Organization
Grant No. 1234 5678
For Period 01/01/20 – 12/31/20

	Expenditures			
	Total Grant Budget	For Period 01/01/20 – 12/31/20	Grant Cumulative	Grant Balance
PERSONNEL				
Director	\$97,000	\$25,000	\$50,000	\$47,000
Fringe Benefits	15,000	2,500	5,000	10,000
Administrative Assistant	50,000	12,500	25,000	25,000
Fringe Benefits	7,880	1,250	2,500	5,380
Research Assistant	80,000	12,500	25,000	55,000
Fringe Benefits	10,000	1,250	2,500	7,500
Subtotal	259,880	55,000	110,000	149,880
ADMINISTRATIVE COSTS				
Supplies	7,500	545	1,080	6,420
Seminar materials	5,000	749	1,497	3,503
Subtotal	12,500	1,294	2,577	9,923
TRAVEL				
Airfare	15,000	2,600	5,200	9,800
Meals	2,000	125	250	1,750
Lodging	4,500	325	650	3,850
Subtotal	21,500	3,050	6,100	15,400
CONSULTANTS				
Fees	20,000	5,000	10,000	10,000
Travel	5,000	250	500	4,500
Subtotal	25,000	5,250	10,500	14,500
CONFERENCES				
Travel	25,000	1,500	3,000	22,000
Honoraria	5,000	250	500	4,500
Food/Lodging	15,000	500	1,000	14,000
Subtotal	45,000	2,250	4,500	40,500
Total Expenses	363,880	66,844	133,877	230,003
Indirect Costs	36,388	6,685	13,387	23,001
GRAND TOTAL	\$400,268	\$73,529	\$147,264	\$253,004
Total Grant Payments Received	\$			
Cumulative Grant Expenses	()			
Cash Balance	<u> </u>			

(Name)

Program Director

(Name)

Finance: V.P./Controller

Report Format #2 – Instructions *(When Grant is Funding a Portion of Approved Budget)*

INCOME SECTION

Budget Categories: List all sources of income (Lilly Endowment grant, rollover from a grant, other funding sources, etc.). If interest income from the Endowment grant is being used for this project, please list it here as a separate item as well.

Approved Budget: The total budget for each line item.

For Period: The amount received from each source of income for the current reporting period.

Cumulative: The sum of the income received for the current reporting period plus the Cumulative income from the previous report.

Budget Less Cumulative: The Approved Budget minus Cumulative for each line item. This will show the amount of income that still needs to be procured during the grant period.

EXPENSE SECTION

Budget Categories: The income and expense line items from the approved grant budget.

Approved Budget: The total budget for each line item.

For Period: The actual expenses incurred for each line item during the current reporting period.

Cumulative: The sum of the expenses for the current reporting period plus the Cumulative amount from the previous report.

Budget Less Cumulative: The Approved Budget minus Cumulative for each line item.

Current Cash Balance: Total Cumulative Income minus Total Cumulative Expenses.

Lilly Endowment Grant Funds Cash Balance: The amount of the current cash balance of the Lilly Endowment grant.

Signatures: The Endowment requires two signatures – the person with grant oversight responsibility (project director, principal investigator, executive director, etc.) and an individual with financial accountability.

Report Format #2 – Template

When Grant is Funding a Portion of Approved Budget

Legal Name of Organization

Grant No. 0000 0000

For Period MM/DD/YY – MM/DD/YY

Budget Categories	Approved Budget	For Period	Cumulative	Budget Less Cumulative
INCOME				
Lilly Endowment Grant	\$	\$	\$	\$
Other Funding Sources				
TOTAL INCOME	\$	\$	\$	\$
EXPENSES				
Staff salaries	\$	\$	\$	\$
Benefits				
Staff travel				
Materials, brochures, postage				
Professional services				
Non-grant fundraising				
TOTAL EXPENSES	\$	\$	\$	\$

CURRENT CASH BALANCE \$

Lilly Endowment Grant Funds Cash Balance \$

 (Name)
 Program Director

 (Name)
 Finance: V.P./Controller

Report Format #2 – Sample Report

Legal Name of Organization
Grant No. 1234 5678
For Period 01/01/20 – 12/31/20

	Approved Budget	For Period 01/01/20 – 12/31/20	Cumulative	Budget Less Cumulative
INCOME				
Lilly Endowment	\$800,000	\$0	\$800,000	\$0
Foundation #2	100,000	50,000	100,000	0
Foundation #3	130,000	25,000	50,000	80,000
Denomination	11,350	0	0	11,350
TOTAL INCOME	\$1,041,350	\$75,000	\$950,000	\$91,350
EXPENSES				
Personnel				
Project Director	\$157,625	\$12,500	\$25,000	\$132,625
Project Manager	86,694	25,000	50,000	36,694
Assistant Professor	78,813	10,000	20,000	58,813
Administrative Assistant	78,813	16,500	33,000	45,813
Fringe Benefits	120,460	18,810	37,620	82,840
Subtotal	522,405	82,810	165,620	356,785
Travel				
Airfare	76,779	10,086	20,172	56,607
Meals	13,259	2,115	4,230	9,029
Lodging	14,450	7,225	14,450	0
Subtotal	104,488	19,426	38,852	65,636
Consultants				
Evaluator	37,822	5,500	11,000	26,822
Web Developer	11,880	1,980	3,960	7,920
Subtotal	49,702	7,480	14,960	34,742
Conferences				
Travel	82,479	14,742	37,415	45,064
Honoraria	42,400	17,500	40,800	1,600
Food/Lodging	126,418	47,332	84,599	41,819
Subtotal	251,297	79,574	162,814	88,483
Administrative Costs	18,790	3,100	6,200	12,590
TOTAL EXPENSES	946,682	192,390	388,446	558,236
INDIRECT COSTS	94,668	19,239	38,446	56,222
GRAND TOTAL	\$1,041,350	\$211,629	\$426,892	\$614,458
Total Grant Payments Received	\$			
Cumulative Grant Expenses	()			
Cash Balance	\$			

(Name)
Program Director

(Name)
Finance: V.P./Controller

Budget Revision Request – Sample Report

Legal Name of Organization
 Budget Revision Request
 Grant No. 1234 5678
 March 15, 2020

	Total Grant Budget	Expenditures		Total Revised Budget
		Increases (+)	Decreases (-)	
PERSONNEL				
Director	\$157,625			\$157,625
Fringe Benefits	15,763			15,763
Administrative Assistant	78,813			78,813
Fringe Benefits	7,881			7,881
Research Assistant	78,813		9,403	69,410
Fringe Benefits	7,881		940	6,941
	346,776		10,343	336,433
ADMINISTRATIVE COSTS				
Supplies	1,625	1,000		2,625
Printing	820	500		1,320
Postage	1,076			1,076
Telephone	1,663	655		2,318
Seminar materials	2,522	1,488		4,010
	7,706	3,643		11,349
EQUIPMENT				
Computer Hardware	2,500	5,000		7,500
TRAVEL				
Airfare	13,685	1,000		14,685
Meals	825			825
Lodging	1,650	500		2,150
	16,160	1,500		17,660
CONSULTANTS				
Fees	19,970			19,970
Travel	1,845			1,845
Expenses	600	200		800
	22,415	200		22,615
CONFERENCES				
Travel	10,530			10,530
Honoraria	1,500			1,500
Food/Lodging	3,375			3,375
	15,405			15,405
Sub-Total Expenses	410,962			410,962
Indirect Costs	41,095			41,095
TOTAL EXPENSES	\$452,057	\$10,343	\$10,343	\$452,057

 (Name)
 Program Director

 (Name)
 Finance/VP/Controller

D. Grant Contact Information Update Form

During the grant period, the personnel responsible for the oversight of the grant and the execution of planning and assessment activities may change. If this occurs, please notify the Endowment as soon as possible using the form below.

Grant Contact Information Updates
Report Changes Only

1. PRESIDENT OR CHIEF EXECUTIVE OFFICER:

(Contact person) _____
(Title) _____
(Organization) _____
(Address) _____

(Phone number) _____
(E-mail address) _____

2. PERSON RESPONSIBLE FOR PROGRAM OVERSIGHT (PROJECT DIRECTOR)

(Contact person) _____
(Title) _____
(Organization) _____
(Address) _____

(Phone number) _____
(E-mail address) _____

3. PERSON RESPONSIBLE FOR PREPARING AND SUBMITTING REPORTS (if not the Project Director)

(Contact person) _____
(Title) _____
(Organization) _____
(Address) _____

(Phone number) _____
(E-mail address) _____

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
100-Election of Directors	CASE-BY-CASE	CASE-BY-CASE	Vote with GL (Exception -- "withhold votes for all-male boards")	Vote with GL - (Exception 1- "withhold votes for all-male boards"; Exception 2 [new] "vote AGAINST the full nominating committee/board if voted AGAINST due to 'diversity concerns' in the previous year")
101-Election of Subsidiary Directors	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
102-Election of Directors (Slate)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL (Exception -- "withhold votes for all-male boards")	Vote with GL - (Exception 1- "withhold votes for all-male boards"; Exception 2 [new] "vote AGAINST the full nominating committee/board if voted AGAINST due to 'diversity concerns' in the previous year")
1100-Adoption of Cumulative Voting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1101-Elimination of Cumulative Voting	FOR	FOR	Vote with GL	Vote with GL
1103-Adoption of Majority Vote for Election of Directors	FOR	FOR	Vote with GL	Vote with GL
1105-Adoption of Classified Board	AGAINST	AGAINST	Vote with GL	Vote with GL
1106-Amendment to Classified Board	FOR	FOR	Vote with GL	Vote with GL
1107-Repeal of Classified Board	FOR	FOR	Vote with GL	Vote with GL
110-Change in Board Size	FOR (5-20)	FOR	AGAINST giving management discretion to alter size outside of a range without shareholder approval; otherwise vote with GL	AGAINST giving management discretion to alter size outside of a range without shareholder approval; otherwise vote with GL
1110-Adoption of Poison Pill	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1111-Redemption of Poison Pill	FOR	FOR	Vote with GL	Vote with GL
1112-Amendment to Poison Pill	AGAINST	AGAINST	Vote with GL	Vote with GL
1113-Opting Out of State Takeover Law	CASE-BY-CASE	CASE-BY-CASE	FOR	Vote with GL
1114-Opting into State Takeover Law	FOR	FOR	AGAINST	Vote with GL
1115-Restoration of Right to Call a Special Meeting	FOR	FOR	Vote case-by-case FOR to increase shareholder rights FOR (10% threshold)	Vote case-by-case FOR to increase shareholder rights FOR (10% threshold)
1116-Limitation of Right to Call a Special Meeting	AGAINST	AGAINST	Vote with GL	Vote with GL
1117-Elimination of Right to Call a Special Meeting	AGAINST	AGAINST	Vote with GL	Vote with GL
1119-Amend Articles to Hold Electronic-Only Shareholder Meetings	AGAINST	AGAINST	Vote with GL	Vote with GL
1120-Restoration of Written Consent	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1121-Limitation of Written Consent	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1122-Elimination of Written Consent	AGAINST	AGAINST	Vote with GL	Vote with GL
1125-Adoption of Supermajority Requirement	AGAINST	AGAINST	Vote with GL	Vote with GL
1126-Amendment to Supermajority Requirement	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1127-Elimination of Supermajority Requirement	FOR	FOR	Vote with GL	Vote with GL
1130-Restoration of Preemptive Rights	AGAINST	AGAINST	Vote with GL	Vote with GL
1131-Elimination of Preemptive Rights	FOR	FOR	Vote with GL	Vote with GL
1135-Adoption of Advance Notice Requirement	AGAINST	AGAINST	Vote with GL	Vote with GL
1145-Company Name Change	FOR	FOR	Vote with GL	Vote with GL
1150-Change in State of Incorporation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
115-Authorization of Board to Set Board Size	FOR	FOR	Vote with GL	Vote with GL
1160-Adoption of Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1161-Amendment to Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1162-Repeal of Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1170-Adoption of Antigreenmail Provision	FOR	FOR	Vote with GL	Vote with GL
1172-Amendment to Investment Objective	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1173-Amendment to Investment Advisory Agreement/Sub-Advisory Agreement	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1175-Conversion of Fund to Open-End Investment Company	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1180-Technical Amendments to Charter/Bylaw	FOR	FOR	Vote with GL	Vote with GL
1181-Advisory Vote on SPAC Article Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1182-Approval of Exclusive Forum Provisions	AGAINST	AGAINST	Vote with GL	Vote with GL
1184-Amendments to Charter/Bylaw - Bundled	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1185-Misc. Article Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1186- Article Amendments - Proxy Access	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1190-Misc. Charter Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1195-Misc. Bylaw Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1199-Misc. Declaration of Trust Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
1200-Merger/Acquisition	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
120-Removal of Director(s)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1201-Approval of SPAC Transaction	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1210-Recapitalization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1220-Restructuring/Reorganization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1230-Liquidation of the Company	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1240-Buyout	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1250-Spin-off	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1270-Sale of Assets	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1280-Corporate Action (Conversion Rights)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
130-Authority to Fill Director Vacancy w/out Shareholder Approval	FOR	FOR	Vote with GL	Vote with GL
1385-Misc. Proposal Regarding Management [seeking shareholder approval to amend the Fund's management contract to include: • Adding a performance adjustment component to the Fund's management fee that would reward Fidelity Management and Research Company ("FMR") by increasing management fees when the Fund outperforms its benchmark index and would penalize FMR by decreasing management fees when the Fund underperforms its benchmark index; and • Giving the board the authority to change the Fund's performance adjustment index going forward, without shareholder consent.]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1390-Misc. Proposal Regarding the Board [seeking election of named individual as a clerk of the bank]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1395-Misc. Proposal	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1398-Management Proposal on Say on Climate	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL; Exception - vote case-by-case on these proposals at Climate Action 100+ companies
140-Director & Officer Liability/Indemnification	CASE-BY-CASE (Previously FOR)	CASE-BY-CASE (Previously FOR)	AGAINST indemnification for actions that could be considered fraudulent, illegal, or willful misconduct; otherwise vote with GL	AGAINST indemnification for actions that could be considered fraudulent, illegal, or willful misconduct; otherwise vote with GL
2000-SHP Regarding Board Independence [shareholder proposal requesting that the board establish a policy whereby director nominees have no existing business or personal relationships, either directly or indirectly, with the senior management or the Company, and all qualifying board members be paid fees and awards for board service only]	FOR	FOR	Vote with GL	Vote with GL
200-Ratification of Auditor	FOR	FOR	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	Vote case-by-case; vote case-by-case on 'vote no' campaigns
2010-SHP Regarding Director Tenure	AGAINST	AGAINST	Vote with GL	Vote with GL
2015-SHP: Director Retirement Age	AGAINST	AGAINST	Vote with GL	Vote with GL
2020-SHP Minimum Stock Ownership by Directors or Executives	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2025-SHP Regarding Board Composition [shareholder proposal requesting that the board take every reasonable step to ensure that women and minority candidates are in the pool from which board nominees are chosen, and publicly commit itself to a policy of board inclusiveness. The board should report by September 2012 to shareholders on its efforts to encourage diversified representation on the board.]	CASE-BY-CASE	CASE-BY-CASE	FOR women and minorities and board inclusiveness; otherwise vote with GL	FOR women and minorities and board inclusiveness; otherwise vote with GL
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example resolution found]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2040-SHP Regarding Nominating a Lead Director	FOR	FOR	Vote with GL	Vote with GL
2050-SHP Regarding Independent Board Chairman/Separation of Chair and CEO	FOR	FOR	Vote with GL	Vote with GL
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2070-SHP Regarding Double Board Nominees [shareholder proposal seeking to require that the nomination and governance committee nominate two candidates for each directorship to be filled by shareholder vote at annual meetings. The proxy statements should include the candidates' background and a statement by each candidate as to why he or she believes they should be elected.]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2075-SHP Regarding Director Liability [shareholder proposal seeking to amend the Company's bylaws and certificate of incorporation, in compliance with applicable law, by inserting the following section: "Section 59h. Notwithstanding other provisions of these bylaws, the Company shall not indemnify any director for any liability resulting from alleged harm to the natural environment, public health or human rights incurred in his or her capacity as a director, except to the extent such indemnification is required by Delaware Law. The provision, consistent with Section 59g, shall not adversely affect any right or protection of a director existing with respect to any act or omission occurring prior to or at the time of enactment of this provision, and any change in indemnity limits pursuant to this provision shall only be applied to an individual director upon subsequent establishment or renewal of his or her directorship. In the event of a conflict between this provision and other corporate governance documents, applicability shall be determined pursuant to Delaware Law."]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2080-SHP Regarding Director Training [shareholder proposal requesting that as the terms of current directors expire at least one candidate be recommended who is a recognized authority on environmental matters relevant to hydrocarbon exploration and production, as well as independent by NYSE standards]	CASE-BY-CASE	CASE-BY-CASE	FOR	FOR
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal requesting that an independent director with a high level of expertise and experience in environmental matters be selected and nominated for election to the board]	AGAINST	AGAINST	FOR	FOR
2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2084-SHP Regarding Adoption and Disclosure of Business Ethics and Conduct [shareholder proposal resolving that the board of directors be instructed to implement a Company Insider Trading Policy containing certain restrictions on when insiders can trade Company securities]	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2090-SHP Regarding Including Social and Environmental Performance in Director Evaluations	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2100-SHP Regarding Creation of a Shareholder Committee	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2110-SHP Regarding Key Committee Independence	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2130-SHP Regarding Creation of Compensation Committee	FOR	FOR	Vote with GL	Vote with GL
2140-SHP Regarding Creation of Nom/Gov Committee	FOR	FOR	Vote with GL	Vote with GL
2155-SHP Regarding formation of Environmental/Social Committee of the Board	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2200-SHP Regarding Approval of Auditor	CASE-BY-CASE	CASE-BY-CASE	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL
2210-SHP Regarding Limitations on Auditor Services [amend by-laws to prohibit paying auditors for non-audit services]	CASE-BY-CASE	CASE-BY-CASE	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL
2220-SHP Regarding Rotation of Auditor	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2230-SHP Regarding Auditor Attendance at Annual Meeting	CASE-BY-CASE	CASE-BY-CASE	FOR	FOR
2300-SHP Regarding Restricting Executive Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2301-SHP: Commonsense Compensation	CASE-BY-CASE	FOR	Vote with GL	Vote with GL
2302-SHP Regarding Change / Opposition to Director Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2305-SHP Regarding Allowing Shareholders to Vote on [Some Aspect] of Compensation	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2306-SHP Regarding Advisory Vote on Compensation (Say on Pay)	FOR	FOR	Vote with GL SRI	Vote with GL SRI
2307-SHP Regarding Linking Executive Pay to Social Criteria	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2310-SHP Regarding Disclosure of Executive Compensation	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2311-SHP Regarding Report on Ratio Between CEO and Employee Pay	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2312-SHP Regarding Race and/or Gender Pay Equity Report	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2313-SHP Report on Executive Retirement Benefits [seeking shareholder approval of any future extraordinary retirement benefits for senior executives. This policy would be implemented in a manner that does not violate any existing employment agreement or vested pension benefit.]	FOR	FOR	Vote with GL	Vote with GL
2315-SHP Regarding Stock Option Policy [shareholder proposal requesting that the board take the necessary steps to ensure that no future new stock options are awarded to senior executives and that no current stock options are repriced or renewed]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2320-SHP Regarding Restricting Director Compensation	AGAINST	AGAINST	FOR	FOR
2325-SHP Regarding Paying Directors in Stock (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise	FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise
2330-SHP Regarding Golden Parachutes	FOR	FOR	Vote with GL	Vote with GL
2331-SHP Recoupment of Unearned Bonuses (Clawback)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2340-SHP Regarding Performance-Based Equity Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2341-SHP Pay for [superior] Performance	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2350-SHP Regarding Pension Fund Surplus [shareholder proposal requesting that the board obtain approval of any future supplemental executive retirement plan ("SERP") or individual retirement arrangement for senior executives that provides preferential benefit formulas or supplemental pension benefits that are not provided to other managers under the Company's regular tax-qualified pension plan. This policy should not violate any existing employment agreement or vested pension benefit.]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2370-SHP Regarding Compensation Consultants [shareholder proposal seeking approval to request the board of directors to adopt a policy stating that any consultant retained to advise the board or the board's compensation committee on executive compensation matters, or any affiliate of a compensation consultant, should not be retained to provide any other services to the Company, to any affiliate of the Company, or to any of the Company's senior executive officers]	FOR	FOR	Vote with GL	Vote with GL
2380-SHP Regarding Repricing Options	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2390-SHP Regarding Expensing Stock Options [shareholder proposal requesting that the board of directors adopt a policy that a significant portion of future equity compensation grants to senior executives shall be shares of stock that require the achievement of performance goals as a prerequisite to vesting]	FOR	FOR	Vote with GL	Vote with GL
2395-SHP Regarding Misc. Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2500-SHP Regarding Cumulative Voting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2502-SHP Regarding Confidential Voting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2503-SHP Regarding Recapitalization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2505-SHP Regarding Discretionary Voting (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2510-SHP Regarding Counting Shareholder Votes [shareholder proposal requesting that the board take steps to adopt a recapitalization plan for all of the Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2515-SHP Regarding Majority Vote for Election of Directors	FOR	FOR	Vote with GL	Vote with GL

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
2520-SHP Regarding Allowing Shareholder Input on Proxy [shareholder proposal requesting that the Company includes a binding amendment to the Company's bylaws which requires that shareholders that hold over 5% of the Company's common stock for a period of two years have the right to access the Company's proxy statement and make director nominations, are allowed to vote for nominees on the proxy card and are allowed to make certain qualification disclosures regarding nominees in the proxy statement]			Vote with GL	Vote with GL
2521-SHP Reimbursement of Solicitation Expenses	FOR	FOR	Vote with GL	Vote with GL
2522-SHP Shareholder Access to the Nomination Process	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL
2530-SHP Regarding Improvements to Meeting Reports (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2535-SHP Regarding Removal of Directors	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2540-SHP Regarding Preemptive Rights	CASE-BY-CASE	CASE-BY-CASE	AGAINST preemptive rights; GL otherwise	AGAINST preemptive rights; GL otherwise
2550-SHP Regarding the Declassification of the Board	FOR	FOR	Vote with GL	Vote with GL
2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills	FOR	FOR	Vote with GL	Vote with GL
2560-SHP Regarding Reducing Supermajority Provisions	FOR	FOR	Vote with GL	Vote with GL
2565-SHP Regarding Eliminating Supermajority Provisions	FOR	FOR	Vote with GL	Vote with GL
2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover measure)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2575-SHP Regarding Right to Call a Special Meeting	CASE-BY-CASE	CASE-BY-CASE	Vote case-by-case Vote For to increase shareholder rights FOR (10% threshold)	Vote case-by-case Vote For to increase shareholder rights FOR (10% threshold)
2580-SHP Regarding Right to Act by Written Consent	FOR	FOR	Vote with GL	Vote with GL
2585-SHP Regarding Antigreenmail Provisions (deterrence AGAINST board passing a share buyback)	FOR	FOR	Vote with GL	Vote with GL
2587-SHP Regarding Sale of the Company or Assets	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers or Acquisitions on Company Stakeholders	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2590-SHP Regarding Reincorporation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2593-SHP Regarding Annual Meeting Date	AGAINST	AGAINST	Vote with GL	Vote with GL
2594-SHP Regarding Annual Meeting Location	AGAINST	AGAINST	Vote with GL	Vote with GL
2595-SHP Regarding Misc. Board/Shareholder Rights Issue (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2600-SHP Regarding Ceres Principles (a 10-point code of corporate environmental ideals)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2605-SHP Regarding Report/Action on Climate Change	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2610-SHP Regarding Sustainability Report	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2611-SHP Regarding Environmental Report	FOR	FOR	FOR	Vote FOR
2615-SHP Regarding Review Energy Efficiency & Renewables	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2620-SHP Regarding Bioengineering / Nanotechnology Safety	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2640-SHP Regarding Review Nuclear Facility/Waste	AGAINST	FOR	FOR reports on the risks associated with irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related activities; otherwise vote with GL	FOR reports on the risks associated with irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related activities; otherwise vote with GL
2645-SHP Regarding Report on Power Plant Construction (GL had no analyses for this issue code)	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2650-SHP Regarding Report on Nuclear Weapons Production	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2655-SHP Regarding Ending Nuclear Weapons Production	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2660-SHP Regarding Space Weapons (SH proposal requesting a report on space weapons with the long term goal of reducing or eliminating space weapons.)	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2661-SHP Regarding Firearms	CASE-BY-CASE	CASE-BY-CASE	Case by case. Support any proposal that seeks to reduce the illegal use of firearms.	Case by case. Support any proposal that seeks to reduce the illegal use of firearms.
2670-SHP Regarding Improving Elimination of Dioxin Formation	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2671-SHP Regarding Report on Financial Risks of Cyanide Leaching	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2680-SHP Regarding Phasing Out PVC Products in Medical Products	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste Stream	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2684-SHP Regarding Adoption of Comprehensive Recycling Strategies	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2685-SHP Regarding Company Product Responsibility	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2690-SHP Regarding Report on Antibiotics in Animal Agriculture	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2693-SHP Regarding Say on Climate	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on recycling electronic waste)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2700-SHP Regarding Report on EEO	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2705-SHP Regarding Monitoring/Adopting ILO (International Labor Organization) Conventions	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2710-SHP Regarding Review of Global Labor Practices	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2711-SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2713-SHP Regarding Independent Verification of Contractors' Compliance with Labor and Human Rights Standards	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2715-SHP Regarding MacBride Principles (fair employment)	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2720-SHP Regarding Support of Fair Trade Coffee	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2725-SHP Regarding Review Mexican Work Force Conditions	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2730-SHP Regarding Adopting Standards for Mexican Operation	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2737-SHP Regarding Adoption and Implementation of the China Business Principles	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2740-SHP Regarding Code of Conduct in China	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2755-SHP Regarding Reviewing Operations' Impact on Local Groups	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2757-SHP Regarding Adoption of Equator Principles	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL had no analyses for this issue code)	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2765-SHP Regarding Military Contracts/Sales	AGAINST	FOR	FOR reports on processes and procedures for foreign military sales; otherwise vote with GL	FOR reports on processes and procedures for foreign military sales; otherwise vote with GL
2768-SHP Regarding Offering Existing Participants Option To Retain Pension Plan	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2770-SHP Regarding Plant Closings	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2773-SHP Regarding Report on How Workers' Rights Will be Respected During Downsizings	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2774-SHP Regarding Freeze Executive Pay During Layoffs	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2780-SHP Regarding Report on Effect of Health Pandemics on the Company and Its Response	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this issue code)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2795-SHP Regarding Misc. Human/Political Rights Policies (create a board committee on human rights)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2800-SHP Regarding Tobacco/Alcohol	CASE-BY-CASE	FOR	FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol	FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol
2810-SHP Regarding Drug Pricing/Distribution	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2815-SHP Regarding Animal Welfare	AGAINST	FOR	FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI	FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI
2820-SHP Regarding Fair Lending Policy	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2825-SHP Regarding Pregnancy/Abortion Issues	AGAINST	AGAINST	AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients; otherwise vote with GL	AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients; otherwise vote with GL
2830-SHP Regarding Reviewing Charitable Spending	CASE-BY-CASE	FOR	AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI	AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI
2835-SHP Regarding Limiting or Ending Charitable Spending	AGAINST	AGAINST	Vote with GL	Vote with GL
2840-SHP Regarding Reviewing Political Spending or Lobbying	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2845-SHP Regarding Limiting or Ending Political Spending	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2850-SHP Regarding Affirmation of Political Nonpartisanship	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2860-SHP Regarding Refraining from Challenging Government Laws	AGAINST	FOR	Vote with GL	Vote with GL
2870-SHP Regarding Oil&Gas Transparency Initiative	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2880-SHP Regarding Racial Equity Audit	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote case-by-case
2885-SHP Regarding Participation in Funding of Micro-Finance Groups	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2895-SHP Regarding Misc. Social Issue (use of conflict minerals)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2905-SHP Regarding Identification of Proponents Of SHPs (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2910-SHP Regarding Reports on Legal Expenditures Related To Legal Compliance/Lawsuits	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2950-SHP Regarding Company Compliance with Corporate Governance Codes (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2995-SHP: Misc. Issues (SH request to list company stock on a national securities exchange)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
300-Adoption of Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
310-Amendment to Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
312-Adoption of Restricted Stock Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
313-Amendment to Restricted Stock Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
320-Adoption of Employee Stock Purchase Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
330-Amendment to Employee Stock Purchase Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
340-Stock Option Grants	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
350-Option Exchange/Repricing	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
370-Adoption of Deferred Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
375-Amendment to Deferred Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
400-Bonus/162(m) Plan	FOR	FOR	Vote with GL	Vote with GL
410-Amendment to Bonus/162(m) Plan	FOR	FOR	Vote with GL	Vote with GL
500-Adoption of Director Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
510-Amendment to Director Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
595-Misc. Proposal Regarding Director Pay [seeking shareholder approval of the Company's director compensation]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
600-Limit of Annual Awards [Re-approval of performance measures and award limits in the 2004 Executive Officer Cash Bonus Plan]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
605-Advisory Vote on Executive Compensation	CASE-BY-CASE	CASE-BY-CASE	FOR resolutions seeking more frequent votes by shareholders (for example, from three years to two years or one year, or two years to one year)	FOR resolutions seeking more frequent votes by shareholders (for example, from three years to two years or one year, or two years to one year)
610-Approval of Employment Agreements	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
695-Miscellaneous Proposal Regarding Executive Pay [seeking shareholder approval of the 2011 Senior Executive Warrant Plan]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
700-Transaction of Other Business [seeking shareholder approval to transact any and all other business properly brought before the meeting]	AGAINST	AGAINST	Vote with GL	Vote with GL
710-Right to Adjourn Meeting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
800-Increase in Authorized Common Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
805-Amendment to Authorized Common Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
810-Decrease in Authorized Common Stock	FOR	FOR	Vote with GL	Vote with GL
820-Increase in/Authorization of Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
825-Amendment to Authorized Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
830-Decrease in Authorized Preferred Stock	FOR	FOR	Vote with GL	Vote with GL
835-Cancellation of Authorized Preferred Stock	FOR	FOR	Vote with GL	Vote with GL
840-Increase in/Authorization of Dual Class Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
845-Elimination of Dual Class Stock	FOR	FOR	Vote with GL	Vote with GL
850-Amendment to Dual Class Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
860-Issuance of Common Stock	FOR	FOR	Vote with GL	Vote with GL
870-Issuance of Warrants	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
880-Issuance of Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
883-Issuance of Debt Instruments	FOR	FOR	Vote with GL	Vote with GL
884-Conversion of Debt Instruments	FOR	FOR	Vote with GL	Vote with GL
885-Amendment to Provisions of Debt Instruments	FOR	FOR	Vote with GL	Vote with GL
890-Stock Split	FOR	FOR	Vote with GL	Vote with GL
895-Reverse Stock Split	FOR	FOR	Vote with GL	Vote with GL
896-Share Repurchase	FOR	FOR	Vote with GL	Vote with GL
897-Reverse Stock Split Followed by a Forward Stock Split	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Jul 13, 2023

ECEC 010 Clergy Housing Allowances

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that a portion of the total compensation paid to each clergy employee for calendar year 2023 shall be designated to be a housing allowance; and be it further

Resolved, that the Executive Council designates as a tax-deductible housing allowance for 2023 those allowances requested and presented by clergy employees of the DFMS to the Treasurer as indicated in the attached list; and be it further

Resolved, that these allowances will be made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 up to 100% of the annual cash salary of such clergy.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Sep 18, 2023

ECEC 011 Clergy Housing Allowance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that a portion of the total compensation paid to each clergy employee for calendar year 2023 shall be designated to be a housing allowance; and be it further

Resolved, that the Executive Council designates as a tax-deductible housing allowance for 2023 those allowances requested and presented by clergy employees of the DFMS to the Treasurer as indicated in the attached list; and be it further

Resolved, that these allowances will be made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 up to 100% of the annual cash salary of such clergy.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 037 Update Shareholder Proxy Voting Recommendations

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that the Executive Council accepts and adopts the updated proxy voting recommendations made by the Executive Council Committee on Corporate Social Responsibility (see attachment).

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 038 Clergy Housing Allowance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that a portion of the total compensation paid to each clergy employee for calendar year 2024 shall be designated to be a housing allowance; and be it further

Resolved, that the Executive Council designates as a tax-deductible housing allowance for 2024 those allowances requested and presented by clergy employees of the DFMS to the Treasurer as indicated in the attached list; and be it further

Resolved, that these allowances will be made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 up to 100% of the annual cash salary of such clergy.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 039 2024 Dividend Rates for the DFMS Trust Fund Portfolios

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the dividend rate for 2024 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at \$1.28 per share based on 5.0% the average yearend market values of the portfolio for the five years ending 2022; and be it further

Resolved, That the dividend rate for 2024 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of DFMS be set at \$1.28 per share based on 5.0% the average yearend market values of the portfolio for the five years ending 2022.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 040 2024 Budget for The Episcopal Church

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the Executive Council approves the 2024 Budget for The Episcopal Church *EC 2024 Budget Proposed (FIN) 10.27.2023*.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	SUMMARY								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
9	1	INCOME							
	3	Diocesan Commitments	28,872,226		29,016,587	29,016,587	57,888,814	57,675,441	Diocesan operating income up 1% in each of 2023 2024 vs. 2021; 15% assessment; exemption \$200K
11									
12	4	Diocesan expected waivers	(200,000)		(400,000)	(400,000)	(600,000)	(1,500,000)	
14	5	Income from Unrestricted Assets for General budget	12,874,307		12,692,383	12,692,383	25,566,690	25,850,626	
15	6	Income from Outside trusts where DFMS is beneficiary	225,000		225,000	225,000	450,000	452,250	
16	7	Economic Justice Loan income	165,000		165,000	165,000	330,000	330,000	
17	8	EMM Non-Govt Fundraising	95,000		-	-	95,000	-	
18	9	Annual Appeal Campaign	400,000		500,000	500,000	900,000	1,000,000	Making efforts to expand our potential donor bases
20	11a	Grant for Sacred Ground			45,000	45,000	45,000	-	Grant from Woodbury Foundation
	11c	Portion of 2019-2021 budgetary surplus from reserves	1,500,000		3,500,000	3,500,000	5,000,000	5,000,000	To be drawn as needed for a balanced budget
22									
23	11d	Intentionally blank			-	-	-	-	Savings from not having GC in 2021
26	13b	Restricted reserves for pension improvements			-	-	-	-	
	14	Rental Base Income (incl CUAC, ERD, NAES)	3,162,345		3,300,000	3,300,000	6,462,345	7,008,136	Haiti Consulate vacated in August 2022
27									
28									
29	15	Program and Event Related Fees:							
30	16	General Convention Income		1,500,000		1,500,000	1,500,000	1,500,000	
32	18	ENS Sponsorship Income	500,000		525,000	525,000	1,025,000	800,000	"Sponsorship" income. Increase based on run rate
	21	Refugee Loan Collection Income	300,000		600,000	600,000	900,000	1,200,000	Increases expected as admitted refugees increases; could be higher
35									
36	22	Mission Technology Income	38,000		39,000	39,000	77,000	77,000	
39	25	Facilities Management Income	120,000		120,000	120,000	240,000	240,000	Charges to affiliates and tenants
40	26	Total Program and Event Fees	958,000	1,500,000	1,284,000	2,784,000	3,742,000	3,817,000	
41	27								
44	29	House of Bishops reimbursements	100,000		100,000	100,000	200,000	200,000	
45	30	Episcopal Youth Event fees receivable	400,000			-	400,000	400,000	Registration fees
46	31	General Board of Exam. Chaplains	130,000		130,000	130,000	260,000	260,000	
47	32	TOTAL INCOME	48,681,879	1,500,000	50,557,970	52,057,970	100,739,849	100,493,452	
48									
51	34	EXPENSES							
53	35-65	Evangelism	1,767,125	50,000	1,668,135	1,718,135	3,485,260	3,454,046	
54	66-162	Reconciliation & Justice	4,019,306	143,000	3,335,845	4,390,368	7,647,532	8,030,069	
55	163-174	Creation Care	373,904	20,000	389,727	397,227	771,131	740,208	
56	175-218	PB Ministry	4,777,001	121,500	5,052,337	5,173,837	9,950,838	9,955,914	Title IV Intake Office addition approved by EC
57	219-410	Mission Within the Episcopal Church	10,410,336	430,000	9,038,449	9,904,747	20,315,083	20,564,570	
58	411-511	Mission Beyond the Episcopal Church	6,029,764	77,500	6,161,997	6,342,177	12,382,034	12,312,353	
59	512-567	Governance	7,417,525	2,253,000	6,838,779	9,124,279	16,541,805	15,775,705	
60	568-584	Development	1,449,313	24,000	1,517,582	1,561,582	3,010,895	2,996,888	
61	586-611	Finance	5,156,443	18,000	5,198,173	5,351,173	10,507,616	10,670,393	
62	612-623	Legal	1,680,555	6,500	1,731,433	1,737,933	3,418,488	3,455,102	
63	625-695	Operations (HR, IT, Facilities, Purchasing)	6,124,480	187,500	6,302,499	6,489,999	12,614,479	12,538,204	
65									
66	700	TOTAL EXPENSES	49,205,752	3,331,000	47,234,956	52,191,458	100,645,160	100,493,452	
67									
68	701	SURPLUS/(DEFICIT)	(523,873)	(1,831,000)	3,323,014	(133,488)	94,688	-	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: EVANGELISM								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
9	35	Starting New Congregations							
10	36	Mission Enterprise Zones and New Church Start Grants	658,500		367,500	367,500	1,026,000	1,026,000	
11	37	Congregational Redevelopment	145,500		295,500	295,500	441,000	441,000	\$75K/year to restarts in ethnic communities (as directed by ExCo)
12	38	Starting New Congregations Total	804,000	-	663,000	663,000	1,467,000	1,467,000	
13	39								
14	40	Evangelism Initiatives							
16	42	Church Planting Training & Resources	59,000		59,000	59,000	118,000	120,000	Training, discernment, and support for church planters, including seminary courses and regional trainings
17	43	Program, travel, office - Church Planting and Redevelopment Staff	37,000		37,000	37,000	74,000	74,000	Manager and staff officer share line for program, travel and equipment
19	52	Evangelists' Summit and Networks	22,000		23,000	23,000	45,000	50,000	Incl. Good News Gardens events, Evangelism Matters annual evangelists gathering, grantee networking
20	53	Evangelism Resources	25,000		25,000	25,000	50,000	50,000	Creation and translation of resources
21	54	Episcopal Revivals	25,000	50,000	45,000	95,000	120,000	120,000	4 revivals/year w/ PB Curry; major revival at GC81
22	55	Program, travel, office - Evangelism Staff	32,000		32,000	32,000	64,000	64,000	Officer, canon, associate travel, program, equipment
23	56	Evangelism Grants Program	125,000		125,000	125,000	250,000	250,000	Committee on MW recommends increasing evangelism grant program given success in 2019-2021 triennium.
24	57	Way of Love Curriculum, Resources, Events (formerly Evangelistic Work)	65,000		70,000	70,000	135,000	130,000	Work from 2023 will not be completed until 2024
30	61b	Intentionally blank							
31	62	Evangelism Initiatives Total	390,000	50,000	416,000	466,000	856,000	858,000	
32	63								
33	64	Staff Costs	573,125		589,135	589,135	1,162,260	1,129,046	Associate position moved back from previous shift to PBO
34	65	Evangelism Total	1,767,125	50,000	1,668,135	1,718,135	3,485,260	3,454,046	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: RECONCILIATION AND JUSTICE								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
8	66	Poverty and Social Justice							
9	67						-		
10	68	Intentionally left blank						-	
11	69	Intentionally left blank						-	
12	70	Asset Based Community Development Training (ABCD)	17,000		17,000	17,000	34,000	34,000	
13	71	Internships				-	-	-	
14	72	Jubilee and Justice Ministry Grants	50,000		50,000	50,000	100,000	100,000	
15	80	Jubilee and Justice Ministry Training and Network	15,000	15,000	15,000	30,000	45,000	30,000	
16	73	Intentionally left blank				-	-	-	
17	74	Program, travel and office - Poverty and Justice Staff	20,000		20,000	20,000	40,000	47,000	
18	75	Intentionally left blank				-	-	-	
19	76	Intentionally left blank				-	-	-	
20	77	Intentionally left blank				-	-	-	
21	78	Justice Leaders Retreats	15,000		15,000	15,000	30,000	30,000	
22	79	Intentionally left blank				-	-	-	
23	80					-	-	-	
24	80b	Intentionally left blank	0			-	-	-	
25	81	Event on Human Trafficking				-	-	-	
26	82	Total Poverty & Social Justice	117,000	15,000	117,000	132,000	249,000	241,000	
27	83								
28	84	Racial Justice and Reconciliation							
29	85	Becoming Beloved Community Grants	125,000		75,000	75,000	200,000	200,000	
30	86	Becoming Beloved Community Summit and Networks	50,000		50,000	50,000	100,000	50,000	
31	87	Racial Justice Audit	10,000	0	100,000	100,000	110,000	110,000	
32	88	Sacred Ground	90,000	6,000	135,000	141,000	231,000	180,000	Reflects additional work funded by a \$90K two-year grant
33	88b	Intentionally blank GC				-	-	-	
34	89	Truth and Reconciliation	60,000		60,000	60,000	120,000	120,000	
35	89a	Episcopal Coalition for Racial Equity & Justice Startup	150,000			-	150,000	300,000	
36	90	Dismantling Racism Formation and Training	50,000		50,000	50,000	100,000	100,000	
37	91	Racial Reconciliation and Justice Resources	10,000	5,000	10,000	15,000	25,000	25,000	
40	94	Program, travel and office - Racial Reconciliation Staff	32,500	5,000	32,500	37,500	70,000	70,000	
42	96	Criminal Justice Ministries	16,000	5,000	16,000	21,000	37,000	37,000	
44	98	Program travel and office - Canon	18,000	1,000	18,000	19,000	37,000	37,000	
46	99b	Intentionally blank GC				-	-	-	
47	100	Staff Costs	427,001		446,285	446,285	873,286	950,959	
48	101	Racial Justice Total	1,038,501	22,000	992,785	1,014,785	2,053,286	2,179,959	
49	102								
50	103	Ethnic Ministries:							

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: RECONCILIATION AND JUSTICE								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
51	104	Indigenous Ministries							
	105	Support for Indigenous Theological Education and Training	22,500		22,500	22,500	45,000	45,000	
52									
53	106	Church-wide Indigenous Winter Talk gathering	50,000		50,000	50,000	100,000	100,000	
54	107	Native Youth Development Project	15,000			-	15,000	15,000	
	108	Assessment study for outreach to and networking with Province 9	5,000		5,000	5,000	10,000	10,000	Transfer 5K to Line 110, GC
55									
56	108a	Review of Episcopal-run Indigenous Boarding Schools				-	-	225,000	Replaced by ExCo Trust Fund 1314a
57	109	Collaborative Projects	12,000	20,000	12,000	32,000	44,000	44,000	
58	110	Program, office and staff travel	35,000	15,000	35,000	50,000	85,000	80,000	Add 5K from Line 108, Indigenous leaders @ GC
59	111a	Consultants	5,000		5,000	5,000	10,000	10,000	
61	112	Indigenous Ministries Total	144,500	35,000	129,500	164,500	309,000	529,000	
62	113								
63	114	Asian American Ministries							
64	115	Ethnic Convocational Leadership Gatherings	25,000		25,000	25,000	50,000	50,000	
65	116	Asiamerica & Pacific Islanders Churchwide Consultation	0		45,000	45,000	45,000	45,000	
	117	ANDREWS - Asiamerica Mentoring Program	40,000		30,000	30,000	70,000	70,000	
66									
67	118	Consultants	15,000		15,000	15,000	30,000	30,000	
68	119	Collaborative Projects	12,000	20,000	12,000	32,000	44,000	44,000	
69	120	Program, office and travel	22,500	5,000	22,500	27,500	50,000	50,000	
71	121	Asian America Ministries Total	114,500	25,000	149,500	174,500	289,000	289,000	
72	122								
73	123	African Descent Ministries							
	124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	42,000		24,000	24,000	66,000	48,000	Add \$18K for Black Congregational Leadership Initiative from Lines 125e (\$3.5K), 126a (\$6K), 127b (\$3.5K), and 130 (\$5K)
74									
75	125a	Diaspora Clergy & Laity Convocations Gathering	15,000		15,000	15,000	30,000	30,000	
76	125b	Visiting Supply Clergy Program to the Dio. Virgin Islands				-	-	-	
	125c	New Resources	4,500		4,500	4,500	9,000	9,000	
77									
78	125d	Youth Leadership Academy	8,000		13,500	13,500	21,500	27,000	Move \$5.5K to Line 128 Column U
	125e	Clergy & Lay Leadership Discernment Academy	3,500		3,500	3,500	7,000	7,000	\$3.5K reallocated to Line 124
79									
80	126a	Coaching and Mentoring	6,000		6,000	6,000	12,000	12,000	\$6K folded into Line 124
81	126b	Healing from Internalized Oppression	67,500		27,500	27,500	95,000	25,000	
82	127a	International Black Clergy & Laity Conference	60,000		60,000	60,000	120,000	60,000	Event moved to May 2024 - Marriott, Baltimore
	127b	Historically Black Colleges Recognition & Engagement Event	3,500		3,500	3,500	7,000	7,000	\$3.5K moved to Line 124
83									
84	128	Program, office and staff travel	30,500		20,000	20,000	50,500	44,000	On Column U, \$5.5K from Line 125d and \$5K from Line 130.
85	129	Collaborative Projects	12,000		12,000	12,000	24,000	44,000	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: RECONCILIATION AND JUSTICE								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
86	130	Consultants	5,000		15,000	15,000	20,000	30,000	Move \$5K to Line 124- for BCLI. Move \$5K to Line 128 Col U.
87	131	Intentionally blank GC				-	-	-	
88	132a	Consultants				-	-	-	
89	132b	Intentionally blank GC				-	-	-	
90	133	African Descent Ministries Total	257,500	-	204,500	204,500	462,000	343,000	
91	134								
92	135	Hispanic / Latino Ministries							
93	136	Formation Programs & Training (formerly Academia)	45,000		30,000	30,000	75,000	75,000	
94	137	New Camino				-	-	-	
95	138	Social Media/Digital Resources	19,834	11,000	10,500	21,500	41,334	32,000	Move \$4K to Line 144 (Column U) and add
96	139	ABCD Training (Asset-based Community Development				-	-	-	
97	140	Nuevo Amanecer	10,000		55,000	55,000	65,000	60,000	Add \$5,000 from Line 145
98	141	Cultural Competency				-	-	-	
100	143	Staff Travel & Office Expenses	31,000	15,000	31,000	46,000	77,000	77,000	Move \$4K to Line 144 (Column U)
101	144	Collaborative Projects	16,000	20,000	12,000	32,000	48,000	44,000	Add \$4K from Line 138 Column U
102	145	Consultants	7,500		12,500	12,500	20,000	25,000	Move \$5,000 to Line 140
103	146a	Translation/Interpretation	15,000		15,000	15,000	30,000	30,000	
105	147	Hispanic/Latino Ministries Total	144,334	46,000	166,000	212,000	356,334	343,000	
106	148								
108	150	Staff Costs	1,103,488		1,147,480	1,147,993	2,251,481	2,260,909	
109	151	Total Ethnic Ministries	1,764,322	106,000	1,796,980	3,006,468	3,667,815	3,764,909	
110	152								
112	153	Historically Black Episcopal Colleges & Universities							
113	153a	St. Augustine's University	548,334		-		548,334	548,334	2024 grant advanced in Sept 2023. 25% of grant goes to support chaplain
114	153b	Voorhees University	274,167		274,167		548,334	548,334	40% of grant supports the chaplain
115	154	Educational Enterprise Grants			-		-	-	
116	154a	St. Augustine Educational Enterprise Grant	133,334				133,334	133,334	2024 grant advanced in Sept 2023. 25% of grant goes to support chaplain
117	154b	Voorhees Educational Enterprise Grant	66,667		66,667		133,334	133,334	40% of grant supports the chaplain
119	154c	Total Historically Black Episcopal Colleges & Univ.	1,022,501	-	340,834	-	1,363,335	1,363,334	
120									
121	156	United Thank Offering							
122	157	UTO Other	170,000		170,000	170,000	340,000	340,000	
123	157b	Intentionally blank	0		-	-	-	-	
124	158	Staff Costs	256,982		268,245	267,115	524,097	540,867	
125	159	Less Offset from trust funds	(350,000)		(350,000)	(350,000)	(700,000)	(700,000)	
126	160	Total United Thank Offering	76,982	-	88,245	87,115	164,097	180,867	
127									
128	161	Director of LBGTQI & Women's Ministries	0			150,000	150,000	300,000	
129									
130	162	Total Reconciliation and Justice	4,019,306	143,000	3,335,845	4,390,368	7,647,532	8,030,069	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: CREATION CARE								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
8	163	Creation Care							Much in this area supports local creation care initiatives
10	164	Climate Mitigation Efforts	22,500		22,500	22,500	45,000	30,000	Carbon tracker and mitigation efforts
11	165	EcoJustice Fellows Program (formerly EcoJustice site grants)	25,000	5,000	37,500	30,000	55,000	55,000	
12	166	Creation Care Grants	125,000	-	125,000	125,000	250,000	250,000	2023 grant funds remaining automatically carry to 2024
13	167	Advisory Council meetings	15,000	-	15,000	15,000	30,000	30,000	
14	168	Creation Care Networks and Resources	40,000	5,000	40,000	45,000	85,000	85,000	Network development, covenant engagement, Good News Gardens
15	169	Other Initiatives	-	-	-	-	-	-	
16	170	Conference of Parties/UN climate work	10,000	-	10,000	10,000	20,000	20,000	
17	171a	Program, travel, office - Associate, Director, Canon	35,000	5,000	35,000	40,000	75,000	75,000	Program associate, director and canon travel, equipment and program
18	172	Staff costs	101,404	-	104,727	104,727	206,131	190,208	
19	173a	Additional Creation Care program		5,000		5,000	5,000	5,000	
20	173b	Office rental				-	-	-	
21	173c	Intentionally blank				-	-	-	
22	174	Total Creation Care	373,904	20,000	389,727	397,227	771,131	740,208	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
9	175	Presiding Bishop's Office							
10	176	Governance-Related Costs	130,000	-	130,000	130,000	260,000	260,000	
11	177	Title IV Disciplinary Actions relative to Bishops	150,000	-	150,000	150,000	300,000	250,000	Increase support Title IV Intake Officer
12	178	Convocation Episcopal Churches In Europe	5,000	-	5,000	5,000	10,000	-	
13	179	Bishop in Charge of Europe	70,000	-	70,000	70,000	140,000	140,000	
14	180	Bishop in Charge of Navajoland	266,667	-	266,667	266,667	533,334	533,334	
15	181	Hospitality and Entertainment	25,000	15,000	15,000	30,000	55,000	55,000	
16	182	Official & Discretionary Expenses	18,000	-	18,000	18,000	36,000	36,000	
17	183	Travel	390,000	30,000	410,000	440,000	830,000	850,000	
19	185	Other departmental costs	60,000	20,000	50,000	70,000	130,000	130,000	
20	185b	Intentionally blank	-	-	-	-	-	-	
21	186	Staff Costs	2,002,346	-	2,069,765	2,069,765	4,072,112	4,178,113	
22	187	Total Presiding Bishop's Office	3,117,013	65,000	3,184,432	3,249,432	6,366,446	6,432,447	
23	188								
24	189	House of Bishops	180,000	30,000	105,000	135,000	315,000	315,000	
25	190	House of Bishops (including Theology Cte)	20,000	-	20,000	20,000	40,000	40,000	
26	191	College for Bishops Grant	83,334	-	83,334	83,334	166,668	166,668	
27	192	Total House of Bishops	283,334	30,000	208,334	238,334	521,668	521,668	
28	193								
29	194	Pastoral Development							
30	195a	Pastoral Development Other Costs	140,000		140,000	140,000	280,000	420,000	
31	195b	Title IV Training Website (translation)	20,000		20,000	20,000	40,000	40,000	
32	195c	Travel GC		6,000		6,000	6,000	6,000	
33	195d	Intentionally blank							
	196	Staff Costs	458,938		584,021	584,021	1,042,960	776,632	Reflects hiring of Title IV Intake Office June 2023; increased cost approved by EC in June 2023
35									
36	197	Total Pastoral Development	618,938	6,000	744,021	750,021	1,368,960	1,242,632	
37	198								
39	200	Armed Forces and Federal Ministries							
41	202	Seminars/Conferences	65,000	2,000	75,000	77,000	142,000	132,000	
42	203	Selection of Chaplains	10,000	-	10,000	10,000	20,000	20,000	
43	204	Supplies/Services	1,500	3,500	1,500	5,000	6,500	6,500	
44	205	Chaplain Care	25,000	15,000	25,000	40,000	65,000	65,000	
	206	Travel Bishop Suffragan	50,000	-	65,000	65,000	115,000	100,000	
45									
46	207	Rent	26,666	-	26,666	26,666	53,332	53,332	
47	208	Office costs	6,500	-	7,500	7,500	14,000	14,000	
48	208b	Intentionally blank	-	-	-	-	-	-	
50	209	Staff Costs	421,728	-	550,735	550,735	972,463	1,060,494	Vacancy 1/2 year
51	210	Total Armed Forces and Federal Ministries	606,394	20,500	761,401	781,901	1,388,295	1,451,326	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
52	211								
53	212	General Board of Exam. Chaplains							
55	214	GBEC Non-staff	43,000	-	43,000	43,000	86,000	86,000	
56	214b	Intentionally blank	-	-	-	-	-	-	
57	215	GBEC Staff costs	108,321	-	111,148	111,148	219,470	221,841	
58	216	GBEC Total	151,321	-	154,148	154,148	305,470	307,841	
59	217								
60	218	Total Ministry of PB to Church and World	4,777,001	121,500	5,052,337	5,173,837	9,950,838	9,955,914	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
9	219	Communications							
11	221	Director's Office							
	223	Reserve for GC80		80,000		80,000	80,000	25,000	Request made by ELT to fund booth: expenses shared across depts. Inc. by \$55k.
13									
14	224	Freelancers	16,900		16,900	16,900	33,800	33,800	
16	226	Conferences and Workshops	2,000		2,100	2,100	4,100	4,100	
17	227	Presiding Bishop's Installation Expenses	8,200		8,200	8,200	16,400	16,400	
18	228	Memberships and Subscriptions	1,050		1,100	1,100	2,150	2,150	
19	229	Travel	1,000		1,000	1,000	2,000	2,000	
20	230	Postage	500		500	500	1,000	1,000	
21	231a	General Office Exp.	1,000		1,000	1,000	2,000	2,000	
22	231b	Computer/Communications Hardware and Software	-		-	-	-	-	
24	232	Director's Office Total	30,650	80,000	30,800	110,800	141,450	86,450	
25	233								
26	234	Communications Creative Services							
27	235	Brand Strategy Support	-					-	
28	236	Reserve for GC80	-	9,500		9,500	9,500	9,500	
29	237	Freelancers	20,000		12,000	12,000	32,000	40,000	reduced by \$8k to cover anticipated printed costs in Digital
30	238	New Media Development	5,000		5,000	5,000	10,000	10,000	
31	239	Travel	1,000		1,000	1,000	2,000	2,000	
32	240	Conferences and Workshops	3,000		3,000	3,000	6,000	6,000	
33	241	Memberships and Subscriptions	2,000		2,000	2,000	4,000	4,000	
34	242	General Office Expenses	1,000		1,000	1,000	2,000	2,000	
35	243	Computer Hardware and Software	3,500		3,500	3,500	7,000	7,000	
36	244	Telephone telecom	2,000		2,000	2,000	4,000	4,000	
37	245	Communications Creative Services Total	37,500	9,500	29,500	39,000	76,500	84,500	
39	246								
40	247	Multimedia Services							
41	248	Reserve for GC80		191,000		191,000	191,000	191,000	
42	249	Consultants	113,800		128,025	128,025	241,825	227,600	
43	250	Travel	41,250		47,000	47,000	88,250	82,500	
44	251	Conference & Registration Fees	2,000		2,000	2,000	4,000	4,000	
45	252	Equipment Support	10,000		10,000	10,000	20,000	20,000	
46	253	Website: Livestreaming	12,500		12,500	12,500	25,000	25,000	
47	254	Memberships & Subscriptions	2,500		2,500	2,500	5,000	5,000	
48	255	General Office Expenses	1,500		1,500	1,500	3,000	3,000	
49	256	Computer Hardware and software	3,500		3,500	3,500	7,000	7,000	
50	257	Telephone telecom	2,000		2,000	2,000	4,000	4,000	
51	258	Multimedia Services Total	189,050	191,000	209,025	400,025	589,075	569,100	
52	259								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
53	260	Public Affairs							
54	261	Reserve for GC80		37,000		37,000	37,000	37,000	
55	262	Initiatives/Collaboration	1,500		1,500	1,500	3,000	3,000	
56	263	Freelancers	5,000		21,000	21,000	26,000	26,000	reduced in 2023 by \$8k to cover PR expenses in 2024.
57	264	Travel	25,200		25,200	25,200	50,400	50,400	
58	265	Conferences and Workshops	5,000		5,000	5,000	10,000	10,000	
59	266	Memberships and Subscriptions	15,500		15,500	15,500	31,000	31,000	
60	267	General Office Expenses	500		600	600	1,100	1,100	
61	268	Computer Hardware and Software	5,000		-	-	5,000	10,000	laptop purchases will happen in 2023. zero out \$5k in 2024.
62	269	Telephone telecom	6,000		6,000	6,000	12,000	12,000	
63	270	Public Affairs Total	63,700	37,000	74,800	111,800	175,500	180,500	
64	271								
65	272	Web & Social Media Services							
66	273	Reserve for GC80		15,000		15,000	15,000	15,000	
67	274	Travel	6,500		12,500	12,500	19,000	25,000	moved \$6k to ENS Sponsorship travel.
68	275	Conference & Registration Fees	2,500		2,500	2,500	5,000	5,000	
69	276	Website Development, Maintenance & Upgrades	70,000		70,000	70,000	140,000	140,000	
70	277	Asset Mapping	35,000		35,000	35,000	70,000	70,000	
71	278	Memberships & Subscriptions	1,000		1,000	1,000	2,000	2,000	
72	279	General Office Expenses	1,000		1,000	1,000	2,000	2,000	
73	280	Computer Software	500		500	500	1,000	1,000	
74	281	Computer Hardware	1,500		1,500	1,500	3,000	3,000	
75	282	Telephone telecom	2,500		2,500	2,500	5,000	5,000	
76	283	Web & Social Media Services Total	120,500	15,000	126,500	141,500	262,000	268,000	
77	284								
78	285	Episcopal News Service							
79	286	General Convention travel and fees		35,000		35,000	35,000	35,000	
80	287	Consultants	60,000		60,000	60,000	120,000	184,000	
81	288	Travel Expenses	47,250		47,250	47,250	94,500	94,500	
82	289	Conferences and Workshops	3,150		3,150	3,150	6,300	6,300	
83	290	Postage	200		200	200	400	400	
84	291	Memberships and Subscriptions	3,150		9,150	9,150	12,300	6,300	inc. by \$6k to correctly reflect subscription expenses.
85	292	General Office Expenses	1,000		1,000	1,000	2,000	2,000	
86	293	Computer Software	1,000		1,000	1,000	2,000	2,000	
87	294	Computer Hardware	7,000		1,000	1,000	8,000	14,000	reduced by \$6k since laptop purchases in 2023.
88	295	Telephone telecom	6,615		6,615	6,615	13,230	13,230	
89	296	Episcopal News Service Total	129,365	35,000	129,365	164,365	293,730	357,730	
90	297								
91	298	Episcopal News Service (Sponsorship)							
92	299	Reserve for GC80	-	4,000		4,000	4,000	4,000	
94	301	Travel	3,000		9,000	9,000	12,000	6,000	inc. by \$6k for anticipated networking travel.
95	302	Conferences and Registration Fees	1,000		1,000	1,000	2,000	2,000	
96	303	Marketing & Advertising	26,500		65,000	65,000	91,500	53,000	inc. by \$38.5k in 2024 to sponsor and support vital churchwide ministries - to come out of ENS Sponsorship funds raised in
98	305	Memberships and Subscriptions	1,000		1,000	1,000	2,000	2,000	
99	306	General Office Expenses	125		125	125	250	250	
100	307	Computer Hardware and software	500		500	500	1,000	1,000	
101	308	Telephone telecom	2,500		2,500	2,500	5,000	5,000	
102	309	Episcopal News Service Sponsorship Total	34,625	4,000	79,125	83,125	117,750	73,250	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
103	310								
104	311	Digital Evangelism							
106	313	Content for download	10,000		10,000	10,000	20,000	20,000	
109	316	Original images and art work	15,000		15,000	15,000	30,000	30,000	
110	317	Original video	-		-	-	-	-	
112	319	Latino and Spanish-speaking digital evangelism efforts	13,334		13,334	13,334	26,668	26,668	This was approved to be moved to Latino Ministries.
114	321	Additional initiatives	40,000		40,000	40,000	80,000	80,000	
115	322	Reserve for GC80	-	30,000		30,000	30,000	30,000	
116	323	Printing Costs	2,500		2,500	2,500	5,000	5,000	inc. by \$8k to cover anticipated printed costs.
117	324	Consultants	20,000		20,000	20,000	40,000	40,000	
118	325	Travel	54,000		54,000	54,000	108,000	108,000	
119	326	Conferences and Registration Fees	2,000		2,000	2,000	4,000	4,000	
120	327	Marketing & Advertising (HubSpot, etc.)	10,000		10,000	10,000	20,000	20,000	
122	329	Memberships and Subscriptions	2,000		2,000	2,000	4,000	4,000	
123	330	General Office Expenses	6,000		6,000	6,000	12,000	12,000	
124	331	Computer Hardware and software	25,000		25,000	25,000	50,000	50,000	
125	332	Telephone telecom	2,500		2,500	2,500	5,000	5,000	
126	333	Sermons that Work (Eng. Sp)	13,000		13,000	13,000	26,000	26,000	
128	335	Bible Study: Eng. Spanish	16,000		16,000	16,000	32,000	32,000	
129	336	Digital Evangelism Total	231,334	30,000	231,334	261,334	492,668	492,668	
130	337								
131	338	Language (Translation) Services							
132	339	Reserve for GC80	-	20,000		20,000	20,000	20,000	
133	340	Translation Services	119,450		119,450	119,450	238,900	238,900	
135	342	Travel	3,000		3,000	3,000	6,000	6,000	
136	343	Equipment Purchases	5,000		5,000	5,000	10,000	10,000	
137	344	Conference and Registration Fees	1,000		1,000	1,000	2,000	2,000	
138	345	Memberships and Subscriptions	1,545		1,591	1,591	3,136	3,136	
139	346	General Office Expenses	500		500	500	1,000	1,000	
140	347	Computer Hardware and software	500		500	500	1,000	1,000	
141	348	Mobile Communication Devices	1,500		1,500	1,500	3,000	3,000	
142	349	Language Services Total	132,495	20,000	132,541	152,541	285,036	285,036	
143									
144	350	Staff Costs	2,447,181		2,587,082	2,533,424	4,980,605	4,946,750	
146	352	Total Communications	3,416,400	421,500	3,630,072	3,997,914	7,414,314	7,343,984	
147	353								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
148	354	Formation Department							
151	357a	Resource Creation, Curriculum and Partnerships	50,000		35,000	35,000	85,000	85,000	
	357b	Safe Church Training	125,000		75,000	75,000	200,000	250,000	
152									
153	358	Formation Networks and Leadership Development	48,666		48,667	48,667	97,333	97,333	
154	359	Young Adult and Campus Ministry Grants	140,000		140,000	140,000	280,000	280,000	
155	360	Young Adult & Campus Ministry Events and Gatherings	80,000			100,000	180,000	180,000	
157	361b	Episcopal Youth Event	802,000		15,000	15,000	817,000	817,000	
158	361c	Evento de Jovenes Episcopales	5,000		45,000	45,000	50,000	310,000	Postponed to 2025
	362	Episcopal Service Corps	100,000		100,000	100,000	200,000	200,000	
159									
161	364	Other Departmental Costs	66,000		66,000	66,000	132,000	132,000	
	365	Staff Costs	720,210		716,206	716,206	1,436,417	1,439,162	
163									
164	366	Total Formation & Vocation	2,136,876	-	1,240,873	1,340,873	3,477,750	3,790,495	
165	367								
166	368	Transition Ministries							
167	369	Program/Tech (Transition Min)	33,000		33,000	33,000	66,000	66,000	
168	370	Research & Dev (Transition Min)	29,000		30,000	30,000	59,000	59,000	
169	371	Other OTM office, travel, training	37,000	8,500	32,000	40,500	77,500	77,500	
171	372	Staff costs	285,731		297,809	297,809	583,539	590,611	
172	373	Total Transition Ministries	384,731	8,500	392,809	401,309	786,039	793,111	
173	374								
174	375	TEC Block Grants							
175	375a	Cuba	315,000		300,000	330,750	645,750	645,750	
176	376	Haiti	335,711		319,725	352,497	688,208	688,208	
177	377	Virgin Islands	179,730		171,171	188,716	368,446	368,446	
178	378	Province 2 Total	830,441	-	790,896	871,963	1,702,404	1,702,404	
179	379								
180	380	North Dakota	242,900		231,333	255,045	497,944	497,944	
181	381	South Dakota	801,728		763,550	841,814	1,643,541	1,643,541	
182	382	Province 6 Total	1,044,627	-	994,883	1,096,859	2,141,486	2,141,486	
183	383								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
184	384	Alaska	455,000		433,333	477,750	932,749	932,749	
185	385	Navajoland	350,000		333,333	367,500	717,499	717,499	
186	386	Guam	52,500		50,000	52,500	105,000	105,000	
187	387	Taiwan	71,663		68,250	71,663	143,325	143,325	
188	388	Province 8 Total	929,162	-	884,916	969,412	1,898,574	1,898,574	
189	389								
	391	Implementation of Prov IX self-sustainability plan						-	
191									
193	393	Unallocated for Task Force and Consultants						-	
194	394	Colombia	141,750		127,400	133,770	275,520	275,520	
195	395	Dominican Republic	78,750		50,000	52,500	131,250	131,250	
196	396	Ecuador Central	178,500		170,000	187,425	365,925	365,925	
197	397	Ecuador Litoral	157,500		150,000	165,375	322,875	322,875	
198	398	Honduras	262,500		200,000	275,625	538,125	538,125	
	399	Venezuela	52,500		50,000	55,125	107,625	107,625	
199									
200	400	Province 9 Total	871,500	-	747,400	869,820	1,741,320	1,741,320	
201	401								
202	402	Grants to US Indigenous Dioceses	440,000		-		440,000	440,000	
203	403	Block Grant to ERD	356,598		356,598	356,598	713,197	713,197	
204	404	Total TEC Block Grants	4,472,328	-	3,774,694	4,164,651	8,636,980	8,636,980	
205	405								
210	410	Total Mission Within the Episcopal Church	10,410,336	430,000	9,038,449	9,904,747	20,315,083	20,564,570	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH								
7	LINE NO.	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
8	411	Anglican Communion							
9	412	Inter-Anglican Budget/Secretariat	343,000	-	343,000	343,000	686,000	686,000	
10	413	International Visitors	10,000	-	10,000	10,000	20,000	20,000	
11	414	Other departmental cost	115,000	5,000	120,000	125,000	245,000	240,000	
12	415	Global Mission Development	55,000	10,000	20,000	30,000	50,000	110,000	
13	415b	Reserve for GC	-	-	-	-	-	-	
14	416	Staff costs	799,093	-	839,185	839,185	1,678,371	1,477,705	
15	417	Total Anglican Communion	1,322,093	15,000	1,332,185	1,347,185	2,679,371	2,533,705	
16	418								
	419	Block Grants w/in Anglican Communion							
17									
18	420	Burundi	4,000		4,000	4,000	8,000	8,000	
19	421	Central Africa	3,000		3,000	3,000	6,000	6,000	
20	422	Congo	7,000		7,000	7,000	14,000	14,000	
21	423	South Sudan	12,000		12,000	12,000	24,000	24,000	
22	424	Conf of Angl Prov in Africa (CAPA)	8,333		8,333	8,333	16,666	16,666	
23	425	African Network Theol Ed (ANITEPAM)	4,000		4,000	4,000	8,000	8,000	
24	426	Epis Church of Philippines	15,000		-	-	15,000	15,000	
26	428	Caribbean	2,000		2,000	2,000	4,000	4,000	
29	430	Other Angl Communion Costs	-		-	-	-	-	
30	431	Brazil Secretariat	14,000		14,000	14,000	28,000	28,000	
32	431a	Yemen	45,450		45,450	45,450	90,900	90,900	
33	433	Total Grants w/in Angl Communion	114,783	-	54,333	99,783	214,566	214,566	
34	434								
35	435	Covenants w/in Angl Communion							
	436	Covenant Long-term Development Fund	35,000		35,000	35,000	70,000	70,000	
36									
37	437	IARCA (Central America)	372,323		372,323	372,323	744,646	744,646	
38	438	Liberia	107,290		107,290	107,290	214,580	214,580	
39	439	Mexico			-	-	-	-	
	441	Covenant Committees	13,000		54,000	54,000	67,000	-	Covenant Committee meetings deferred from 2022 to 2023 due to COVID uncertainties. The Philippine Bilateral will meet in 2023. We know of no other 2023 meetings and assume that the remainder will meet in 2024
41									
42	442	Total Covenants Anglican Comm.	527,613		568,613	568,613	1,096,226	1,029,226	
43	443	Total Grants, Covenants w/in Anglican Communion	642,396		622,946	668,396	1,310,792	1,243,792	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH								
7	LINE NO.	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
44	444								
45	445	Internat'l Justice & Peacemaking/UN Presence							
47	446	Grants to Partner Organizations	3,333		3,333	3,333	6,666	6,666	
49	448	Other departmental Costs	18,000		18,000	18,000	36,000	36,000	
50	449	Internat'l Justice & Peacemaking Total	21,333	-	21,333	21,333	42,666	42,666	
51	450								
52	451	Refugee Ministry (Non-Government)							
55	454	Departmental Costs	49,500	12,000	49,500	61,500	111,000	111,000	
56	454b	Reserve for GC				-	-	-	
	457	Refugee Non-Govt Staff Cost	278,104		295,112	295,112	573,216	578,711	
57									
58	455	Refugee Loan Collection Other	130,000		130,000	130,000	260,000	260,000	
	456	Refugee Loan Collection Staff Cost	277,051		288,693	288,693	565,744	594,104	
59									
61	459	Total Refugee Ministry (Non-Government)	734,655	12,000	763,305	775,305	1,509,960	1,543,815	
62	460								
63	461	Missionary Service							
64	462	Appointed Missionaries	90,000		90,000	90,000	180,000	180,000	
65	463	Volunteers for Mission	160,000		160,000	160,000	320,000	320,000	
66	464	Young Adult Service Corps	150,000		150,000	150,000	300,000	300,000	
	465	Other departmental costs	83,000	20,000	63,000	87,000	170,000	170,000	
67									
68	466	Staff Costs	1,234,636		1,303,273	1,356,502	2,591,139	2,536,906	Includes compensation and medical costs of missionaries
	467	Less Income	(60,000)		(60,000)	(60,000)	(120,000)	(120,000)	
70									
71	468	Total Mission Personnel	1,657,636	20,000	1,706,273	1,783,502	3,441,139	3,386,906	
72	469								
73	470	Office of Government Relations							
74	471	Program work and partnerships	145,000	5,000	150,000	155,000	300,000	300,000	
75	472	Rent	100,000		105,000	105,000	205,000	205,000	
76	473	EPPN software and subscriptions	40,000		42,000	42,000	82,000	82,000	
77	474	Office expenses, phones, internet, translation	14,000		14,000	14,000	28,000	28,000	
78	475	Travel	40,000	15,000	42,000	57,000	97,000	97,000	
79	475b	Reserve for GC				-	-	-	
80	476	Staff Costs	682,176		677,565	677,565	1,359,742	1,450,515	
81	477	Office of Government Relations Total	1,021,176	20,000	1,030,565	1,050,565	2,071,742	2,162,515	
82	478								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
83	479	Ecumenical, Interfaith, Global Relations							
	480	Anglican Communion Reconciliation and Development Initiatives	45,000		45,000	45,000	90,000	90,000	
84	481	Global Networking	8,000	4,000	8,000	12,000	20,000	20,000	
85	482	Support for Ecumenical Reps	12,500	2,000	12,500	14,500	27,000	30,000	
86	483	Coordinating Committees	6,000		6,000	6,000	12,000	14,000	
87	484	Interfaith Relations	14,000	3,000	14,000	17,000	31,000	33,000	
88	485	Dialogues	12,000		12,000	12,000	24,000	27,000	
89	486	Churches Uniting in Christ	2,000		2,000	2,000	4,000	4,000	
90	487	PB Deputy for Ecumenical Relations	25,000	1,500	25,000	26,500	51,500	51,500	
91	488	WCC Assembly	4,000		4,000	4,000	8,000	10,000	
92	489	Other Departmental Costs	3,000		3,000	3,000	6,000	10,000	
93	490	New projects	1,000		1,000	1,000	2,000	10,000	
94	490b	Internship	9,000		1,000	1,000	10,000	24,000	
95	490c	Cathedral Grant Partnership			50,000	50,000	50,000		Partnership with St. Phillips Cathedral Atlanta
96	491	Staff Costs	394,975		407,890	407,890	802,864	887,454	
97	492	Ecumenical, Interfaith, Global Relations Total	536,475	10,500	591,390	601,890	1,138,364	1,210,954	
98	493								
99	494	Ecumenical Dues							
100	495	World Council of Churches	33,000		33,000	33,000	66,000	66,000	
101	497	NCC Ecumenical Commitment Fund	48,000		48,000	48,000	96,000	96,000	
102	498	Christian Churches Together US	10,000		10,000	10,000	20,000	20,000	
103	499	Ecumenical bodies on Climate Change	3,000		3,000	3,000	6,000	6,000	
104	500	Total Ecumenical Dues	94,000	-	94,000	94,000	188,000	188,000	
105	501								
106	502	Grants in form of Contributed Services Support to Affiliated Organizations							
107	503	Episcopal Relief & Development	1,206,815		1,206,815	1,206,815	2,413,630	2,413,630	
108	504	Anglican UN Office							
109	509	Total Supp. Affiliated Organizations	1,206,815	-	1,206,815	1,206,815	2,413,630	2,413,630	
110	510	Less: Offset of Support	(1,206,815)	-	(1,206,815)	(1,206,815)	(2,413,630)	(2,413,630)	
111	511	Total Mission Beyond the Episcopal Church	6,029,764	77,500	6,161,997	6,342,177	12,382,034	12,312,353	

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION GOVERNANCE								
7	LINE NO.	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
9	512	General Convention Office							
	513	Meeting of the General Convention	345,000	2,148,000		2,148,000	2,493,000	2,493,000	Costs offset by revenue for fees and registration shown in Line 16 Logistical cost to produce GC, includes Official Youth Presence and GC Children's Program. Due to the postponement of the 80th GC, the 2022-2024 comparison represents the cost to produce both the 80th and 81st GC's. The reserve for the 80th can be found in line 538b.
10	513b	Assistance provided to aided Dioceses for registration fees for General Convention	-		30,000	30,000	30,000	30,000	Provides funding for registration for one bishop and 2 deputies to the aided dioceses
	514	Executive Council	571,750		499,875	499,875	1,071,625	909,500	Three annual meetings of EC, meetings of committees of Council, EC Liaison travel and D&O insurance
12	519a	Interim Bodies of the General Convention	595,000		239,600	264,600	859,600	859,600	Support of face to face, hybrid and virtual meetings, consultants to support this work / In response to D095: Addition of \$50,00 for Task Force Review of Pastoral Development
14	519b	Ecclesiastical Courts	50,000		50,000	50,000	100,000	100,000	
15	520	Deputies of Color pre-Convention meeting	-	40,000		40,000	40,000	40,000	
16	522	Board to assist Office of Pastoral Development for bishop calling	-			-	-	-	
18	523	Accrual for PB Nomination, Election, Transition, Installation	40,000		40,000	40,000	80,000	80,000	To cover costs of PB Election, Transition and Installation
19	531b	Current Prayer Book Translation	-			-	-	-	
22	532	Canonical Reporting	10,000		15,000	15,000	25,000	25,000	
23	533	Technology for General Convention Governance	1,130,000		1,010,000	1,010,000	2,140,000	1,640,000	Note: This number may need to increase should resolution A098 be implemented
24	534	Translation and Interpretation for Governance	176,600		404,900	404,900	581,500	581,500	Covers Interpretation/Translation needs for all governance lines
25	535	Research (Parochial and Diocesan Reports)	50,000		45,000	45,000	95,000	95,000	Research Demographic software, FACT membership dues
26	536	Operation and Other Expenses of the GC Office	125,000		140,000	140,000	265,000	265,000	General Office expenses, registrar of General Convention and staff travel
27	536a	Historiographer	7,500			7,500	15,000	15,000	Consultant for historiographer duties
28	537	Staff Costs	1,853,501		1,824,731	1,824,731	3,678,232	3,807,727	
29	538b	Reserved for GC	-			-	-	-	
31	539	Total Office of General Convention	4,954,351	2,188,000	4,299,106	6,519,606	11,473,957	10,941,327	-
32	540								
33									

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION GOVERNANCE								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
36	542	Provincial Coordination							
	543	Support for Provinces I-VIII Coordination	5,000		5,000	5,000	10,000	10,000	Includes \$10K is for Interpretation support for meetings (virtual and F2F). Provincial Leadership requested \$10K per annum for each Province; should make request through a Ongoing support for Province IX coordination
37									
38	544	Support for Province IX Coordination	16,667		16,667	16,667	33,334	33,334	
39	545	Support for Provincial Coordination Total	21,667	-	21,667	21,667	43,334	43,334	
40	546								
41	547	House of Deputies							
	548	Council of Advice	17,000		34,000	34,000	51,000	51,000	Assumes 4 meetings of 15-person council; 1 of 4 meetings to be virtual
42									
43	549	Discretionary Fund	2,000		2,000	2,000	4,000	4,000	
44	550a	Chancellor Consulting fees	116,240		119,727	119,727	235,966	209,090	
45	550b	Chancellor expenses	5,500		5,500	5,500	11,000	11,000	Chancellor fees for annual meetings and licenses, subscriptions
46	551	Communications Consultants	-		-	-	-	-	
47	552	Travel	70,000		70,000	70,000	140,000	140,000	
48	553	GC expenses for PHOD	-	54,000	54,000	54,000	54,000	54,000	
49	554a	Phone/Telecom	7,000		7,000	7,000	14,000	14,000	
	555	Parliamentarians	5,000		1,000	1,000	6,000	6,000	Annual education, resources, professional licenses; one Boot Camp with 2 parliamentarians in prep for GC
51									
52	556	Other Departmental Costs	4,000		4,000	4,000	8,000	8,000	
53	556b	Reserved for GC	-		-	-	-	-	
54	556c	Other Departmental Costs for PHOD Transition	-		-	-	-	-	
	557	Staff Costs including PHOD	617,733		635,859	635,859	1,253,593	1,325,012	Includes 2 support staff; and PHOD position continues to receive directors fees plus funding for pension and medical benefits
55									
56	558	Total House of Deputies	844,473	54,000	879,086	933,086	1,777,559	1,822,102	-
57	559								
58	560	Archives							
59	561	Digital Archives/Electronic Records	257,371		259,945	259,945	517,316	517,316	
60	562	Rent and storage	279,000		284,000	284,000	563,000	563,000	
61	563	Other costs	102,937	11,000	102,937	113,937	216,874	216,874	
62	563b	Reserve for GC	-		-	-	-	-	
63	563c	Reductions to be determined by Archivist	(65,000)		(65,000)	(65,000)	(130,000)	(130,000)	
64	564	Staff costs	1,022,726		1,057,038	1,057,038	2,079,765	1,901,752	
65	565	Archives Total	1,597,034	11,000	1,638,920	1,649,920	3,246,955	3,068,942	-
66	566								
67	567	Total Mission Governance	7,417,525	2,253,000	6,838,779	9,124,279	16,541,805	15,775,705	-

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION FINANCE LEGAL OPERATIONS								
7	LINE NO.	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
8	568	Development Office							
9	569	Other Cost	-					-	
11	571	Donor Cultivation	190,000		240,000	260,000	450,000	480,000	
12	572	Presentation Materials, postage, database management	70,000	11,000	70,000	81,000	151,000	151,000	Campaign design, printing, acknowledgement
13	573	Research	25,000		25,000	25,000	50,000	50,000	Donor prospecting, screening; Raisers' Edge database software;
14	574	Grant Writing	-		-	-	-	-	Production, printing; Foundation relations and research
15	575	Special Events	19,000	11,000	18,000	29,000	48,000	48,000	Receptions; pilgrimages; donor cultivation: up to 5 annually
	576	Annual Campaign	130,000		130,000	130,000	260,000	260,000	Annual Campaign for general operations includes \$179K of staff cost involved (as required by GAAP)
16									
18	578	Intentionally blank	-		-	-	-	-	
	579	Conferences	5,000		6,000	6,000	11,000	11,000	Consortium of Endowed Episcopal Parishes and other conference registration and attendance
19									
20	580	Technology, equipment	8,000	2,000	10,000	12,000	20,000	20,000	
21	581	Professional development	8,000		8,000	8,000	16,000	16,000	Professional development for staff
22	582	Staff Cost	994,313		1,010,582	1,010,582	2,004,895	1,960,888	Under direction of CFO
24	583b	Reserved for GC						-	
25	584	Total Development Office	1,449,313	24,000	1,517,582	1,561,582	3,010,895	2,996,888	
26	585								
27	586	Finance							
28	587	Controller's Office							
29	588	Travel	1,200	4,000	1,200	5,200	6,400	6,400	
30	589	Audit	220,000		220,000	220,000	440,000	440,000	Includes additional work required by NYC Finance for RE taxes
31	590	Payroll Management	65,000		65,000	65,000	130,000	130,000	
32	591	Computer Software	23,000		23,000	23,000	46,000	46,000	
33	592	Other non-staff	23,000		23,000	23,000	46,000	46,000	General office expenses and temp staff
34	592b	Reserved for GC						-	
35	593	Controller's Office Department Total	332,200	4,000	332,200	336,200	668,400	668,400	
36	594								
37	595	Treasurer's Office							
38	596	Travel	6,000	14,000	6,000	20,000	26,000	26,000	
	597	Property, Casualty & Liability insurance	370,000		380,000	380,000	750,000	750,000	Increased premiums for sexual misconduct, professional liability, property and casualty insurance
39									Increased D&O premiums
40	598	D&O insurance	120,000		120,000	120,000	240,000	240,000	
41	599a	Banking Fees	11,000		10,000	10,000	21,000	21,000	
42	599b	Computer Software	15,000		15,000	15,000	30,000	30,000	Adds invoice processing software
43	600	Telephone & Telecom.	8,000		8,000	8,000	16,000	16,000	
44	601	Training, State registrations, misc.	10,000		10,000	10,000	20,000	20,000	
	601a	Financial Audit for Ties to Racial Injustices	15,000			135,000	150,000	150,000	Respond to A129: request for financial audit of the financial assets of the church that are directly tied to historical and current racial injustices
45									
46	602	Consultants (social responsibility); temps	78,000		78,000	78,000	156,000	156,000	Includes Corp Soc. Resp. Investment consultant
47	602b	Reserved for GC						-	
48	603	Treasurer's Office Total	633,000	14,000	627,000	776,000	1,409,000	1,409,000	Increase reflects substantially higher premiums for D&O, property, cyber. and other insurance coverage

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION FINANCE LEGAL OPERATIONS								
7	LINE NO.	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
49	604	Finance Other Costs							
50	605	Debt Service Principal & Interest	1,857,000		1,833,000	1,833,000	3,690,000	3,690,000	Uncollateralized long-term borrowing for general purposes. Principal reduction \$1.480 mil annually; fixed interest rate through
51	606	Controller's Office Staff Costs	1,096,151		1,133,426	1,133,426	2,229,578	2,232,841	
52	607	Treasurer's Office Staff Costs	1,355,683		1,394,151	1,394,151	2,749,833	2,909,657	
53	608	Treas. Recovery from Unrestricted trust reserves	(117,591)		(121,604)	(121,604)	(239,195)	(239,505)	Treasury staff work for trust and investment
54	609	Finance Other Costs Total	4,191,243	-	4,238,973	4,238,973	8,430,216	8,592,993	
56	611	Total Finance	5,156,443	18,000	5,198,173	5,351,173	10,507,616	10,670,393	
57	612								
58	613	Legal							
60	615	Miscellaneous Departmental Costs	75,000	-	75,000	75,000	150,000	150,000	
61	616	Legal Expense Churchwide Conflict Res.	150,000	-	150,000	150,000	300,000	300,000	Includes property actions
63	618	External specialized counsel	260,000	-	275,000	275,000	535,000	535,000	PT associate counsel moved to staff costs
64	619	Travel	35,000	6,500	35,000	41,500	76,500	76,500	
65	620	Telecom	3,450	-	3,600	3,600	7,050	7,050	
66	621	Office expense	3,150	-	3,300	3,300	6,450	6,450	
67	622a	Staff Costs	1,199,486	-	1,236,564	1,236,564	2,436,050	2,467,550	Includes CLO, Chancellor and 2 PT Senior Legal Counsels
68	622b	Legal Recovery from Unrestricted trust reserves	(45,531)	-	(47,032)	(47,032)	(92,562)	(87,448)	Legal staff work for trust and investment
69	622c	Reserved for GC	-	-	-	-	-	-	
70	623	Total Legal	1,680,555	6,500	1,731,433	1,737,933	3,418,488	3,455,102	
71	624								
72	625	Chief Operating Officer							
73	626a	Other departmental costs	46,500		46,500	46,500	93,000	93,000	
74	626b	Travel	36,000		36,000	36,000	72,000	11,200	
75	627	Staff costs	570,028		536,223	536,223	1,106,250	1,222,043	
76	627b	Reserved for GC		13,500		13,500	13,500	13,500	
77	628	Total Chief Operating Officer	652,528	13,500	618,723	632,223	1,284,750	1,339,743	
78	629								
79	630	Human Resources							
80	631	Retiree Medical Costs	620,000		620,000	620,000	1,240,000	1,240,000	Includes Medicare Part B supplements for lay retirees
81	632a	Travel	6,000		6,000	6,000	12,000	8,000	
82	632b	Other Departmental Costs	280,000		350,000	350,000	630,000	560,000	Now includes \$70K for anti-oppression training
83	632c	Reserved for GC		5,000		5,000	5,000	5,000	
84	633	Staff Costs	416,323		563,991	563,991	980,315	1,186,093	
85	634	Total Human Resources	1,322,323	5,000	1,539,991	1,544,991	2,867,315	2,999,093	
86	635								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION FINANCE LEGAL OPERATIONS								
7	LINE NO.	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
87	636	Information Technology							
90	638	Consultants	100,000		100,000	100,000	200,000	200,000	For IT security and related services
	639	Travel	4,000	15,000	4,000	19,000	23,000	23,000	GC travel costs now assumed by IT, not GCO
91									
	640	Telephone telecom	60,000		60,480	60,480	120,480	120,960	Will work to reduce Telcom expenses - assuming more staff works remote, moving to soft client phones via the computer and reduce phone services at 815. Moving excess to Online services
92									
93	641	Maintenance	25,000		30,000	30,000	55,000	60,000	
94	642	Postage and delivery	5,000		5,000	5,000	10,000	10,000	Assumes more staff working remotely.
95	643	Supplies	10,000		10,000	10,000	20,000	20,000	
96	644	Software	30,000		37,500	37,500	67,500	75,000	
	646	-- Infrastructure/Hardware - Reserve	10,000		15,000	15,000	25,000	30,000	Computer upgrades, and hardware in the datacenter. Migrate remaining desktop users to laptops for any future pandemics (15K). Plan for Archives migration (30K reserve due to antiquated hardware)
98									
99	647	-- Hardware- Perishables	6,500		6,500	6,500	13,000	13,000	
	648	Online	70,000	60,000	76,000	136,000	206,000	212,000	Reduced internet service provider costs are offset by Zoom and other online services during the pandemic.
100									
	648b	Reserved for GC		80,000		80,000	80,000	80,000	
101									
102	649	Staff costs	1,047,325		1,115,504	1,115,504	2,162,829	1,999,506	
103	650	Total Information Technology	1,367,825	155,000	1,459,984	1,614,984	2,982,809	2,843,466	
104	651								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION FINANCE LEGAL OPERATIONS								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
105	652	Facilities Management							
106	653	Building Service and Maintenance							
107	654	Building Management	381,360		385,660	385,660	767,020	767,020	
108	655	Cleaning contractor	304,000		310,000	310,000	614,000	614,000	In-person occupancy lowers COVID day cleaning 50% in 2022, and eliminates cleaner in 2023 and 2024
109	656	Engineers contract	416,120		428,604	428,604	844,724	844,724	
110	657	Security guard contract	289,430		298,113	298,113	587,543	587,543	
111	658	Intentionally blank	-		-	-	-	-	
112	659	Utilities	470,000		470,000	470,000	940,000	940,000	
113	660	Office expense	2,000		2,000	2,000	4,000	4,000	
115	662	Bulbs and lighting	5,000		5,000	5,000	10,000	10,000	
116	663	HVAC maintenance	125,000		125,000	125,000	250,000	250,000	
117	664	Electrical contractors	5,000		5,000	5,000	10,000	10,000	
118	665	Plumbing contractors	59,000		59,000	59,000	118,000	118,000	
119	666	Carpentry and hardware	3,500		3,500	3,500	7,000	7,000	
120	667	Windows and glass	6,500		6,500	6,500	13,000	13,000	
121	668	Painting	4,320		4,320	4,320	8,640	8,640	
122	669	Fire Alarm & Safety maintenance and contractors	49,900		49,900	49,900	99,800	99,800	
123	670	Elevator contractors	39,500		39,500	39,500	79,000	79,000	
124	671	Building supplies	35,000		35,000	35,000	70,000	70,000	
125	672	Pest control	6,750		6,750	6,750	13,500	13,500	
126	673	Refuse collection	20,000		20,000	20,000	40,000	40,000	
127	674	Temporary staff (project work)	118,000		118,000	118,000	236,000	236,000	
128	675	Telephone telecom	6,000		6,000	6,000	12,000	12,000	
129	676	Miscellaneous services	-		-	-	-	-	
130	677	Carpet replacement							
132	679	Building Services Total	2,346,380	-	2,377,847	2,377,847	4,724,227	4,724,227	
133	680								
134	681	Mail Center							
135	682	Equipment rental	15,964		15,964	15,964	31,928	31,928	
136	683	Trucking pickup/delivery	83,000	14,000	83,000	97,000	180,000	180,000	
137	684	Mail and packaging	3,450		3,450	3,450	6,900	6,900	
138	685	Office expense	2,600		2,600	2,600	5,200	5,200	
140	686	Mail Center Total	105,014	14,000	105,014	119,014	224,028	224,028	
141	687								

	A	B	U	X	AA	AC	AE	AF	AJ
1	GENERAL CONVENTION BUDGET								
2	Approved by General Convention on July 11, 2022								
4	Revision Proposed October 2023								
5	DETAIL: MISSION FINANCE LEGAL OPERATIONS								
7	LINE NO. 2023-2024	DESCRIPTION	2023 Update Oct 2023	GC81 update Oct 2023	All other income and expenses 2024 Oct 2023 update	2024 update October 2023	2023-2024 Update Oct 2023	2023-2024 Adopted Total 07/11/2022	Special Comments for 2023-2024 Revision (Base salary increases 3% pa; medical cost increases 5% pa 2024)
142	688	Purchasing							
143	689	Equipment rental	18,000		18,000	18,000	36,000	36,000	
144	690	Supplies and lettershop	15,000		15,000	15,000	30,000	30,000	
145	691	Purchasing Total	33,000	-	33,000	33,000	66,000	66,000	
147	692b	Reserved for GC							
148	693	Staff Costs	297,410		304,402	304,402	601,812	341,647	Anticipated retirement deferred
149	694	Total Facilities Management	2,781,804	14,000	2,820,262	2,834,262	5,616,066	5,355,902	
150	695a	Reductions TBD to offset increase in line 649			(136,461)	(136,461)			
151	695b	Total Operations	6,124,480	187,500	6,302,499	6,489,999	12,750,940	12,538,204	
153	696	Total Mission Finance, Legal Operations	14,410,791	236,000	14,749,687	15,140,687	29,687,939	29,660,587	

	A	E	N	O	P	Q	R	T	U	W
1	ADOPTED BUDGET									
2	Approved by General Convention on July 11, 2022									
4	Proposed Revision October 2023									
5	STAFFING									
6	Department	Staffing in 2023-2024 Budget	2023				2024			2022-2024
7										
8			Salary	Medical	Other	Total	Salary	Other	Total	Total
9										
10	Anglican Communion	7	518,829	157,180	134,403	810,412	534,393	139,753	839,185	2,436,832
11	Archives	6	689,493	188,256	144,977	1,022,726	710,178	149,192	1,057,038	2,996,532
12	Chief Operating Officer	3	386,914	48,284	85,212	520,410	398,522	87,003	536,223	1,638,599
13	Church Planting	4	365,906	111,792	92,160	569,858	376,883	94,871	589,135	1,723,307
14	Communication	16	1,670,735	473,128	360,107	2,503,970	1,720,857	369,441	2,587,082	7,472,926
15	Controller	6	711,601	227,732	156,819	1,096,151	732,949	161,359	1,133,426	3,322,098
16	Creation Care	1	71,645	14,712	15,047	101,404	73,794	15,485	104,727	305,198
17	Development Office	6	696,039	131,446	149,744	977,229	716,920	155,644	1,010,582	2,931,098
19	Ecumenical & Interfaith	3	269,474	55,896	69,604	394,975	277,558	71,640	407,890	1,213,416
22	Ethnic Ministries	7	737,255	168,884	185,588	1,091,727	759,373	211,292	1,147,993	3,316,142
23	Facilities (Bldg Svcs and Mail)	4	203,535	48,284	45,590	297,410	209,641	44,062	304,402	877,017
24	Federal Ministries	3	351,360	94,128	86,906	532,394	361,901	90,000	550,735	1,595,522
25	Formation	4.5	459,221	127,764	105,957	692,942	472,998	109,057	716,206	2,087,851
26	GBEC	1	66,865	26,472	14,073	107,410	68,871	14,482	111,148	323,787
27	General Convention	12	1,268,525	282,098	302,879	1,853,501	1,234,918	293,610	1,824,731	5,497,441
28	House of Deputies	3	513,842	55,896	47,996	617,733	529,165	48,004	635,859	1,849,703
29	Human Resources	3	392,791	67,656	85,876	546,323	404,575	88,377	563,991	1,648,117
30	Information Technology	6	780,903	196,150	170,272	1,147,325	804,330	175,216	1,185,504	3,308,093
31	Legal	3.5	903,952	104,180	191,354	1,199,486	931,070	196,105	1,236,564	3,611,722
32	Missionary Staff	3	674,471	480,021	153,286	1,307,778	694,705	157,775	1,356,502	3,942,593
33	OGR	5.5	498,903	93,491	91,429	683,824	490,131	89,268	677,565	2,010,293
34	Pastoral Development	3	297,059	82,368	79,511	458,938	391,848	105,687	584,021	1,412,278
35	Presiding Bishop	8	1,418,234	200,242	383,871	2,002,346	1,460,781	398,730	2,069,765	6,047,997
36	Rec & Justice	3	299,310	55,896	77,035	432,241	308,289	79,305	446,285	1,306,463
37	Refugee Loan Collection	3	205,046	28,912	45,815	279,773	211,197	47,138	288,693	828,796
38	Refugee Non-Govt	2	180,000	67,656	37,573	285,229	185,400	38,673	295,112	850,643
40	Transition Ministries & Vocation	2	206,245	29,424	52,932	288,601	212,432	54,481	297,809	867,933
41	Treasurer	9	991,539	157,349	206,795	1,355,683	1,021,285	207,650	1,394,151	4,108,367
42	UTO	2	161,204	55,896	41,175	258,275	166,041	42,383	267,115	777,565
43	Total	140	15,990,896	3,831,193	3,613,985	27,042,061	16,461,005	3,735,684	24,219,442	70,308,328
44										
45	Other includes SECA/FICA, pension, life insurance, ST disability, LT disability, NY family leave, NYC commuter tax									



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 041 Treasurer Authorized to Renew Line of Credit

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the Executive Council authorizes the Treasurer of the Domestic & Foreign Missionary Society (DFMS) to renew the current line of credit with U. S. Bank (Bank).

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 042 EC CCSR Shareholder Engagement Work for 2023-2024

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that the Executive Council, meeting October 27, 2023, approves the 2023-2024 shareholder engagement work plan of the Executive Council Committee on Corporate Social Responsibility (CCSR) as set forth below; and be it further

Resolved, that the Executive Council reaffirms Resolution FIN 155 (October 2021), which in part says "...that, Shareholder engagements, attendance at annual meetings to put forward resolutions, and any other activities should be carried out exclusively by DFMS staff and/or consultants...".

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America

RESOLUCIÓN

Para: Consejo Ejecutivo
 De: La Comisión Mixta Permanente de Finanzas
 Fecha: 27 de octubre de 2023
 Asunto: Trabajo de compromiso de los accionistas de la CCSR de la CE para 2023-2024

Resuelve que el Consejo Ejecutivo, reunido el 27 de octubre de 2023, apruebe el plan de trabajo 2023-2024 sobre la implicación de los accionistas del Comité del Consejo Ejecutivo sobre Responsabilidad Social de las Empresas (CCSR), tal como se expone a continuación; y que además

Resuelto, que el Consejo Ejecutivo reafirma la Resolución FIN 155 (octubre 2021), que en parte dice "...que, los compromisos de los Accionistas, la asistencia a las reuniones anuales para presentar resoluciones, y cualquier otra actividad debe ser llevada a cabo exclusivamente por personal y/o consultores de la DFMS...".

Plan de promoción de la CCSR 2023-2024

D = diálogo **R = resoluciones potenciales** **Óxido= Nueva empresa** **Subrayado= Dirección DFMS**

Nota 1: Los 17 [Objetivos de Desarrollo Sostenible](#) adoptados por las Naciones Unidas en 2015 y por la Convención General en 2018 se enumeran a continuación y se incorporan a este Plan porque son pertinentes para una amplia franja de la misión de la TEC y se aplican transversalmente a la labor de la CCSR en materia de inversión social y ambientalmente responsable.

Nota 2: La DFMS recibe muchas oportunidades de firmar sobre cartas que abordan la responsabilidad social corporativa en temas relacionados con la política de la Iglesia, y el Tesorero determina si firmar dichas cartas tras consultar con el Director de Relaciones Gubernamentales que supervisa las políticas sociales de la Iglesia. El Director de OGR y el Tesorero consultan sobre cualquier carta de inversores dirigida a la Administración o al Congreso.

Nota 3: La CCSR revisa periódicamente las empresas incluidas en las listas de exclusión de la DFMS y puede recomendar que se añadan o eliminen empresas de dichas listas en función de los criterios de cada pantalla de inversión determinados por la Convención General y/o el Consejo Ejecutivo. Las listas de exclusión incluyen tabaco, prisiones privadas, contratos militares de defensa, derechos humanos y combustibles fósiles.

Nota 4: La mayor parte de este trabajo será gestionado por Mercy Investment Services, a excepción del trabajo en zonas afectadas por conflictos y de alto riesgo, que es gestionado por Heartland Initiative.

Nota 5: Los miembros de la CCSR supervisarán, pero no actuarán, en tres áreas adicionales, aparte del plan de trabajo que están llevando a cabo Mercy y Heartland:

- Hacer un seguimiento del [Grupo de Trabajo de Inversores y Pueblos Indígenas | First Peoples Worldwide | Universidad de Colorado](#) Boulder y buscar la colaboración con la Junta de Pensiones de la Iglesia de Inglaterra en cuestiones de minería, especialmente en tierras indígenas. Si bien la minería se considera necesaria para producir materiales como parte de la transición de los combustibles fósiles a la energía limpia, el respeto por las tierras indígenas donde se lleva a cabo dicha minería debe ser primordial. Un miembro de la CCSR participa en el grupo de trabajo de la ICCR que aborda estas cuestiones.
- Hacer un seguimiento de las inversiones y el comportamiento de las empresas con respecto a la salud reproductiva y la atención que afirme el género a través de [Rhia Ventures - Rhia](#). Esto no forma parte de los servicios de Mercy, pero será **supervisado** por los miembros de la CCSR.

Categoría: Derechos Humanos

Asunto: Trata de seres humanos (tanto sexual como laboral)

Objetivos - Trata sexual	2023 Empresa Compromisos	2024 Compromisos de la empresa
❖ Involucrar a las empresas en el cumplimiento de las normas de buenas prácticas para mitigar el tráfico de mano de obra, y la trata de niños y niñas. tráfico sexual de mujeres.	Delta (compañía aérea) United (compañía aérea)	Delta (compañía aérea) (1-6-24) D United (compañía aérea) (15-12-23) D
❖ Involucrar a las empresas en la lucha contra la explotación.	Alphabet (tecnología) Meta (tecnología) Visa (financiera)	Alfabeto (tecnología) (23.12.23) D Meta (tecnología) (12-16-23) R Visa (financiera) (8-3-23) D

Objetivo - Tráfico de mano de obra en Lugar de trabajo y cadena de suministro	2023 Empresa Compromisos	2024 Compromisos de la empresa
❖ Involucrar a las empresas en los esfuerzos para garantizar el cumplimiento de las normas de derechos humanos en su propia mano de obra, cadenas de suministro, incluidos los intermediarios laborales subcontratados, requisitos en los contratos de subcontratación, salario digno y salud y seguridad de los trabajadores. Centrarse en cuestiones de salud mental y diversidad, equidad e inclusión.	Delta (aerolínea) Kroger (minorista de alimentación) United (aerolínea) Procter and Gamble (bienes de consumo)	Delta (compañía aérea) (1-6-24) D Kroger (minorista de alimentación) (1-13-24) R United (compañía aérea) (12-15-23) D Procter and Gamble (bienes de consumo) (por determinar - primavera) R
❖ Oponerse a las tecnologías de vigilancia que restringen derechos humanos		Cartas de adhesión, según proceda

Política TEC

- [1994-D015](#) Reafirmar el apoyo a los derechos humanos: "los derechos civiles y la libertad política son los cimientos universales de cualquier esquema significativo de derechos humanos"
- [2012-A012](#) Instar a los gobiernos a seguir los principios en la adopción de políticas comerciales: "Que el comercio respete y enriquezca, en lugar de socavar, las economías, culturas y pueblos locales".
- [2012-A131](#) Expresar solidaridad con los pueblos indígenas: "hacer de la protección de los derechos de los Pueblos Indígenas una alta prioridad en su defensa de la política exterior de Estados Unidos, incluida la defensa de los acuerdos comerciales, la defensa de los derechos humanos y la protección internacional del medio ambiente"
- [2018-B026](#) Adopción de los Objetivos de Desarrollo Sostenible de las Naciones Unidas
- [2022-D023](#) Apoyo a los cuidadores
- [2022-D020](#) Abordar las implicaciones de la era digital
- [2022-A003](#) Política uniforme de permisos familiares retribuidos
- [2022-A090](#) Aliados para la recuperación

Asunto: Zonas afectadas por conflictos y de alto riesgo

Nota: todos los compromisos de este objetivo cuentan con el apoyo de Heartland Initiative.

Objetivos	2023 Empresa Compromisos	2024 Compromisos de la empresa (Heartland Supported)
<p>❖ Implicar a las empresas con actividades directas o en la cadena de valor en zonas afectadas por conflictos y de alto riesgo en zonas de enfrentamientos civiles y/o laborales o de desprecio racial (por ejemplo, República Democrática del Congo, Israel/Palestina, Rusia, Myanmar, Región Autónoma Uigur de Xinjiang (XUAR), China, frontera entre EE.UU. y México) en procesos reforzados de diligencia debida en materia de derechos humanos para ayudar a garantizar que no están beneficiando financieramente, de forma directa o indirecta, a regímenes represivos y/o grupos armados o participando en prácticas represivas que afecten a poblaciones vulnerables (por ejemplo, defensores de los derechos humanos, trabajadores, pueblos indígenas). que afecten a pueblos indígenas.</p> <p>❖ Desarrollar una Pantalla de Derechos Humanos para Israel/Palestina y zonas afectadas por conflictos como Birmania/Myanmar, Rusia, XUAR, Sudán, etc.</p>	<p>Grupo ABB (material eléctrico) (Extranjero) Booking (viajes) Chevron (petróleo y gas integrados) Cisco Systems (tecnología) Expedia Group (viajes) General Mills (producción alimentaria) Heidelberg (cemento) (Extranjero) JPMorgan Chase (banca) Keysight Technologies (tecnologías) Siemens (tecnología) (Extranjero) TripAdvisor (viajes) Western Digital (tecnología)</p>	<p>Analog Devices (tecnología) (9-22-23) R AXA SA (seguros) (Extranjero) (por determinar) D Reservas (viajes) (12-26-23) R Chevron (petróleo y gas integrados) (12-14-23) R Cisco Systems (tech) (por determinar) R Expedia Group (viajes) (12-22-23) R Heidelberg (cemento) (Extranjero) D <u>Hilton (viajes)</u> (12-8-23) R JPMorgan Chase (banca) (12- 5-23) R Keysight (tech) (9-29-23) D <u>Li Ning (ropa deportiva)</u> (Extranjero) (por determinar) D <u>Marriott (viaje) (11-29-23) R</u> Siemens AG (tecnología) (extranjero)(por determinar) D <u>Trip Advisor(viajes) (29-12-23) R</u></p>

Política TEC

o Resoluciones de la Convención General:

o [2018-B016](#) Únete a la ELCA y desarrolla una pantalla de derechos humanos en el conflicto entre Israel y

Palestina

- [2018-D068](#) *Desarrollar procedimientos para decidir contratar o establecer listas de no compra (desinvertir) de empresas*
- [2003-D008](#) *Instar a Israel a poner fin a la política de demolición de viviendas palestinas*
- [2003-D081](#) *Oponerse a la construcción del muro de seguridad israelí*
- [1997-A107](#) *Reconocer Jerusalén como capital de Israel y Palestina*
- [1994-D065](#) *Reconocer la ilegalidad de los asentamientos israelíes en Gaza y Cisjordania*
- [2022-D024](#) *Condicionar la ayuda militar estadounidense a los derechos humanos*

- o [2022- B008](#) Cese del conflicto en Ucrania
- o [2022- C013](#) Libertad de expresión y derecho de boicot

Asunto: Inmigración/Refugiados/Migración

Objetivos	2023 Empresa Compromisos	2024 Compromisos de la empresa
❖ Implicar a las empresas que emplean a trabajadores inmigrantes (documentados e indocumentados) o en su cadena de suministro, en cuestiones como el trato justo, la atención sanitaria adecuada, el robo de salarios, la formación laboral, el trabajo infantil u otras cuestiones laborales o de derechos humanos en las empresas y/o su suministro. cadenas.	Cartas de adhesión según proceda, cartas de empresa y diálogos con empresas por determinar	Kroger (minorista de alimentación) (1-13-24) R Procter and Gamble (bienes de consumo) (por determinar - primavera) R
❖ Desinversión en prisiones privadas con instalaciones para inmigrantes sobre políticas de derechos humanos, aplicación y divulgación con métricas de aplicación.	Firma en las cartas según proceda	Firma en las cartas según proceda
❖ Implicar a las empresas en la promoción por una reforma justa de la inmigración en Estados Unidos.	Firma en las cartas según proceda	Firma en las cartas según proceda
❖ Trabajar con el sector privado para promover una opinión pública favorable a la inmigración políticas		Colaboración en materia de promoción, según proceda

Política TEC: Inmigración y refugiados

- o Resoluciones:
 - o [2012-A012](#) Instar a los gobiernos a seguir los principios en la adopción de políticas comerciales: "el derecho de todo ser humano a las necesidades básicas de la vida, así como el derecho al trabajo, a percibir salarios y prestaciones justos, a disfrutar de condiciones de trabajo dignas y justas, y a organizarse y afiliarse a asociaciones sindicales"
 - o [2015-C048](#) Apoyar el salario digno y el aumento del salario mínimo
 - o [2015-D067](#) Desinversión de empresas privadas en el negocio penitenciario
 - o [2009-B006](#) Defensor de la reforma de la inmigración

- *EXC102014.34 Instrucciones para las resoluciones de los accionistas: El Consejo Ejecutivo se opone a las prisiones privadas: "el Consejo Ejecutivo de la Iglesia Episcopal declara su oposición a las prisiones y centros de detención con fines de lucro, que a menudo establecen cuotas de ocupación o "camas", capitalizando el encarcelamiento penal, civil o por inmigración de las personas" y "el Consejo Ejecutivo de la Iglesia Episcopal ordena al Tesorero que evite invertir en empresas que poseen y operan prisiones y centros de detención con fines de lucro."*

- [2018-A178](#) *Detener la intensificación y aplicación de políticas y prácticas de inmigración perjudiciales para las mujeres, los padres y los niños migrantes*
- [2018-D009](#) *Principios cristianos para responder a la migración humana*
- [2022-D031](#) *Oposición a la detención y vigilancia de inmigrantes y solicitantes de asilo*
- [2022-DO45](#) *Apoyo a los refugiados y solicitantes de asilo LGBTIQ*

Asunto: Derechos de las culturas y comunidades indígenas

Aunque no forma parte del plan de trabajo de la Misericordia, la CCSR, en el marco de su preocupación por los derechos de las culturas y comunidades indígenas, hará un seguimiento del [Grupo de Trabajo de Inversores y Pueblos Indígenas | First Peoples Worldwide | Universidad de Colorado Boulder](#) y buscará la colaboración con la Junta de Pensiones de la Iglesia de Inglaterra en cuestiones de minería, especialmente en tierras indígenas. Si bien la minería se considera necesaria para producir materiales como parte de la transición de los combustibles fósiles a la energía limpia, el respeto por las tierras indígenas donde se lleva a cabo dicha minería debe ser primordial. Un miembro de la CCSR participa en el grupo de trabajo de la ICCR que aborda estas cuestiones.

Objetivos	2023 Compromisos de la empresa y DFMS Nombre de contacto y correo electrónico	2024 Compromisos de la empresa
<ul style="list-style-type: none"> ○ Mejorar la transparencia y la información sobre las prácticas actuales, la aplicación de las mejores prácticas y las normas del sector, las evaluaciones de impacto sobre los derechos humanos y el desarrollo e impacto en la comunidad. ○ Evaluar los riesgos de las empresas relacionados con los minerales conflictivos y las repercusiones en el medio ambiente y la salud pública. ○ Garantizar que se evalúa el impacto comunitario de las operaciones de la empresa sobre los aspectos socioeconómicos y medioambientales (especialmente en zonas con escasez de agua), incluido el 	Firma en las cartas según proceda	Firma en las cartas según proceda

<p>impacto sobre los más vulnerables, como las mujeres, los indígenas y las personas que viven en la pobreza empobrecido.</p>		
<p>○ Implicar a las empresas de oleoductos para que garanticen el consentimiento libre, previo e informado (CLPI) en la ubicación de los proyectos y la obtención del consentimiento de la comunidad durante todo el proyecto, con especial atención a los indígenas comunidades.</p>	<p>Firma en las cartas según proceda</p>	<p>Firma en las cartas según proceda</p>
<p>○ Implicar a las instituciones financieras para que garanticen que sus políticas abordan los problemas socioeconómicos y medioambientales, en particular el clima y los recursos de agua dulce, así como la financiación de oleoductos y gasoductos en sus prácticas crediticias. Además, implicar a los gestores de activos en sus</p>	<p>Firma en las cartas según proceda</p>	<p>Firma en las cartas según proceda</p>

prácticas de voto por delegación.		
-----------------------------------	--	--

Política del CET: Derechos humanos

- [1994-D015](#) Reafirmar el apoyo a los derechos humanos: "los derechos civiles y la libertad política son los cimientos universales de cualquier esquema significativo de derechos humanos"
- [2012-A012](#) Instar a los gobiernos a seguir los principios en la adopción de políticas comerciales: "Que el comercio respete y enriquezca, en lugar de socavar, las economías, culturas y pueblos locales".
- [2012-A131](#) Expresar solidaridad con los pueblos indígenas: "hacer de la protección de los derechos de los Pueblos Indígenas una alta prioridad en su defensa de la política exterior de Estados Unidos, incluida la defensa de los acuerdos comerciales, la defensa de los derechos humanos y la protección internacional del medio ambiente"
- [2018-B026](#) Adopción de los Objetivos de Desarrollo Sostenible de las Naciones Unidas

Política TEC: Protección medioambiental de las comunidades locales, incluidos los pueblos indígenas

- Resoluciones:
 - [2012-B023](#) Buscar la justicia medioambiental
 - [2015-C013](#) Oponerse al racismo medioambiental
 - EXCI02016.29 Apoyo a la protesta pacífica en la reserva sioux de Standing Rock
 - [2015-C013](#) Oponerse al racismo medioambiental
 - [2022-A088](#) Compromiso con la urgente tarea de abordar el cambio climático mundial y la justicia medioambiental

Categoría: Salud y sanidad

Asunto: Derechos reproductivos:

Tomando nota de la posición de la Iglesia sobre los derechos reproductivos, la CCSR, en la categoría de Salud y Asistencia Sanitaria, hará un seguimiento de la salud reproductiva y la atención de afirmación de género a través de [Rhia Ventures - Rhia](#). Esto no forma parte de los servicios de Mercy, pero será supervisado por los miembros de la CCSR.

Asunto: *Epidemia de opiáceos*

Objetivo	2023 Empresa Compromisos	2024 Compromisos de la empresa
❖ Pregunte a los fabricantes y distribuidores de opiáceos acerca de sus políticas corporativas sobre la comercialización o promoción de medicamentos que conducen a la adicción y cómo asume la empresa la responsabilidad de estas prácticas.	AmerisourceBergen (mayorista) Cardinal (mayorista) CVS (minorista)	<i>Los jefes han puesto el trabajo al sol. Firme las cartas según proceda.</i>

Política TEC: Asistencia sanitaria en EE.UU.

○ Resoluciones

- [2018-D032](#) Defender la igualdad de género, incluidos los derechos reproductivos, en la sanidad
- [2022-D083](#) Hacer frente a la erosión de los derechos reproductivos y la autonomía
- [2022-D066](#) Abordar las restricciones a la atención de afirmación de género
- [2018-C037](#) Respuesta a la epidemia de opioides
- 2017 *Que el Consejo Ejecutivo de la Iglesia Episcopal reunido en San Juan, Puerto Rico del 9 al 11 de junio de 2017 insta a tomar medidas enérgicas para combatir la epidemia del abuso de medicamentos opioides recetados, el consumo de heroína y las muertes por sobredosis en los Estados Unidos; y resuélvase además, Que el Consejo Ejecutivo reconoce el papel que desempeñan los opioides recetados en conducir a la adicción a la heroína y el abuso de otros opioides sintéticos y pide a los episcopales que aboguen por una respuesta coordinada de salud pública, aplicación de la ley y legislativa para erradicar el abuso de opioides y atender a los afectados por la enfermedad de la adicción; y se Resuelve además, Que el Consejo Ejecutivo pide la despenalización de la adicción y reconoce que los esfuerzos anteriores de criminalizar la adicción a las drogas ha tenido profundos impactos en el encarcelamiento, en particular de las personas de color.*
- [2022-A090](#) Aliados para la recuperación en la Iglesia Episcopal
- [2022- C056](#) Promover la equidad y reducir las diferencias en los resultados sanitarios

- [2015-C005](#) - *Aplicar leyes para disminuir la violencia armada*
- [2000-B007](#) - *Solicitud de retirada de pistolas y armas de asalto*
- [1997-D033](#) - *Instar a que se legisle sobre la fabricación segura de pistolas domésticas*
- [1997-C052](#) - *Instar al Congreso a que adopte una legislación eficaz para el control de las armas de mano*
- [2022-B003](#) - *Regulación de las armas fantasma y las armas impresas en 3D*
- [2022- B007](#) - *Intervención comunitaria contra la violencia*

Categoría: Cuidado de la Creación

Asunto: Cambio climático/sostenibilidad

Objetivo - Agua y salud comunidades	2023 Empresa Compromisos	2024 Empresa Compromisos
<ul style="list-style-type: none"> ○ Involucrar a las empresas en objetivos de gestión del agua basados en la ciencia y en el derecho humano al agua, en sus operaciones y en sus cadenas de suministro. Centrarse en la iniciativa "Valorar el agua" de Ceres. 	Campbells (alimentación) Constellation (alcohol) Coca-Cola (alimentación/bebidas)	Campbells (alimentación) (por determinar) D Constellation (alcohol) (2-2-24) R Coca-Cola (alimentos/bebidas) (11-11-23) D <u>Monster (bebida) (12-30-24) R</u>

Objetivos - Cambio climático y un entorno saludable	2023 Empresa Compromisos	2024 Compromisos de la empresa
<ul style="list-style-type: none"> ○ Implicar a las empresas para que adopten objetivos basados en la ciencia para reducir las emisiones de gases de efecto invernadero, adopten tecnologías para controlar y reducir las emisiones de metano, adopten tecnologías energéticas nuevas y más limpias, promuevan la eficiencia, fomenten la transparencia en los informes y protejan a los consumidores, especialmente a los de bajos ingresos. 	Ameren (servicios públicos) Chevron (petróleo y gas) Delta (aerolínea) Marathon Oil (petróleo y gas) Phillips 66 (petróleo y gas)	Ameren (servicios públicos) (11-28-23) D Chevron (petróleo y gas) (12-14-23) D Delta (aerolínea) (1-6-24) D Marathon Oil (petróleo y gas) (12-14-23) D Phillips 66 (petróleo y gas) (12-2-23) D

<p>○ Implicar a las empresas para que mejoren la divulgación pública y la transparencia en la información que presentan las operaciones y productos actuales y futuros de las empresas, incluidos los planes de las empresas para gestionar el riesgo de los activos de carbono y cumplir con un escenario normativo que mantenga el aumento de la temperatura global por debajo de 1,5/2 grados centígrados. umbral.</p>	<p>NextEra (energía) Nucor (acero) Valero (petróleo y gas)</p>	<p>NextEra (energía) (12-7-23) D Nucor (acero) (12-25-23) R <i>Mercy (plomo) pone fin a su compromiso con Valero por falta de progresos</i></p>
<p>○ Involucrar a las empresas para acelerar el progreso hacia un futuro neto cero en el sector alimentario centrado en el Ceres Emisiones alimentarias 50.</p>	<p>Darden (Restaurante) Ingredion (Alimentación y Bebidas)</p>	<p>Darden (Restaurante) (4-9-24) D Ingredion (Alimentación y Bebidas) (12-7-23) R</p>
<p>⊖ Involucrar a las instituciones financieras para que garanticen que las políticas de inversión y préstamos comerciales tienen en cuenta las preocupaciones socioeconómicas y medioambientales, en particular el cambio climático, la gestión del agua, los oleoductos y la financiación en sus prácticas crediticias.</p>	<p>AIG (seguros) JPMorgan Chase (banca) PNC (banca)</p>	<p>AIG (seguros) (30-11-23) D JPMorgan Chase (banca) (5-12-23) D PNC (banca) (11-16-23) D</p>
<p>○ Con el Fondo de Pensiones de la Iglesia, añadir como experto en sostenibilidad en la junta directiva para abogar por un impacto positivo en el medio ambiente. CO21</p>	<p><u>Chewy (artículos para mascotas)</u></p>	<p><u>Chewy (artículos para mascotas) (1-26-24) D</u></p>

<p>○ Implicar a las empresas para que garanticen que el impacto positivo de sus operaciones en la sociedad, la economía local y el medio ambiente se evalúa adecuadamente y se comunica de forma transparente (informes de sostenibilidad), incluidas las cuestiones de justicia medioambiental y el impacto en los más vulnerables, como las mujeres, los indígenas y las personas que viven en la pobreza empobrecido.</p>	<p><u>Chewy (artículos para mascotas)</u></p>	<p><u>Chewy (artículos para mascotas) (1-26-24) D</u></p>
--	---	---

Política TEC: Cambio climático y medio ambiente sano

○ *Resoluciones:*

- [2015-A170](#) *Abogar por políticas seguras de producción de alimentos y trabajo agrícola: "apoyar las políticas públicas y las leyes diseñadas para proteger el entorno natural de nuestra Tierra y proteger la capacidad de la humanidad para producir alimentos para las generaciones venideras, incluidas las restricciones sobre el uso excesivo de pesticidas, las prácticas agrícolas industriales nocivas (por ejemplo, el hacinamiento del ganado y el monocultivo) y el carbono",*

metano y la contaminación por nitrógeno en todo el sistema alimentario, que amenazan la salud animal y humana, dañan el suelo y ponen en peligro el clima para las generaciones futuras".

- [2009-C011](#) Dirige la defensa de las energías renovables y la protección del medio ambiente
- [2015-B006](#) Sobre el tema de la afirmación de las tecnologías de ingeniería genética - Acción legislativa tomada: Rechazada
- La resolución de 2009 insta a realizar más estudios, pero no contiene ninguna recomendación: [2012-A013](#) Estudiar el impacto de los cultivos y organismos modificados genéticamente.
- [2015- C045](#) Invertir en energías limpias y renovables
- [2018-C021](#) Abogar por la experiencia en sostenibilidad en los consejos de administración de las empresas
- [2018-A020](#) Desinversión en combustibles fósiles y reinversión en energías renovables limpias
- [2018-B026](#) Adopción de los Objetivos de Desarrollo Sostenible de las Naciones Unidas
- [2022-C015](#) Retención de carbono - Crea un programa interno de compensación de carbono
- [2022-C016](#) Cambio climático - Préstamos intensivos en carbono
- [2022-A087](#) Neutralidad neta de carbono para 2030
- [2022-D064](#) Respaldar y fomentar la legislación sobre el "trato verde"
- [2022- AO89](#) Desinversión y transición justa

Categoría: Gobernanza empresarial y rendición de

cuentas Asunto: Gobernanza y diversidad

Objetivos	2023 Empresa Compromisos	2024 Compromisos de la empresa
<ul style="list-style-type: none"> ❖ Comprometer a las empresas a abordar la diversidad en los consejos de administración para incluir a mujeres y personas de color ❖ Comprometer a las empresas para que aborden las desigualdades de ingresos, las disparidades raciales y otras cuestiones relacionadas con el capital humano para promover una sociedad más justa. sociedad. 	Johnson & Johnson (farmacia) United Health (farmacia)	Johnson & Johnson (farma) (16-11-23) R United Health (farmacia) (12-22-23) R
<ul style="list-style-type: none"> ○ Implicar a las empresas para que aborden el gasto político, las contribuciones a grupos de presión y asociaciones comerciales y otras ayudas financieras, como anuncios políticos y pertenencia a asociaciones comerciales para cuestiones climáticas. ○ Garantizar que las empresas alineen sus declaraciones públicas con 	Johnson & Johnson (farmacia) UPS (envíos) Walt Disney (entretenimiento)	UPS (envío) (11-21-23) D

Los valores declarados coinciden con las peticiones de los grupos de presión sobre regulación, inversiones y que las peticiones estén en consonancia con la transformación de industrias que son perjudiciales.		
---	--	--

Política del TEC: Convención General:

- [2009-D042](#) *Renovar el apoyo a la aprobación de la Enmienda sobre Igualdad de Derechos*
- [2018-B026](#) *Adopción de los Objetivos de Desarrollo Sostenible de las Naciones Unidas - véanse los objetivos 5 y 10*
- [2018-B002](#) *Defender la transparencia y la lucha contra la corrupción*
- [2022-A160](#) *Estudio de orientación sobre la criptomoneda*

Textos aproximados de las resoluciones que se presentarán en la temporada de accionistas 2023-2024

Nota: Todas las resoluciones de los accionistas aprobadas por el Consejo Ejecutivo están sujetas a revisión por la Comisión del Mercado de Valores (SEC) de conformidad con las normas de la SEC desarrolladas de vez en cuando, si la empresa solicita dicha revisión. Por consiguiente, toda resolución por la que se apruebe un texto incluirá expresiones tales como "dicho texto o su equivalente sustantivo" con el fin de dar cabida a los ajustes del texto necesarios para cumplir cualquier requisito de la SEC en cualquier instancia posterior a dicha revisión. Además, algunos textos de resoluciones se perfeccionan tras consultar con socios ecuménicos del Centro Interreligioso para la Responsabilidad Corporativa (ICCR) antes de los plazos de presentación. Estas mejoras no son sustanciales, sino pertinentes para las empresas destinatarias concretas.

Evaluación de la equidad salarial y de prestaciones Se presentará a Kroger o a otros a través del acuerdo ICCR

SE RESUELVE que los accionistas soliciten al consejo que encargue y publique un informe sobre (1) si la empresa participa en prácticas de remuneración y mano de obra que dan prioridad a los resultados financieros de la empresa frente a los costes y riesgos económicos y sociales creados por la desigualdad de ingresos y las disparidades raciales y de género y (2) la forma en que dichos costes y riesgos amenazan los rendimientos de los accionistas diversificados que dependen de una economía estable y productiva.

CONSIDERANDO:

Kroger emplea a casi 420.000 empleados y, aunque la empresa ha aumentado los salarios y ampliado los beneficios para los asociados en 2022, el salario *medio* por hora de Kroger es de sólo 17 dólares,¹ sin que se revele el número, o la demografía, de los asociados que ganan esta cantidad o más. Esto sitúa a la empresa por detrás de un número cada vez mayor de minoristas que han aumentado sus salarios *iniciales* hasta al menos 15 dólares la hora.² La remuneración total en 2021 del asociado medio de Kroger fue de 1,5 millones de euros. 26.763 dólares.³ Aunque la plantilla de la empresa está compuesta en un 50,4% por mujeres y en un 38,5% por minorías, estos grupos sólo representan el 33% y el 26% de los jefes de tienda.⁴

Más de la mitad de la población estadounidense no llega a ganar un salario digno.⁵ Según el MIT, el salario digno medio nacional es de 17,46 dólares por hora, lo que equivale a 36.311 dólares anuales.⁶ El salario mínimo federal actual es de 7,25 dólares y se aplica en 20 estados.

Una encuesta de JUST Capital muestra que el 87% de los estadounidenses afirman que las grandes empresas de EE.UU. tienen la responsabilidad de aumentar regularmente los salarios para mantenerlos a la altura del creciente coste de la vida.⁷

Aumentar los salarios de los que menos ganan es fundamental para garantizar una economía equitativa que no deje a nadie atrás al tiempo que promueve la prosperidad compartida, y es útil para acabar con las diferencias salariales entre hombres y mujeres y entre razas.⁸

La Oficina Presupuestaria del Congreso calcula que la desigualdad de ingresos ha aumentado entre 1979 y 2019, incluso después de tener en cuenta las transferencias y los impuestos⁹.

La investigación revela que:

- La desigualdad de ingresos frena el crecimiento económico de EE.UU. al reducir la demanda entre un 2% y un 4%¹⁰.
- Un aumento del 1% de la desigualdad conlleva una pérdida del 1,1% del PIB per cápita. ¹¹

Una desigualdad excesiva aumenta los costes sanitarios y disminuye el valor del capital humano.¹² Al pagar a sus empleados menos de un salario digno, la empresa aumenta sus márgenes y, por tanto, sus resultados financieros. Pero el aumento de los beneficios de la empresa a expensas de la sociedad y la economía es un mal negocio para la mayoría de los accionistas de la empresa, que están diversificados y confían en un crecimiento económico amplio para alcanzar sus objetivos financieros. Los costes y riesgos creados por la desigualdad reducirán directamente la rentabilidad de las carteras diversificadas a largo plazo.

El 10-K de Kroger, informa de un beneficio operativo de 3.500 millones de dólares y enumera los costes laborales y la inflación entre los riesgos que podrían afectar negativamente a la situación financiera de la empresa,¹³ pero no tiene en cuenta los costes que sus prácticas de remuneración tienen para la economía en general y para el inversor diversificado.

Evaluación de impacto sobre los derechos humanos Se volverá a presentar a Smith & Wesson

SE RESUELVE: Los accionistas ordenan al consejo de administración de Smith & Wesson Brands, Inc. (Smith & Wesson) que supervise una Evaluación de Impacto sobre los Derechos Humanos realizada por un tercero independiente que evalúe y elabore recomendaciones para mejorar los impactos sobre los derechos humanos de sus políticas, prácticas y productos, más allá de las cuestiones legales y reglamentarias. Las aportaciones de las partes interesadas, incluidas las organizaciones de derechos humanos, los empleados y los clientes, deben tenerse en cuenta a la hora de determinar las cuestiones específicas que deben evaluarse. Antes del 1 de agosto de 2024 deberá publicarse en el sitio web de la empresa un informe sobre la evaluación, elaborado a un coste razonable y omitiendo la información confidencial o sujeta a derechos de propiedad.

CONSIDERANDO:

Los Principios Rectores de las Naciones Unidas sobre las Empresas y los Derechos Humanos (UNGP) establecen que las empresas tienen la responsabilidad de respetar los derechos

humanos en sus operaciones y a lo largo de sus cadenas de valor. Esta responsabilidad exige que las empresas conozcan sus riesgos e impactos sobre los derechos humanos; tomen medidas concretas para prevenir, mitigar y remediar los impactos adversos cuando se produzcan; y comuniquen públicamente cómo están abordando sus impactos más graves sobre las personas relacionadas con su negocio.

La letalidad inherente a las armas de fuego expone a todos los fabricantes de armas a elevados riesgos en materia de derechos humanos. Smith & Wesson admite que "reducir el daño causado por el uso ilegal o indebido de cualquier producto, incluidas las armas de fuego, es una cuestión de interés público legítimo... y que en la medida en que podamos tomar medidas eficaces para mitigar el daño... podríamos mejorar los derechos de los propietarios legales de armas".

De hecho, se trata de un problema generalizado y exclusivamente estadounidense. Según los Centros para el Control y la Prevención de Enfermedades, hubo más de 48.830 muertes por armas de fuego en 2021, y las armas de fuego se han convertido en la principal causa de muerte infantil en Estados Unidos, superando a todas las demás causas en 2022. El 80,7% de todos los homicidios y el 54,8% de todos los suicidios en 2021 involucraron armas de fuego y los estadounidenses fueron asesinados por armas de fuego a la tasa más alta en 30 años. Un estudio de 2022 de la Universidad de Chicago Harris Public Policy y NORC Center for Public Affairs Research encontró que el 75% cree que "la violencia armada es un problema importante en los Estados Unidos", y alrededor de "4 de cada 10 estadounidenses creen que es al menos algo probable que se conviertan en una víctima de la violencia armada en los próximos cinco años."

En 2019, en respuesta a una propuesta de los accionistas que logró un apoyo mayoritario, Smith & Wesson publicó un informe sobre sus medidas para abordar la seguridad de las armas. Cabe señalar que este informe no propuso soluciones significativas para abordar la violencia armada, ni evaluó o abordó los riesgos para los derechos humanos de la empresa.

Evaluación de impacto sobre los derechos humanos Se volverá a presentar a Sturm Ruger

Resuelto: Los accionistas de Sturm Ruger & Co., Inc. ("Ruger") solicitan que el Consejo de Administración emita un informe, a un coste razonable y excluyendo la información privada, evaluando si las prácticas de publicidad y marketing de Ruger pueden plantear riesgos financieros y/o de reputación suficientes como para tener un impacto material en las finanzas y operaciones de la compañía debido a los niveles de violencia con armas de fuego.

Considerando que:

El escrutinio legislativo, mediático y público en torno a la conexión entre la comercialización de armas de fuego, especialmente entre los hombres jóvenes, y los episodios de violencia armada es cada vez más frecuente. The Atlantic informó recientemente sobre un "mercado (de armas de fuego) táctico emergente" y una tendencia en la publicidad que "redujo el estigma social... por la comercialización vanguardista de rifles de estilo militar", afirmando que "la mala comercialización de armas de fuego nos ha dado una pesadilla nacional".

Según Michael Siegel, de la Facultad de Medicina de Tufts, que estudia la intersección de las armas de fuego, el marketing y la salud pública, los fabricantes de armas de fuego "pueden influir enormemente en la cultura de las armas a través de sus prácticas publicitarias y de marketing". El marketing de la industria "influye en una serie de aspectos de la cultura de las

armas, como la finalidad o los usos que se perciben de las armas; las imágenes, los símbolos, los valores y la identidad que se asocian a la posesión de armas; y, por supuesto, la composición demográfica de la población propietaria de armas".

Aunque los fabricantes de armas de fuego han encontrado inmunidad frente a la responsabilidad en virtud de la Ley de Protección del Comercio Legal de Armas, pierden la protección si "[u]na acción en la que un fabricante o vendedor de un producto cualificado violó a sabiendas una ley estatal o federal aplicable a la venta o comercialización del producto, si la violación fue una causa próxima del daño por el que se solicita la reparación". Entre los ejemplos recientes de responsabilidad real y potencial de empresas de armas de fuego se incluyen:

- Remington llegó a un acuerdo por 73 millones de dólares con las familias de las víctimas del tiroteo de Sandy Hook, que alegaron que la comercialización de la empresa violaba la ley de consumo de Connecticut;
- Las víctimas de la masacre del desfile de Highland Park (Illinois) demandaron a Smith & Wesson por "dirigir ilegalmente sus anuncios a jóvenes con riesgo de cometer actos de violencia masiva"; y
- Las familias de las víctimas de la masacre de la escuela de Uvalde demandaron a Daniel Defense por "tácticas de marketing agresivas que ponen en peligro imprudentemente a los niños."

En julio de 2022, el Comité de Supervisión de la Cámara de Representantes celebró una audiencia con fabricantes de armas, entre ellos nuestro Consejero Delegado (CEO) Christopher Killoy, sobre las Prácticas y Beneficios de los Fabricantes de Armas, "en busca de información sobre su venta y comercialización de rifles semiautomáticos estilo AR-15 y armas de fuego similares".

Antes de la audiencia, el Comité publicó pruebas de que los fabricantes de armas "utilizaban tácticas de venta perturbadoras, como comercializar armas mortíferas como una forma de que los jóvenes demostraran su hombría".

A preguntas del Comité sobre el seguimiento que hace Ruger de los sucesos violentos asociados a sus productos, Killoy admitió que Ruger se entera de ellos "a través de su 'departamento de atención al cliente', de los medios de comunicación o de demandas ocasionales".

Los accionistas creen que una evaluación de las prácticas de marketing y publicidad de Ruger puede ayudar a garantizar que no están contribuyendo a una cultura de violencia con armas de fuego y aumentando así los riesgos para nuestra empresa.

Explotación sexual infantil en línea Se volverá a presentar en Meta

SE RESUELVE: Los accionistas ordenan al consejo de administración de Meta Platforms, Inc. que publique una Evaluación del Impacto sobre los Derechos Humanos (EIDH) realizada por un tercero independiente, en la que se examinen las repercusiones reales y potenciales sobre los

derechos humanos de las políticas y prácticas de publicidad selectiva de Facebook en todas sus operaciones comerciales. Esta EIDH debe realizarse a un coste razonable, omitir la información confidencial y sujeta a derechos de propiedad, así como la información relevante para litigios o acciones coercitivas, y publicarse en el sitio web de la empresa antes del 1 de junio de 2024.

CONSIDERANDO: El modelo de negocio de Facebook se basa casi por completo en los anuncios, con casi el 97% de los ingresos globales de Facebook en 2021 generados por la publicidad. Los ingresos publicitarios de Facebook se situaron en más de 114.000 millones de dólares en 2021, un nuevo récord para la empresa y un aumento significativo con respecto a años anteriores.

Los sistemas algorítmicos se despliegan para permitir la entrega de anuncios dirigidos, determinando lo que ven los usuarios, lo que da lugar y exacerba la discriminación sistémica y otras violaciones de los derechos humanos. Los datos utilizados para permitir la orientación de dichos anuncios incluyen datos personales y de comportamiento de los usuarios de Facebook, lo que expone aún más a Facebook a violaciones de la privacidad de los usuarios. Facebook fue multada con 5.000 millones de dólares por tales violaciones de la privacidad por la Comisión Federal de Comercio de Estados Unidos en 2019.

A lo largo del último año, la publicidad digital ha seguido siendo examinada con lupa. Titulares como "Los anuncios digitales se hunden" ponen de relieve las preocupaciones que rodean a esta práctica, como un mercado cada vez más saturado. Invirtiendo en verdaderos procesos de diligencia debida en materia de derechos humanos a través de una EIDH, Meta podría utilizar su actual posición de dominio para liderar el camino hacia el centrado en los derechos humanos dentro de su negocio, lo que también serviría para separarla de sus competidores.

Aunque aplaudimos la publicación del primer informe sobre derechos humanos de la empresa en 2022, observamos que la cuestión de la publicidad selectiva fue prácticamente ignorada, ya que la empresa no reconoció los riesgos materiales que plantea para los derechos humanos. Recientemente, la Fundación para la Investigación y la Educación sobre el Alcohol (FARE) auditó la transparencia publicitaria de siete grandes plataformas digitales, entre ellas Meta. Descubrieron que Meta no era lo suficientemente transparente como para que el público entendiera qué publicidad publica y cómo se orienta. De hecho, Facebook no publica datos sobre supuestas infracciones de las políticas que sí tienen, lo que hace imposible saber si son eficaces.

Existe un creciente consenso mundial entre expertos de la sociedad civil, académicos y responsables políticos sobre el hecho de que la publicidad dirigida puede conducir a la erosión de los derechos humanos. La legislación en Europa y Estados Unidos está a punto de restringir severamente o incluso prohibir los anuncios dirigidos.

El modelo de negocio de Facebook se basa en una única fuente de ingresos: la publicidad. La publicidad selectiva, dada la preocupación en torno a la equidad, la responsabilidad y la transparencia del sistema algorítmico subyacente, ha sido objeto de un intenso escrutinio por sus efectos adversos sobre los derechos humanos, y podría enfrentarse a una importante regulación. Se trata de un riesgo importante para los inversores. Una EIDH sólida permitirá a la empresa identificar, abordar, mitigar y prevenir mejor estos impactos adversos sobre los derechos humanos que exponen a la empresa a riesgos de reputación, legales, empresariales y financieros.

Zonas de conflicto y áreas de alto riesgo

Diligencia debida en materia de derechos humanos en el informe CAHRA Se presentará a Analog Devices

***SE RESUELVE:** Los accionistas solicitan que el Consejo de Administración encargue un informe independiente a terceros, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre el proceso de diligencia debida de Analog Devices International (ADI) para determinar si el uso que hacen sus clientes de sus productos o servicios contribuye o está relacionado con violaciones del derecho internacional.*

Declaración de apoyo:

Estados Unidos y la UE han impuesto una serie de sanciones y controles a la exportación sin precedentes contra el Estado ruso y las empresas de su propiedad y afiliadas en respuesta a la invasión ilegal de Ucrania. El 21 de septiembre, Vladimir Putin anunció una "movilización parcial", exigiendo a todas las organizaciones públicas y privadas que ayudaran en el reclutamiento de empleados elegibles y proporcionaran medios materiales para apoyar el esfuerzo de guerra; El Royal United Services Institute (RUSI) informó de que ADI y Texas Instruments fueron los fabricantes originales de aproximadamente el 25% de los productos de doble uso globales encontrados en 27 sistemas de armas rusos utilizados en la invasión, incluyendo misiles balísticos y de crucero, municiones de precisión y guerra electrónica. RUSI señala que "los exportadores estadounidenses de estos productos [tenían] la obligación de asegurarse de que no estaban destinados a un usuario final prohibido, o a ser utilizados en un uso final prohibido."

El uso de los productos de ADI durante la invasión rusa de Ucrania puede acarrear mayores riesgos para los derechos humanos y materiales desde el punto de vista financiero, debido a la violación de las sanciones y controles a la exportación estadounidenses y de la UE, de los Principios Rectores de la ONU sobre Empresas y Derechos Humanos y de las políticas de TI en materia de derechos humanos, así como a la complicidad en las violaciones del derecho internacional por parte de Rusia.

Dado que los riesgos para los derechos humanos pueden ser especialmente graves en las zonas afectadas por conflictos y de alto riesgo (ZACAR), caracterizadas por abusos generalizados de los derechos humanos y violaciones de la legislación nacional o internacional, los UNGP exigen una mayor diligencia debida en materia de derechos humanos. La Corporación Financiera Internacional señala que las empresas de estas zonas "se enfrentan a riesgos empresariales mucho mayores que los de otros mercados emergentes", como destrucción de capital físico, muertes y lesiones, débil control estatal, falta de seguridad e interrupciones en la cadena de suministro.

Para mitigar los riesgos asociados a la conducta de los clientes, las empresas llevan a cabo la diligencia "Conozca a su cliente" (KYC) junto con programas de cumplimiento de sanciones. Los accionistas buscan información, a discreción del consejo y la dirección, a través de un

informe que describe las TI:

- Proceso de cumplimiento de las sanciones y el control de las exportaciones para garantizar que los productos de doble uso no sean utilizados por usuarios proscritos o para usos proscritos en relación con la invasión de Rusia;
- Planes para hacer frente a los riesgos asociados a la orden de movilización parcial de Putin;

- El papel del Consejo de Administración en la supervisión de la identificación y gestión de los riesgos asociados a la invasión de Rusia;
- Determinación de si es necesario un proceso de diligencia debida KYC para abordar los riesgos materiales asociados a la invasión y a través de CAHRA, o si existe un KYC, si es suficiente; y
- Evaluación de los riesgos jurídicos, reglamentarios y de reputación para el valor de los accionistas planteados por el uso de productos de TI en relación con la guerra y en toda la CAHRA.

Diligencia debida en materia de derechos humanos en el informe de la CAHRA

Se presentará a Booking Holdings, Expedia y TripAdvisor

***SE RESUELVE:** Los accionistas solicitan que el Consejo de Administración encargue un informe independiente a terceros, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre la aplicación por parte de Booking/Expedia/Tripadvisor de la política de derechos humanos de la empresa, especialmente en lo relativo a los riesgos para los viajeros y las comunidades locales en zonas afectadas por conflictos y de alto riesgo (CAHRA).*

Declaración de apoyo:

Los riesgos para los derechos humanos pueden ser especialmente graves en las zonas afectadas por conflictos y de alto riesgo, caracterizadas por abusos generalizados de los derechos humanos y violaciones de la legislación nacional o internacional. El número y la intensidad de estas zonas están aumentando en todo el mundo, y el Banco Mundial estima que para 2030 dos tercios de los pobres del mundo vivirán en entornos caracterizados por la fragilidad, los conflictos y la violencia, lo que supone riesgos para las personas, las empresas y los accionistas. Dado que el riesgo de graves violaciones de los derechos humanos es comparativamente mayor en estas zonas, los Principios Rectores piden a las empresas que ejerzan una mayor diligencia debida en materia de derechos humanos.

Los CAHRA también se caracterizan por una mayor prevalencia de riesgos materiales -legales, operativos y financieros- para las empresas y sus accionistas. Como señala la Corporación Financiera Internacional, los entornos frágiles y afectados por conflictos "se enfrentan a riesgos empresariales mucho mayores que los de otros mercados emergentes", como la destrucción de capital físico, así como muertos y heridos, un control estatal débil, falta de seguridad e interrupciones en la cadena de suministro.

Booking/Expedia/TripAdvisor facilitan alojamiento, vuelos y transporte terrestre, así como otras experiencias a los viajeros en casi todos los países del mundo, incluidos necesariamente algunos de la CAHRA. Las operaciones y relaciones en CAHRA presentan mayores riesgos en materia de derechos humanos para los viajeros y las comunidades locales, lo que puede dar lugar a riesgos financieros importantes para la empresa y sus accionistas.

Los accionistas buscan información, a discreción del consejo y la dirección, a través de un informe que:

- Describe cómo la empresa supervisa y hace cumplir sus políticas de derechos

- humanos y otras políticas relacionadas (por ejemplo, antidiscriminación) en CAHRA;
- Analiza cómo la empresa decide emprender y, en última instancia, lleva a cabo evaluaciones de impacto sobre los derechos humanos (EIDH) en CAHRA;

- Revela los riesgos relacionados con los derechos humanos y los conflictos para los viajeros y las comunidades locales, así como las conclusiones de las evaluaciones de impacto sobre los derechos humanos.
- Evalúa si se necesitan políticas adicionales para complementar la actual política de derechos humanos de la empresa para evitar causar o contribuir a violaciones de los derechos humanos en la CAHRA.

Diligencia debida en materia de derechos humanos en el informe CAHRA Se presentará a Chevron

SE RESUELVE: Los accionistas solicitan que Chevron evalúe e informe a los accionistas, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre el enfoque de la empresa para mitigar los riesgos operativos y de derechos humanos asociados a las actividades empresariales en zonas afectadas por conflictos y de alto riesgo (CAHRA).

Declaración de apoyo:

La *Política de Derechos Humanos* de Chevron compromete a la empresa a respetar los derechos humanos enumerados en la Declaración Universal de Derechos Humanos y la Declaración de la Organización Internacional del Trabajo relativa a los Principios y Derechos Fundamentales en el Trabajo y a adherirse a los principios establecidos en los Principios Rectores de las Naciones Unidas sobre las Empresas y los Derechos Humanos (UNGP), los Principios Voluntarios sobre Seguridad y Derechos Humanos y las Normas de Desempeño de la Corporación Financiera Internacional.

El Consejo de Normas de Contabilidad para la Sostenibilidad (SASB) considera que la proximidad a los conflictos es una métrica contable para la industria del petróleo y el gas, que debe evaluarse y revelarse como un riesgo material para los accionistas. Dentro del mismo tema, el SASB pide a las empresas que revelen los resultados de "[d]iscusión de los procesos de compromiso y las prácticas de diligencia debida con respecto a los derechos humanos, los derechos de los indígenas y la operación en zonas de conflicto."

Las operaciones y relaciones de Chevron en zonas afectadas por conflictos y de alto riesgo (CAHRA, por sus siglas en inglés), entre las que se incluyen Angola, Guinea Ecuatorial, Irak, Kazajstán, Myanmar y Arabia Saudí, exponen a la empresa a mayores riesgos en materia de derechos humanos y financieros, que deben evaluarse, abordarse y sobre los que debe informarse de acuerdo con los UNGP y el SASB.

Para mitigar los mayores riesgos, las principales empresas llevan a cabo evaluaciones de impacto sobre los derechos humanos basadas en marcos internacionales, como los Principios Rectores de las Naciones Unidas, que instan a las empresas a aplicar una diligencia debida reforzada en las zonas de conflicto debido a las graves y generalizadas violaciones de los derechos humanos endémicas de dichas zonas.

Los accionistas buscan información, a discreción del consejo y la dirección, a través de un informe que:

- Evalúa si se necesitan políticas adicionales para complementar la actual Política de Derechos Humanos de Chevron para evitar causar o contribuir a violaciones de los derechos humanos en CAHRA; y
- Describe el proceso de la empresa para realizar evaluaciones de impacto sobre los derechos humanos en CAHRA.

Diligencia debida en materia de derechos humanos en el informe CAHRA Se presentará a Cisco Systems

***SE RESUELVE:** Los accionistas solicitan que el Consejo de Administración encargue un informe independiente a terceros, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre el proceso de diligencia debida de Cisco Systems (Cisco) para determinar si el uso que hacen sus clientes de sus productos o servicios contribuye o está vinculado a violaciones del derecho internacional en zonas afectadas por conflictos y de alto riesgo (CAHRA).*

Declaración de apoyo:

Los riesgos para los derechos humanos pueden ser especialmente graves en las zonas afectadas por conflictos y de alto riesgo, caracterizadas por abusos generalizados de los derechos humanos y violaciones de la legislación nacional o internacional. El número y la intensidad de estas zonas están aumentando en todo el mundo, y el Banco Mundial estima que para 2030 dos tercios de los pobres del mundo vivirán en entornos caracterizados por la fragilidad, los conflictos y la violencia, lo que supone riesgos para las personas, las empresas y los accionistas. Dado que el riesgo de graves violaciones de los derechos humanos es comparativamente mayor en estas zonas, los Principios Rectores piden a las empresas que ejerzan una mayor diligencia debida en materia de derechos humanos.

Los CAHRA también se caracterizan por una mayor prevalencia de riesgos materiales -legales, operativos y financieros- para las empresas y sus accionistas. Como señala la Corporación Financiera Internacional, los entornos frágiles y afectados por conflictos "se enfrentan a riesgos empresariales mucho mayores que los de otros mercados emergentes", como la destrucción de capital físico, así como muertos y heridos, un control estatal débil, falta de seguridad e interrupciones en la cadena de suministro.

Las relaciones de Cisco con clientes en el CAHRA, incluidos, entre otros, el Territorio Palestino Ocupado, los Altos del Golán, Osetia del Sur y Abjasia y Transnistria ocupados por Rusia, Chipre del Norte ocupado por Turquía, Arabia Saudí y los Emiratos Árabes Unidos, pueden crear un mayor riesgo de contribuir a violaciones de los UNGP, de la Política Global de Derechos Humanos de Cisco y de las declaraciones de posición, así como del derecho internacional humanitario y de los derechos humanos, que podrían tener un impacto material en los activos de los accionistas.

Para mitigar los riesgos asociados a la conducta de los clientes, las empresas llevan a cabo la diligencia "Conozca a su cliente" (KYC) junto con programas de cumplimiento de sanciones.

Los accionistas buscan información, a discreción del consejo y de la dirección, a través de un informe que describe las actividades de Cisco:

- Papel del Consejo de Administración en la supervisión de la identificación y gestión de riesgos asociados al uso que hacen los clientes de los productos y servicios de la CAHRA;
- Enfoque para determinar si el uso indebido de sus productos y servicios por parte

de los clientes puede contribuir a violaciones del Derecho internacional humanitario en territorios ocupados; y

- Determinación de si es necesario un proceso de diligencia debida KYC para abordar los riesgos materiales asociados a la invasión y a través de la CAHRA, o si existe un KYC, si es suficiente.

Evaluación de los riesgos jurídicos, normativos y de reputación para el valor de los accionistas que plantea el uso de productos de TI en relación con la guerra y en toda la CAHRA.

Diligencia debida en materia de derechos humanos en el informe CAHRA Se presentará a Hilton y Marriott

RESUELVO: Los accionistas solicitan que Hilton/Marriott evalúe e informe a los accionistas, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre el enfoque de la empresa para mitigar los derechos humanos y los riesgos materiales asociados a las actividades empresariales en zonas afectadas por conflictos y de alto riesgo (CAHRA).

Declaración de apoyo:

Los riesgos para los derechos humanos pueden ser especialmente graves en las zonas afectadas por conflictos y de alto riesgo, caracterizadas por abusos generalizados de los derechos humanos y violaciones de la legislación nacional o internacional. El número y la intensidad de estas zonas están aumentando en todo el mundo, y el Banco Mundial estima que para 2030 dos tercios de los pobres del mundo vivirán en entornos caracterizados por la fragilidad, los conflictos y la violencia, lo que supone riesgos para las personas, las empresas y los accionistas. Dado que el riesgo de graves violaciones de los derechos humanos es comparativamente mayor en estas zonas, los Principios Rectores piden a las empresas que ejerzan una mayor diligencia debida en materia de derechos humanos.

Los CAHRA también se caracterizan por una mayor prevalencia de riesgos materiales -legales, operativos y financieros- para las empresas y sus accionistas. Como señala la Corporación Financiera Internacional, los entornos frágiles y afectados por conflictos "se enfrentan a riesgos empresariales mucho mayores que los de otros mercados emergentes", como la destrucción de capital físico, así como muertos y heridos, un control estatal débil, falta de seguridad e interrupciones en la cadena de suministro.

Las operaciones globales de Hilton/ Marriott incluyen cerca de XXX propiedades y aproximadamente XXX millones de habitaciones en XXX países y territorios, incluidos numerosos CAHRA, lo que expone a la empresa y a sus accionistas a importantes riesgos materiales y de derechos humanos.

Los accionistas buscan información, a discreción del consejo y la dirección, a través de un informe que:

- Evalúa si se necesitan políticas adicionales para complementar la actual Política de Derechos Humanos de Hilton/Marriott para evitar causar o contribuir a violaciones de los derechos humanos en CAHRA; y
- Describe el proceso de la empresa para realizar evaluaciones de impacto sobre los derechos humanos en CAHRA.

Diligencia debida en materia de derechos humanos en el informe CAHRA Se presentará a JPMorgan Chase

***SE RESUELVE:** Los accionistas solicitan que JPMorgan Chase (JPMC) evalúe e informe a los accionistas, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre el enfoque de la empresa para mitigar los derechos humanos y los riesgos materiales asociados a las actividades empresariales en zonas afectadas por conflictos y de alto riesgo (CAHRA).*

Declaración de apoyo:

Los riesgos para los derechos humanos pueden ser especialmente graves en las zonas afectadas por conflictos y de alto riesgo, incluidas las situaciones de conflicto armado internacional, conflicto armado interno y ocupación militar, en las que los abusos de los derechos humanos y las infracciones del Derecho Internacional Humanitario (DIH) están ampliamente documentados. A la luz de los graves riesgos endémicos de estas zonas, los UNGP exigen una mayor diligencia debida. Según el *Financial Times*, JPMC afirma que se toma "muy en serio" las violaciones de los derechos humanos. Cualquier empresa con presuntas o probadas violaciones de los principios [del Pacto Mundial de la ONU], incluidas las violaciones de los derechos humanos, es objeto de escrutinio y puede dar lugar a un mayor compromiso o a su eliminación de la cartera".

Los CAHRA también se caracterizan por una mayor prevalencia de riesgos materiales -legales, operativos y financieros- para las empresas y sus accionistas. Como señala la Corporación Financiera Internacional, los entornos frágiles y afectados por conflictos "se enfrentan a riesgos empresariales mucho mayores que los de otros mercados emergentes", como la destrucción de capital físico, así como muertos y heridos, un control estatal débil, falta de seguridad e interrupciones en la cadena de suministro.

Las operaciones y relaciones de JPMC en el CAHRA, incluidos, entre otros, Rusia, Myanmar, Venezuela, Mozambique y Kazajistán, pueden exponer a la empresa a riesgos materiales y de derechos humanos -legales, operativos y financieros- al contribuir a violaciones del derecho internacional humanitario y de los derechos humanos, de los UNGP, de las leyes de Estados Unidos y de los propios compromisos y *Política de Derechos Humanos de JPMC*. Como inversores y partes interesadas de JPMC, también estamos expuestos a los riesgos e impactos de tales acciones.

Los accionistas buscan información, a discreción del consejo y la dirección, a través de un informe que:

- Evalúe si se necesitan políticas adicionales para complementar la actual Política de Derechos Humanos de JPMC a fin de evitar causar o contribuir a violaciones de los derechos humanos en CAHRA; y
- Describe el proceso de la empresa para realizar evaluaciones de impacto sobre los derechos humanos en CAHRA.

**Diligencia debida en materia de derechos humanos
en el informe CAHRA Se volverá a presentar a
Texas Instruments**

***SE RESUELVE:** Los accionistas solicitan que el Consejo de Administración encargue un informe independiente a terceros, a un coste razonable y excluyendo la información sujeta a derechos de propiedad, sobre el proceso de diligencia debida de Texas Instruments (TI) para determinar si el uso de sus productos o servicios por parte de sus clientes contribuye o está relacionado con violaciones del derecho internacional.*

Declaración de apoyo:

Estados Unidos y la UE han impuesto una serie de sanciones y controles a la exportación sin precedentes contra el Estado ruso y las empresas de su propiedad y afiliadas en respuesta a la invasión ilegal de Ucrania. El 21 de septiembre, Vladimir Putin anunció una "movilización parcial", exigiendo a todas las organizaciones públicas y privadas que ayudaran en el reclutamiento de los empleados elegibles y proporcionaran medios materiales para apoyar el esfuerzo de guerra;

El Royal United Services Institute (RUSI) informó de que TI y Analog Devices eran los fabricantes originales de aproximadamente el 25% del total de productos de doble uso encontrados en 27 sistemas de armas rusos utilizados en la invasión, incluidos misiles balísticos y de crucero, municiones de precisión y guerra electrónica. RUSI señala que "los exportadores estadounidenses de estos productos [tenían] la obligación de diligencia debida para asegurarse de que no estaban destinados a un usuario final prohibido, o para ser utilizados en un uso final prohibido."

El uso de los productos de TI durante la invasión rusa de Ucrania puede acarrear mayores riesgos para los derechos humanos y materiales desde el punto de vista financiero, debido a la violación de las sanciones y los controles a la exportación estadounidenses y de la UE, de los Principios Rectores de la ONU sobre Empresas y Derechos Humanos y de las políticas de TI en materia de derechos humanos, así como a la complicidad en las violaciones del derecho internacional por parte de Rusia.

Dado que los riesgos para los derechos humanos pueden ser especialmente graves en las zonas afectadas por conflictos y de alto riesgo (ZACAR), caracterizadas por abusos generalizados de los derechos humanos y violaciones de la legislación nacional o internacional, los UNGP exigen una mayor diligencia debida en materia de derechos humanos. La Corporación Financiera Internacional señala que las empresas de estas zonas "se enfrentan a riesgos empresariales mucho mayores que los de otros mercados emergentes", como destrucción de capital físico, muertes y lesiones, débil control estatal, falta de seguridad e interrupciones en la cadena de suministro.

Para mitigar los riesgos asociados a la conducta de los clientes, las empresas llevan a cabo la diligencia "Conozca a su cliente" (KYC) junto con programas de cumplimiento de sanciones.

Los accionistas buscan información, a discreción del consejo y la dirección, a través de un informe que describe las TI:

- Proceso de cumplimiento de las sanciones y el control de las exportaciones para garantizar que los productos de doble uso no sean utilizados por usuarios proscritos o para usos proscritos en relación con la invasión de Rusia;
- Planes para hacer frente a los riesgos asociados a la orden de movilización parcial de Putin;

- El papel del Consejo de Administración en la supervisión de la identificación y gestión de los riesgos asociados a la invasión de Rusia;
- Determinación de si es necesario un proceso de diligencia debida KYC para abordar los riesgos materiales asociados a la invasión y a través de CAHRA, o si existe un KYC, si es suficiente; y
- Evaluación de los riesgos jurídicos, reglamentarios y de reputación para el valor de los accionistas planteados por el uso de productos de TI en relación con la guerra y en toda la CAHRA.

Evaluación del riesgo del agua

Se presentará a Constellation Brands

CONSIDERANDO: Según el informe 2021 del IPCC, el cambio climático está intensificando el ciclo del agua, lo que provoca sequías más intensas en todo el mundo. La escasez de agua relacionada con el cambio climático supone un riesgo material para Constellation Brands ("Constellation"), incluida la reducción de la capacidad de producción y la interrupción de las cadenas de suministro.

Para las empresas del sector de las bebidas, la mayor parte de su huella hídrica procede de las cadenas de suministro agrícola. Para identificar los riesgos relacionados con el agua y reducir costes, muchas empresas homólogas, como The Coca-Cola Company, Anheuser-Busch InBev y Diego, han realizado evaluaciones de los riesgos relacionados con el agua tanto en sus operaciones como en sus cadenas de suministro. Al hacerlo, estas empresas han sentado las bases para mitigar los futuros riesgos empresariales asociados al agua y dar los pasos adecuados para el establecimiento de objetivos futuros.

Constellation afirma la importancia de la resiliencia y la gestión del agua al declarar: "Nuestra ambición es proteger los recursos hídricos de las comunidades en las que vivimos y trabajamos colaborando con líderes y organizaciones para apoyar las cuencas hidrográficas locales y permitir la restauración del agua consumida por nuestras operaciones".

Aunque Constellation se ha comprometido a devolver 1.100 millones de galones a las cuencas hidrográficas locales, no proporciona información sobre el uso del agua y el riesgo en estas zonas en la producción de sus productos. Nuestra empresa se ha enfrentado a perturbaciones de las operaciones relacionadas con el agua durante 2020, después de que Constellation se viera obligada a abandonar las instalaciones de Mexicali, registrando una pérdida de casi 700 millones de dólares.

Sin una evaluación completa de los riesgos hídricos de la cadena de valor y la divulgación de métricas cuantitativas de rendimiento y mejores prácticas para la gestión del agua en zonas de estrés hídrico, los inversores no pueden calibrar si Constellation gestiona adecuadamente sus riesgos hídricos, que previsiblemente se verán exagerados por el cambio climático.

RESUELVO: Considerando la creciente presión sobre el suministro de agua que supone el

cambio climático, los accionistas solicitan que Constellation lleve a cabo e informe a los accionistas, utilizando indicadores cuantitativos cuando proceda, una evaluación para identificar la exposición al riesgo hídrico de su cadena de suministro, así como sus políticas y prácticas de respuesta para reducir este riesgo y prepararse para las incertidumbres en el suministro de agua asociadas al cambio climático.

DECLARACIÓN DE APOYO:

Los proponentes piden que el informe revele, a discreción de la dirección:

- Identificación de las herramientas de evaluación del agua utilizadas por Constellation/Monster o sus proveedores para evaluar el riesgo relacionado con el agua en la cadena de suministro.
- Resultados de las evaluaciones del riesgo hídrico en toda su cadena de suministro agrícola, incluida la identificación de las regiones de producción de ingredientes de riesgo y las cadenas de suministro.
- Cualquier control adicional de los recursos hídricos de la cadena de suministro

Evaluación del riesgo del agua A presentar a Monster Beverage

CONSIDERANDO: Según el informe 2021 del IPCC, el cambio climático está intensificando el ciclo del agua, lo que provoca sequías más intensas en todo el mundo. La escasez de agua relacionada con el cambio climático supone un riesgo material para Monster Beverage, incluida la reducción de la capacidad de producción y la interrupción de las cadenas de suministro.

Para las empresas del sector de las bebidas, la mayor parte de su huella hídrica procede de las cadenas de suministro agrícola. Para identificar los riesgos relacionados con el agua y reducir costes, muchas empresas homólogas, como The Coca-Cola Company, Anheuser-Busch InBev y Diego, han realizado evaluaciones de los riesgos relacionados con el agua tanto en sus operaciones como en sus cadenas de suministro. Al hacerlo, estas empresas han sentado las bases para mitigar los futuros riesgos empresariales asociados al agua y dar los pasos adecuados para el establecimiento de objetivos futuros.

Aunque Monster Beverage ha llevado a cabo evaluaciones del riesgo hídrico en sus operaciones directas, omite proporcionar la misma información sobre el uso del agua en la producción de ingredientes relacionados con la agricultura, la función de su negocio que más agua consume.

Monster Beverage entiende la amenaza del riesgo hídrico para las comunidades locales, como en California, cuando afirma: "Reconocemos que el acceso a agua potable limpia y segura está amenazado por la actual sequía de California". Dado que la cadena de suministro de Monster es un "componente sustancial de nuestra huella hídrica" y que en muchas zonas se está produciendo un aumento de la vulnerabilidad debido al cambio climático, el riesgo relacionado con el agua supone un impacto significativo en la capacidad de funcionamiento de nuestra empresa.

Sin una evaluación completa de los riesgos hídricos de la cadena de valor y la divulgación de métricas cuantitativas de rendimiento y mejores prácticas para la gestión del agua en zonas de

estrés hídrico, los inversores no pueden calibrar si Monster Beverage gestiona adecuadamente sus riesgos hídricos, que previsiblemente se verán exagerados por el cambio climático.

RESUELVO: Considerando la creciente presión sobre los suministros de agua que supone el cambio climático, los accionistas solicitan que Constellation lleve a cabo e informe a los accionistas, utilizando métodos cuantitativos

indicadores cuando proceda, una evaluación para determinar la exposición al riesgo hídrico de su cadena de suministro, y sus políticas y prácticas de respuesta para reducir este riesgo y prepararse para las incertidumbres en el suministro de agua asociadas al cambio climático.

DECLARACIÓN DE APOYO:

Los proponentes piden que el informe revele, a discreción de la dirección:

- Identificación de las herramientas de evaluación del agua utilizadas por Constellation/Monster o sus proveedores para evaluar el riesgo relacionado con el agua en la cadena de suministro.
- Resultados de las evaluaciones del riesgo hídrico en toda su cadena de suministro agrícola, incluida la identificación de las regiones de producción de ingredientes de riesgo y las cadenas de suministro.
- Cualquier control adicional de los recursos hídricos de la cadena de suministro
- Planificación de la escasez de agua y medidas de respuesta
- Descripción de cómo se integra la gestión del agua en los mecanismos de gobernanza
- Una descripción del compromiso relacionado con el agua con los socios de la cadena de valor

Fijar un objetivo basado en la ciencia Se volverá a presentar a Nucor

Considerando lo siguiente: El Grupo Intergubernamental de Expertos sobre el Cambio Climático (IPCC) ha aconsejado que las emisiones de gases de efecto invernadero (GEI) se reduzcan a la mitad para 2030 y lleguen a cero en 2050 para limitar el calentamiento global a 1,5 °C.

Cada aumento incremental de la temperatura por encima de 1,5 °C conllevará riesgos físicos, de transición y sistémicos cada vez más graves tanto para las empresas como para los inversores.

Se calcula que las emisiones de la siderurgia representan el 7% de las emisiones mundiales de GEI. Aunque la siderurgia de arco eléctrico basada en chatarra de Nucor es más eficiente en términos de carbono que la siderurgia integrada, se prevé que el porcentaje mundial de producción de acero por arco eléctrico se duplique de aquí a 2050. Las emisiones relacionadas podrían hacer fracasar los esfuerzos por limitar el calentamiento a 1,5 °C.

Nucor emite más GEI en todos los ámbitos que cualquier otro fabricante de acero estadounidense, unas 44.594.134 toneladas frente a las 42.390.698 toneladas de Cleveland Cliffs en 2021 (ISS). Sin embargo, la estrategia de mitigación de la empresa se queda corta. Aunque Nucor ha adoptado el objetivo de reducir la intensidad de las emisiones de GEI de los alcances 1 y 2 en un 35% para 2035, la empresa no ha fijado una fecha límite para alcanzar las emisiones netas cero, no incluye las emisiones de alcance 3 en su objetivo y carece de un objetivo para adquirir electricidad con cero emisiones de carbono, una estrategia de reducción fácilmente disponible.

De este modo, Nucor va a la zaga de otros fabricantes de acero estadounidenses en la gestión de riesgos de GEI. Steel Dynamics, Inc. (SDI) se ha comprometido a reducir la intensidad de las emisiones de Alcance 1 y 2 en un 50% para 2030, a conseguir emisiones netas cero de Alcance 1 y 2 para 2050 y a adquirir un 30% de electricidad renovable para 2030. US Steel se ha comprometido a conseguir cero emisiones netas para 2050 y ha sido la primera empresa estadounidense en certificar una planta de arco eléctrico según la norma internacional ResponsibleSteel. Acantilados de Cleveland

participa en un grupo de trabajo del CDP para desarrollar objetivos de GEI basados en la ciencia específicos para el acero; Nucor abandonó las conversaciones en noviembre de 2022.

Para mitigar adecuadamente los riesgos físicos de sus operaciones y cadena de suministro, así como los riesgos de transición asociados a la nueva normativa y a un cambio global de una economía basada en los combustibles fósiles, los defensores creen que Nucor debe adoptar un objetivo a largo plazo basado en la ciencia para toda su huella de carbono.

Resuelto: Los accionistas solicitan que Nucor, en el plazo de un año, se comprometa a adoptar un objetivo de reducción de GEI a largo plazo basado en la ciencia y alineado con la ambición del Acuerdo de París de mantener el aumento de la temperatura global en 1,5 grados centígrados, y resuma los planes para lograrlo. El objetivo debe cubrir toda la gama de emisiones operativas, de la cadena de suministro y relacionadas con los productos de la empresa (incluidos los alcances 1, 2 y 3).

Declaración de apoyo: Al evaluar los objetivos, recomendamos, a discreción de la dirección:

- Considerar los enfoques utilizados por grupos consultivos como SBTi;
- Desarrollar un plan de transición que muestre cómo planea la empresa alcanzar sus objetivos, teniendo en cuenta las orientaciones de grupos asesores como Ceres, Climate Action 100+, CDP y la Glasgow Financial Alliance for Net Zero; y
- Consideración de objetivos de apoyo a las energías renovables, la eficiencia energética, los combustibles con cero emisiones de carbono y otras medidas que la dirección considere apropiadas.

Fijar objetivos con base científica y publicar un plan de transición Se presentará a Ingredion, Inc.

Considerando lo siguiente El Grupo Intergubernamental de Expertos sobre el Cambio Climático ha aconsejado que las emisiones de gases de efecto invernadero (GEI) se reduzcan a la mitad antes de 2030 y lleguen a cero en 2050 para limitar el calentamiento global a 2.000 millones de toneladas.

1.5°C. Según el IPCC, la agricultura, la silvicultura y otros cambios en el uso de la tierra son responsables del 23% del total de las emisiones antropogénicas netas de gases de efecto invernadero (GEI), casi la mitad de las cuales son atribuibles a la deforestación. Cada incremento de la temperatura por encima de 1,5 °C conllevará riesgos físicos, de transición y sistémicos cada vez más graves tanto para las empresas como para los inversores.

Nos complace ver que Ingredion, Inc. ("Ingredion") ha presentado un compromiso con SBTi para la validación de objetivos y actualmente está desarrollando una estrategia hacia Net Zero. Sin embargo, a medida que la divulgación de las emisiones, los objetivos sólidos de reducción de GEI, las políticas de no deforestación y los planes de acción se convierten en la norma del sector, Ingredion se queda rezagada con respecto a otras empresas similares que se están

posicionando para hacer frente a estos riesgos climáticos y de deforestación.

En cambio, otras empresas del sector, como Tate & Lyle y Kellogg, han establecido objetivos de reducción acordes con el Acuerdo de París. Muchas otras empresas líderes del sector alimentario, como General Mills,

Kellogg, Hershey y Mondelez ya han avanzado en la reducción de emisiones y se han unido a las 2.468 empresas que han fijado objetivos validados a través de la Iniciativa de Objetivos Basados en la Ciencia.

Aumentar la escala, el ritmo y el rigor de sus iniciativas relacionadas con el clima ayudará a Ingredion a prepararse para futuras regulaciones relacionadas con el clima que puedan afectar a sus operaciones. También puede desbloquear oportunidades de crecimiento, permitiendo a la compañía convertirse en una solución sostenible para los clientes actuales y potenciales que descarbonicen sus cadenas de suministro.

No adoptar políticas y aplicar tácticas que mitiguen el riesgo climático y de deforestación puede someter a Ingredion a importantes riesgos sistémicos y específicos de la empresa, incluida la restricción de la cuota de mercado, la interrupción de la cadena de suministro y el riesgo de reputación.

Resuelto: Los accionistas solicitan que Ingredion, en el plazo de un año, emita objetivos de reducción de GEI a corto y largo plazo con base científica alineados con la ambición del Acuerdo de París de mantener el aumento de la temperatura global en 1,5 grados centígrados y resuma los planes para alcanzarlos. Los objetivos deben cubrir toda la gama de emisiones operativas y de la cadena de suministro de la empresa (incluidos los alcances 1, 2 y 3).

Declaración de apoyo:

A la hora de evaluar los objetivos, los proponentes recomiendan:

- Considerar los enfoques utilizados por grupos consultivos como la iniciativa Objetivos Científicos;
- Desarrollar un plan de transición que muestre cómo prevé la empresa cumplir sus objetivos;
- Considerar objetivos de reducción de emisiones que incluyan todas las fuentes de emisiones de Alcance 3 definidas en el Protocolo de GEI, incluidas las procedentes de la agricultura, el cambio de uso del suelo y la deforestación.

Auditoría de equidad racial

Para volver a presentar en United Health Group

Resuelve: Los accionistas instan al consejo de administración a supervisar una auditoría de terceros (en un plazo y a un coste razonables, y de conformidad con la ley) que evalúe y elabore recomendaciones para mejorar el impacto racial de las políticas, prácticas, productos y servicios de UnitedHealth Group ("UHG"). Las aportaciones de las partes interesadas, incluidas las organizaciones de derechos civiles, los empleados y los clientes, deben tenerse en cuenta a la hora de determinar las cuestiones específicas que deben evaluarse. Deberá publicarse en el sitio web de la empresa un informe sobre la auditoría, elaborado a un coste razonable y omitiendo la información confidencial o sujeta a derechos de propiedad.

Considerando que: Los negros y los nativos americanos tienen tasas de mortalidad más

elevadas que los blancos en diversas enfermedades. Las mujeres negras y latinas también se enfrentan a mayores riesgos de salud preconcepcional y maternal que otros grupos, incluso que las de mayores ingresos. Un estudio descubrió "un beneficio económico potencial de 135.000 millones de dólares al año si se eliminan las disparidades raciales en materia de salud, incluidos 93.000 millones de dólares en exceso de costes de atención médica y 42.000 millones de dólares en productividad no aprovechada". UHG, como

El mayor proveedor de seguros sanitarios de Estados Unidos, tanto por cuota de mercado como por ingresos, tiene un papel destacado que desempeñar en la eliminación de estas desigualdades.

A tal fin, la United Health Foundation, filial de UHG, ha anunciado un compromiso de 100 millones de dólares a diez años para impulsar la equidad sanitaria, entre otras iniciativas, pero UHG no ha realizado una evaluación externa de sus repercusiones actuales y potenciales sobre la equidad racial.

Aunque los algoritmos aumentan la eficiencia, deben ser examinados para evitar sesgos algorítmicos. Optum, filial de UHG, utilizó un algoritmo que, al parecer, derivaba a personas negras igualmente enfermas con menos frecuencia que a personas blancas. Creemos que es necesario un análisis de estos algoritmos y factores indirectos, junto con la divulgación de los resultados. Las prácticas opacas de recopilación de datos por parte de las compañías de seguros médicos plantean la posibilidad de discriminación y suponen un riesgo para la reputación y las finanzas. Los departamentos de Servicios Financieros y Sanidad de Nueva York iniciaron una investigación sobre Optum tras la publicación de los resultados del estudio.

La adquisición de Change Healthcare también plantea problemas de justicia racial. El American Antitrust Institute comunicó al Departamento de Justicia que es "probable que la operación perjudique a la competencia y a los consumidores". La disminución de la competencia en el mercado puede dar lugar a menos opciones para los consumidores, lo que puede afectar desproporcionadamente a las personas de color. De hecho, Color of Change afirma que "los monopolios ponen en peligro la justicia económica". Además, Change Healthcare tuvo que despedir a un ejecutivo por comportamiento racista durante el verano, lo que sugiere que debería examinarse la cultura interna de la adquisición.

Por último, el informe EEO-1 de 2021 de UHG muestra sólo un 3,9% de ejecutivos hispanos y un 3,9% de ejecutivos negros, frente a un 83,4% de ejecutivos blancos. La estrategia de UHG para abordar la falta de diversidad sigue sin estar clara para los accionistas sin objetivos públicos.

Instamos a la empresa a realizar una auditoría de equidad racial para examinar su impacto total y ayudar a dismantelar las injusticias sistémicas.

RESOLUTION

For: Executive Council
 From: The Joint Standing Committee on Finance
 Date: October 27, 2023
 Subject: EC CCSR Shareholder Engagement Work for 2023-2024

Resolved, that the Executive Council, meeting October 27, 2023, approves the 2023-2024 shareholder engagement work plan of the Executive Council Committee on Corporate Social Responsibility (CCSR) as set forth below; and be it further

Resolved, that the Executive Council reaffirms Resolution FIN 155 (October 2021), which in part says "...that, Shareholder engagements, attendance at annual meetings to put forward resolutions, and any other activities should be carried out exclusively by DFMS staff and/or consultants...".

CCSR Advocacy Plan 2023-2024

D = dialogue R = potential resolutions Rust= New Company Underlined= DFMS lead

Note 1: The 17 [Sustainable Development Goals](#) adopted by the United Nations in 2015 and by General Convention in 2018 are listed below and incorporated into this Plan because they are pertinent to a broad swath of TEC's mission and apply across the board to CCSR's work in socially and environmentally responsible investing.

Note 2: DFMS receives many opportunities to sign onto letters that address corporate social responsibility on issues related to Church policy, and the Treasurer determines whether to sign such letters after consultation with the Director of Government Relations who monitors the Church's social policies. The Director of OGR and Treasurer consult about any investor letters addressed to the Administration or Congress.

Note 3: CCSR regularly reviews the companies on the DFMS No Buy Lists and may recommend the addition or deletion of companies there listed based on the criteria of each investment screen as determined by General Convention and /or Executive Council. The No Buy lists include Tobacco, Private Prisons, Military Defense Contracting, Human Rights and Fossil Fuels.

Note 4: Most of this work will be managed by Mercy Investment Services, with the exception of the work on conflict-affected and high-risk areas, which is managed by Heartland Initiative.

Note 5: CCSR members will monitor but not act in three additional areas, separate from the workplan being carried out by Mercy and Heartland:

- To track [Investors & Indigenous Peoples Working Group | First Peoples Worldwide | University of Colorado Boulder](#) and to seek collaboration with Church of England's Pensions Board on mining issues, especially on Indigenous lands. While mining is seen as necessary to produce materials as part of the transition from fossil fuels to clean energy, respect for indigenous lands where such mining takes place must be paramount. A member of CCSR participates in the ICCR task force addressing these issues.
- To track corporate investments and behavior with regard to reproductive health and gender affirming care through [Rhia Ventures – Rhia](#). This is not part of Mercy’s services but will be **monitored** by CCSR members.

Category: Human Rights

Issue: Human Trafficking (both Sex Trafficking and Labor Trafficking)

Objectives - Sex Trafficking	2023 Company Engagements	2024 Company Engagements
❖ Engage companies on compliance with best practice standards to mitigate labor trafficking, and child and women sexual trafficking.	Delta (airline) United (airline)	Delta (airline) (1-6-24) D United (airline) (12-15-23) D
❖ Engage companies to address online child sexual exploitation.	Alphabet (tech) Meta (tech) Visa (financial)	Alphabet (tech) (12-23-23) D Meta (tech) (12-16-23) R Visa (financial) (8-3-23) D

Objective - Labor Trafficking in Workplace & Supply Chain	2023 Company Engagements	2024 Company Engagements
❖ Engage companies on efforts to ensure compliance with human rights standards in their own workforce, supply chains, including outsourced labor brokers, requirements in subcontractor contracts, living wage, and worker health and safety. Address a focus on mental health issues and diversity, equity and inclusion.	Delta (airline) Kroger (food retailer) United (airline) Procter and Gamble (consumer goods)	Delta (airline) (1-6-24) D Kroger (food retailer) (1-13-24) R United (airline) (12-15-23) D Procter and Gamble (consumer goods) (to be determined - spring) R
❖ Oppose surveillance technologies that restrict human rights		Sign-on letters as appropriate

TEC Policy

- [1994-D015](#) Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights”
- [2012-A012](#) Urge Governments to Follow Principles in Adopting Trade Policies: “That trade should respect and enrich rather than undermine local economies, cultures and peoples”.
- [2012-A131](#) Express Solidarity with Indigenous Peoples: “make protection of the rights of Indigenous Peoples a high priority in its advocacy about United States foreign policy, including advocacy about trade agreements, human rights advocacy, and international environmental protection”
- [2018-B026](#) Embracing the United Nations Sustainable Development Goals
- [2022-D023](#) Support for Care Workers
- [2022-D020](#) Addressing Implications of the Digital Age
- [2022-A003](#) Uniform Paid Family Leave Policy
- [2022-A090](#) Allies for Recovery

Issue: Conflict Affected and High-Risk Areas

Note: all engagements in this objective are supported by Heartland Initiative.

Objectives	2023 Company Engagements	2024 Company Engagements (Heartland Supported)
<p>❖ Engage companies with direct or value chain activities in conflict-affected and high risk areas in areas of civil and/or labor strife or racial disparagement (e.g., Democratic Republic of Congo, Israel/Palestine, Russia, Myanmar, Xinjiang Uyghur Autonomous Region (XUAR), China, U.S./Mexico border) on heightened human rights due diligence processes to help ensure they are not directly or indirectly financially benefiting repressive regimes and/or armed groups or engaged in repressive practices impacting vulnerable populations (e.g., human rights defenders, workers, indigenous peoples). impacting Indigenous peoples.</p> <p>❖ Develop Human Rights Screen for Israel/Palestine and conflict affected areas such as Burma/Myanmar, Russia, XUAR, Sudan etc.</p>	<p>ABB Group (electrical equipment) (Foreign) Booking (travel) Chevron (integrated oil & gas) Cisco Systems (technology) Expedia Group (travel) General Mills (food production) Heidelberg (cement) (Foreign) JPMorgan Chase (banking) Keysight Technologies (technologies) Siemens (technology) (Foreign) TripAdvisor (travel) Western Digital (tech)</p>	<p>Analog Devices (tech) (9-22-23) R AXA SA (insurance) (Foreign) (to be determined) D Bookings (travel) (12-26-23) R Chevron (integrated oil & gas) (12-14-23) R Cisco Systems (tech) (to be determined) R Expedia Group (travel) (12-22-23) R Heidelberg (cement) (Foreign) D Hilton (travel) (12-8-23) R JPMorgan Chase (banking) (12-5-23) R Keysight (tech) (9-29-23) D Li Ning (sportswear) (Foreign) (to be determined) D Marriott (travel) (11-29-23) R Siemens AG (tech) (Foreign)(to be determined) D Trip Advisor(travel) (12-29-23) R</p>

TEC Policy

- *General Convention Resolutions:*
 - [2018-B016](#) *Join ELCA and Develop Human Rights Screen in Israel/Palestine conflict*
 - [2018-D068](#) *Develop Procedures for deciding to engage or establish No Buy List (divest) from companies*
 - [2003-D008](#) *Urge Israel to End Policy of Demolition of Palestinian Homes*
 - [2003-D081](#) *Oppose Construction of the Israeli Security Wall*
 - [1997-A107](#) *Recognize Jerusalem as the Capital of Both Israel and Palestine*
 - [1994-D065](#) *Recognize Illegality of Israeli Settlements in Gaza and the West Bank*
 - [2022-D024](#) *Conditioning US Military Assistance on Human Rights*

- o [2022- B008](#) *Cessation of Conflict in Ukraine*
- o [2022- C013](#) *Freedom of Speech and the Right to Boycott*

Issue: Immigration/Refugees/Migration

Objectives	2023 Company Engagements	2024 Company Engagements
❖ Engage companies that employ migrant workers (documented and undocumented) or in their supply chain, based on issues such as fair treatment, adequate health care, wage theft, job training, child labor or other labor/human rights issues in companies and/or their supply chains.	Sign on letters as appropriate, company letters and dialogues with companies to be determined	Kroger (food retailer) (1-13-24) R Procter and Gamble (consumer goods) (to be determined-spring) R
❖ Divest from private prisons with immigrant facilities on human rights policies, implementation, and disclosure with implementation metrics.	Sign on letters as appropriate	Sign on letters as appropriate
❖ Engage companies on advocating for just immigration reform in the United States.	Sign on letters as appropriate	Sign on letters as appropriate
❖ Work with private sector to promote pro-immigrant public policies		Advocacy collaboration as appropriate

TEC Policy: Immigration and Refugees

- o *Resolutions:*
 - o [2012-A012](#) *Urge Governments to Follow Principles in Adopting Trade Policies: “every human being’s right to the basic necessities of life, as well as a right to work, to receive just wages and benefits, to experience decent and just working conditions, and to organize and join labor associations”*
 - o [2015-C048](#) *Support Living Wage and Increase in the Minimum Wage*
 - o [2015-D067](#) *Divest from Private Corporations in the Prison Business*
 - o [2009-B006](#) *Advocate for Immigration Reform*
 - o EXC102014.34 *Instructions for Shareholder Resolutions: Executive Council opposing private prisons: “the Executive Council of The Episcopal Church declare its opposition to for-profit prisons and detention centers, which often set occupancy or “bed” quotas, capitalizing on the criminal, civil, or immigration incarceration of individuals” and “the Executive Council of The Episcopal Church directs the Treasurer to avoid investment in companies that own and operate for-profit prisons and detention centers.”*

- [2018-A178](#) *Halt the Intensification and Implementation of Immigration Policies and Practices that are Harmful to Migrant Women, Parents and Children*
- [2018-D009](#) *Christian Principles for Responding to Human Migration*
- [2022-D031](#) *Opposition to Detention and Surveillance of Immigrants and Asylum-Seekers*
- [2022-DO45](#) *Supporting LGBTIQ+ refugees and asylum Seekers*

Issue: Rights of Indigenous Cultures and Communities

While not a part of the Mercy work plan, CCSR, under its concern for the Rights of Indigenous cultures and communities, will track [Investors & Indigenous Peoples Working Group | First Peoples Worldwide | University of Colorado Boulder](#) and will seek collaboration with Church of England's Pensions Board on mining issues, especially on Indigenous lands. While mining is seen as necessary to produce materials as part of the transition from fossil fuels to clean energy, respect for indigenous lands where such mining takes place must be paramount. A member of CCSR participates in the ICCR task force addressing these issues.

Objectives	2023 Company Engagements and DFMS Contact Name and email	2024 Company Engagements
<ul style="list-style-type: none"> ○ Improve transparency and reporting on current practices, implementation of best practices and industry standards, human rights impact assessments and community development and impacts. ○ Assess company risks related to conflict minerals, and the environmental and public health impacts. ○ Ensure community impact of company operations on socio-economic-environmental concerns are assessed (especially in water-stressed areas), including impact on the most vulnerable such as: women, Indigenous persons, and people who are impoverished. 	Sign on letters as appropriate	Sign on letters as appropriate

<ul style="list-style-type: none"> ○ Engage pipeline companies to ensure free prior informed consent (FPIC) is used in siting projects and obtaining community consent during entire project with a special focus on Indigenous communities. 	<p>Sign on letters as appropriate</p>	<p>Sign on letters as appropriate</p>
<ul style="list-style-type: none"> ○ Engage financial institutions to ensure policies address socioeconomic and environmental concerns, particularly climate and freshwater resources, as well as pipeline financing in their lending practices. In addition, engage asset managers on their proxy voting practices. 	<p>Sign on letters as appropriate</p>	<p>Sign on letters as appropriate</p>

TEC Policy: Human Rights

- [1994-D015](#) *Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights”*
- [2012-A012](#) *Urge Governments to Follow Principles in Adopting Trade Polices: “That trade should respect and enrich rather than undermine local economies, cultures and peoples”.*
- [2012-A131](#) *Express Solidarity with Indigenous Peoples: “make protection of the rights of Indigenous Peoples a high priority in its advocacy about United States foreign policy, including advocacy about trade agreements, human rights advocacy, and international environmental protection”*
- [2018-B026](#) *Embracing the United Nations Sustainable Development Goals*

TEC Policy: Environmental Protection of local communities, including Indigenous peoples

- Resolutions:
 - [2012-B023](#) *Seek Environmental Justice*
 - [2015-C013](#) *Oppose Environmental Racism*
 - EXC102016.29 *Support for Peaceful Protest at Standing Rock Sioux Reservation*
 - [2015-C013](#) *Oppose Environmental Racism*
 - [2022-A088](#) *Commit to the Pressing Work of Addressing Global Climate Change and Environmental Justice*

Category: Health and Health Care

Issue: Reproductive Rights:

Noting the Church’s position on reproductive rights, CCSR, under the category of Health and Healthcare will track reproductive health and gender affirming care through [Rhia Ventures – Rhia](#). This is not part of Mercy’s services but will be monitored by CCSR members.

Issue: Opioid Epidemic

Objective	2023 Company Engagements	2024 Company Engagements
❖ Engage opioid manufacturers and distributors about their corporate policies on the marketing or promotion of drugs that lead to addiction and how the company takes responsibility for these practices.	AmerisourceBergen (wholesaler) Cardinal (wholesaler) CVS (retailer)	<i>Leads have sunset the work. Sign on letters as appropriate.</i>

TEC policy: Health Care in the U.S.

o Resolutions

- o [2018-D032](#) *Advocate for Gender Equity, Including Reproductive Rights, In Healthcare*
- o [2022-D083](#) *Addressing the Erosion of Reproductive Rights and Autonomy*
- o [2022-D066](#) *Addressing Restrictions on Gender-Affirming Care*
- o [2018-C037](#) *Response to Opioid Epidemic*
- o *2017 That the Executive Council of the Episcopal Church meeting in San Juan, Puerto Rico June 9-11, 2017 urges strong action to combat the epidemic of prescription opioid drug abuse, heroin use, and overdose deaths in the United States; and be it further Resolved, That the Executive Council acknowledges the role that prescription opioids play in leading to heroin addiction and the abuse of other synthetic opioids and calls on Episcopalians to advocate for a coordinated public health, law enforcement, and legislative response to eradicate opioid abuse and care for those affected by the disease of addiction; and be it further Resolved, That the Executive Council calls for the decriminalization of addiction and recognizes that prior efforts of criminalizing drug addiction has had profound impacts on incarceration, particularly of persons of color.*
- o [2022-A090](#) *Allies for Recovery in the Episcopal Church*
- o [2022- C056](#) *Promote equity and reduce differences in Health Outcomes*

Category: Care of Creation

Issue: Climate Change/Sustainability

Objective – Water and healthy communities	2023 Company Engagements	2024 Company Engagements
<ul style="list-style-type: none"> Engage companies on science-based water stewardship targets and the human right to water, in their operations and their supply chains. Focus on Ceres ‘Valuing Water’ initiative. 	Campbells (food) Constellation (alcohol) Coca-Cola (food/beverage)	Campbells (food) (to be determined) D Constellation (alcohol) (2-2-24) R Coca-Cola (food/beverage) (11-11-23) D <u>Monster (beverage) (12-30-24) R</u>

Objectives – Climate Change and a Healthy Environment	2023 Company Engagements	2024 Company Engagements
<ul style="list-style-type: none"> Engage companies to adopt science-based targets for reducing greenhouse gas emissions, adopt technologies to monitor and reduce methane emissions, adopt new and cleaner energy technologies, promote efficiency, promote transparency in reporting, and protect consumers, particularly low-income consumers. 	Ameren (utility) Chevron (oil & gas) Delta (airline) Marathon Oil (oil and Gas) Phillips 66 (oil & gas)	Ameren (utility) (11-28-23) D Chevron (oil & gas) (12-14-23) D Delta (airline) (1-6-24) D Marathon Oil (oil & gas) (12-14-23) D Phillips 66 (oil & gas) (12-2-23) D
<ul style="list-style-type: none"> Engage companies, to improve public disclosure and transparency in reporting presented by current and future company operations and products including company plans to manage carbon asset risk and comply with a regulatory scenario that holds global temperature rise below a 1.5/2-degree Celsius threshold. 	NextEra (energy) Nucor (steel) Valero (oil and gas)	NextEra (energy) (12-7-23) D Nucor (steel) (12-25-23) R <i>Mercy (lead) is sunseting Valero engagement for lack of progress</i>

<ul style="list-style-type: none"> ○ Engage companies to accelerate progress towards a net zero future in the food sector focused on the Ceres Food Emissions 50. 	<p>Darden (Restaurant) Ingredion (Food & Bev)</p>	<p>Darden (Restaurant) (4-9-24) D Ingredion (Food & Bev) (12-7-23) R</p>
<ul style="list-style-type: none"> ⊖ Engage financial institutions to ensure commercial lending and investment policies address socioeconomic and environmental concerns, particularly climate change, water stewardship, pipelines, financing in their lending practices. 	<p>AIG (insurance) JPMorgan Chase (banking) PNC (banking)</p>	<p>AIG (insurance) (11-30-23) D JPMorgan Chase (banking) (12-5-23) D PNC (banking) (11-16-23) D</p>
<ul style="list-style-type: none"> ○ With the Church Pension Fund, add as sustainability expert on the board to advocate for positively impacting the environment CO21 	<p><u>Chewy (pet supplies)</u></p>	<p><u>Chewy (pet supplies) (1-26-24) D</u></p>
<ul style="list-style-type: none"> ○ Engage companies to ensure positive community impact of company operations on society, local economy and environmental concerns are appropriately assessed and transparently reported (sustainability reports) including environmental justice concerns and the impacts on the most vulnerable such as: women, Indigenous persons, and people who are impoverished. 	<p><u>Chewy (pet supplies)</u></p>	<p><u>Chewy (pet supplies) (1-26-24) D</u></p>

TEC Policy: Climate Change and a Healthy Environment

- Resolutions:
 - [2015-A170](#) *Advocate for Safe Food Production and Farm Labor Policies: “support public policies and laws designed to protect our Earth’s natural environment and to protect humanity’s ability to produce food for generations to come, including restrictions on pesticide overuse, harmful industrial farming practices (e.g., overcrowding of livestock and mono-cropping), and carbon,*

methane, and nitrogen pollution throughout the food system that threaten animal and human health, damage the soil, and threaten the climate for future generations.”

- [2009-C011](#) Directs Advocacy on Renewable Energy and Environmental Stewardship
- [2015-B006](#) On the Topic of Affirming Genetic Engineering Technologies - Legislative Action Taken: Rejected
- The 2009 resolution urges further study, but has no recommendation: [2012-A013](#) Study the Impact of Genetically Modified Crops and Organisms
- [2015-C045](#) Investing in Clean and Renewable Energy
- [2018-C021](#) Advocate for sustainability expertise on corporate boards of directors
- [2018-A020](#) Fossil Fuel divestment and reinvestment in clean renewable energy
- [2018-B026](#) Embracing the United Nations Sustainable Development Goals
- [2022-C015](#) Carbon Sequestration - Creates an Internal Carbon Offset Program
- [2022-C016](#) Climate Change - Carbon-Intensive Lending
- [2022-A087](#) Net Carbon Neutrality by 2030
- [2022-D064](#) Endorse and Encourage Green Deal Legislation
- [2022-AO89](#) Divestment & Just Transition

Category: Corporate Governance and Accountability

Issue: Governance and Diversity

Objectives	2023 Company Engagements	2024 Company Engagements
<ul style="list-style-type: none"> ❖ Engage companies to address board diversity to include women and people of color ❖ Engage companies to address income inequalities, racial disparities, and other human capital issues to promote a just society. 	Johnson & Johnson (pharma) United Health (pharma)	Johnson & Johnson (pharma) (11-16-23) R United Health (pharma) (12-22-23) R
<ul style="list-style-type: none"> ○ Engage companies to address political spending, lobbying and trade associations contribution and other financial support such as political ads and trade association memberships to climate issues. ○ Ensure companies align public pronouncements with expenditures in lobbying and 	Johnson & Johnson (pharma) UPS (shipping) Walt Disney (entertainment)	UPS (shipping) (11-21-23) D

stated values match lobbying asks about regulation, investments and that asks are in line with transforming industries that are harmful.		
--	--	--

TEC Policy: General Convention:

- [2009-D042](#) *Renew Support for Passage of the Equal Rights Amendment*
- [2018-B026](#) *Embracing the United Nations Sustainable Development Goals – see goals 5 and 10*
- [2018-B002](#) *Advocate for Transparency and Anti-Corruption Efforts*
- [2022-A160](#) *Study for guidance on cryptocurrency*

Approximate Texts of Resolutions to be Filed in 2023-2024 Shareholder Season

Note: All shareholder resolutions approved by Executive Council are subject to review by the Securities Exchange Commission (SEC) in accordance with SEC standards developed from time to time, if the company requests such review. Accordingly, any resolution approving a text will include language such as “such text or its substantive equivalent” in order to accommodate adjustments to the text necessary to meet any SEC requirements in any instance after such review. Further, some resolution texts are refined after consultation with ecumenical partners in the Interfaith Center for Corporate Responsibility (ICCR) prior to the filing deadlines. These refinements are not substantive, but pertinent to the particular targeted companies.

Wage and Benefit equity assessment

To be filed with Kroger or others through ICCR agreement

RESOLVED, shareholders ask that the board commission and publish a report on (1) whether the Company participates in compensation and workforce practices that prioritize Company financial performance over the economic and social costs and risks created by income inequality and racial and gender disparities and (2) the manner in which any such costs and risks threaten returns of diversified shareholders who rely on a stable and productive economy.

WHEREAS:

Kroger employs nearly 420,000 associates and while the company has raised wages and expanded benefits for associates in 2022, Kroger’s *average* hourly wage is only \$17.1 with no disclosure of the number, or demographics, of associates earning at or above this amount. This puts the company behind an increasing number of retailer peers who have raised their *starting* wages to at least \$15 an hour.² The 2021 total compensation of Kroger’s median associate was \$26,763.³ While the company’s workforce is 50.4% female and 38.5% minority, these groups only make up only 33% and 26% of store leaders.⁴

More than half the U.S. population fails to earn a living wage.⁵ According to MIT, the national average living wage is \$17.46 per hour – or \$36,311 annually.⁶ The current federal minimum wage stands at \$7.25 and applies in 20 states.

A JUST Capital poll shows that 87% of Americans say large U.S. companies have responsibility to regularly increase wages to keep up with the rising cost of living.⁷

Increasing wages for those earning the least is fundamental to ensuring an equitable economy that leaves no one behind while promoting shared prosperity, and helpful in closing gender and racial pay gaps.⁸

The Congressional Budget Office estimates that income inequality has risen between 1979 and 2019, even after accounting for transfers and taxes.⁹

Research reveals that:

- Income inequality slows U.S. economic growth by reducing demand by 2 to 4 percent.¹⁰
- A 1% increase in inequality leads to a 1.1% per capita GDP loss. ¹¹

Excessive inequality increases health costs and decreases the value of human capital.¹² By paying its employees less than a living wage, the Company increases its margins and thus financial performance. But gains in Company profits that come at the expense of society and the economy are a bad trade for most Company shareholders, who are diversified and rely on broad economic growth to achieve their financial objectives. The costs and risks created by inequality will directly reduce long-term diversified portfolio returns.

Kroger's 10-K, reports operating profit of \$3.5 billion and lists labor costs and inflation among risks that could adversely affect the company's financial position,¹³ but fails to consider the costs that their compensation practices have on the broader economy and for the diversified investor.

Human Rights Impact Assessment To be re-filed with Smith & Wesson

RESOLVED: Shareholders direct the Smith & Wesson Brands, Inc. (Smith & Wesson) board of directors to oversee an independent third-party Human Rights Impact Assessment which assesses and produces recommendations for improving the human rights impacts of its policies, practices, and products, above and beyond legal and regulatory matters. Input from stakeholders, including human rights organizations, employees, and customers, should be considered in determining the specific matters to be assessed. A report on the assessment, prepared at reasonable cost and omitting confidential/proprietary information, should be published on the company's website by August 1, 2024.

WHEREAS:

The UN Guiding Principles on Business and Human Rights (UNGPs) state that companies have a responsibility to respect human rights within their operations and throughout their value chains. This responsibility necessitates that companies know their human rights risks and impacts; take concrete steps to prevent, mitigate, and remediate adverse impacts when they occur; and publicly communicate how they are addressing their most severe impacts on people connected with their business.

The inherent lethality of firearms exposes all gun makers to elevated human rights risks. Smith & Wesson admits that “reducing the harm caused by the unlawful or improper use of any product, including firearms, is an issue of legitimate public concern...and that to the extent that we can take effective steps to mitigate harm...we might enhance the rights of lawful gun owners.”

In fact, this is a pervasive and uniquely American problem. According to the Centers for Disease Control and Prevention, there were over 48,830 deaths from firearms in 2021, and firearms have become the leading cause of death for children in the U.S., surpassing all other causes in 2022. 80.7% of all homicides and 54.8% of all suicides in 2021 involved firearms and Americans were killed by guns at the highest rate in 30 years. A 2022 study from the University of Chicago Harris Public Policy and NORC Center for Public Affairs Research found that 75% believe “gun violence is a major problem in the United States,” and about “4 in 10 Americans believe that it is at least somewhat likely that they will become a victim of gun violence within the next five years.”

In 2019, in response to a shareholder proposal that achieved majority support, Smith & Wesson published a report on its measures to address gun safety. It should be noted that this report failed to put forward meaningful solutions to address gun violence, nor did the report assess or address the company’s human rights risks.

Human Rights Impact Assessment To be re-filed with Sturm Ruger

Resolved: Shareholders of Sturm Ruger & Co., Inc. (“Ruger”) request that the Board of Directors issue a report, at reasonable expense and excluding proprietary information, assessing whether Ruger’s advertising and marketing practices may pose financial and/or reputational risks sufficient to have material impacts on the company’s finances and operations due to levels of gun violence.

Whereas:

Legislative, media, and public scrutiny around the connection between the marketing of firearms, particularly to young men, and episodes of gun violence are increasing in frequency. The Atlantic recently reported on an “emerging tactical (firearm) market” and a trend in advertising that “reduced the social stigma...for edgy marketing of military-style rifles,” saying that “bad firearms marketing has given us a national nightmare.”

According to Tufts School of Medicine’s Michael Siegel, who studies the intersection of firearms, marketing, and public health, firearms manufacturers “can heavily influence gun culture through their advertising and marketing practices.” The industry’s marketing “influences a range of aspects of gun culture, including the perceived purpose or uses of guns; the images, symbols, values and identity that is associated with gun ownership; and of course the demographic makeup of the gun-owning population.”

While firearms manufacturers have found immunity from liability under the Protection of Lawful Commerce in Arms Act, they lose protection if "[a]n action in which a manufacturer or seller of a qualified product knowingly violated a State or Federal statute applicable to the sale or marketing of the product, if the violation was a proximate cause of the harm for which relief is sought." Recent examples of firearms company actual and potential liability include:

- Remington settled for \$73 million with families of the victims of the Sandy Hook shooting, who argued that the company's marketing violated Connecticut consumer law;
- Victims of the Highland Park (IL) parade massacre sued Smith & Wesson for "illegally targeting its ads at young men at risk of committing mass violence;" and
- Families of the Uvalde school massacre victims sued Daniel Defense for "aggressive marketing tactics that recklessly endanger children."

In July 2022, the House Oversight Committee held a hearing with gun manufacturers including our Chief Executive Officer (CEO) Christopher Killoy, on the Practices and Profits of Gun Manufacturers, "seeking information on their sale and marketing of AR-15-style semi-automatic rifles and similar firearms."

Ahead of the hearing, the Committee released evidence that gun manufacturers "used disturbing sales tactics—including marketing deadly weapons as a way for young men to prove their manliness."

Upon Committee questioning about Ruger's monitoring of violent events associated with its products, Killoy admitted that Ruger learns of them "through its 'customer service department,' the media or from occasional lawsuits."

Shareholders believe an assessment of Ruger's marketing and advertising practices can help ensure that they are not contributing to a culture of gun violence and thereby increasing risks to our company.

Online Child Sexual Exploitation

To be re-filed with Meta

RESOLVED: Shareholders direct the board of directors of Meta Platforms, Inc. to publish an independent third-party Human Rights Impact Assessment (HRIA), examining the actual and potential human rights impacts of Facebook's targeted advertising policies and practices throughout its business operations. This HRIA should be conducted at reasonable cost; omit proprietary and confidential information, as well as information relevant to litigation or enforcement actions; and be published on the company's website by June 1, 2024.

WHEREAS: Facebook's business model relies almost entirely on ads, with nearly 97% of Facebook's global revenue in 2021 generated from advertising. Facebook ad revenue stood at over \$114 billion in 2021, a new record for the company and a significant increase from previous years.

Algorithmic systems are deployed to enable the delivery of targeted advertisements, determining what users see, resulting in and exacerbating systemic discrimination and other human rights violations. Data used to enable the targeting of such ads include personal and behavioral data of Facebook users, which further exposes Facebook to user privacy violations. Facebook was fined \$5 billion for such privacy violations by the U.S. Federal Trade Commission in 2019.

Over the last year digital advertising has continued to be closely examined. Headlines like "Digital Ads Collapse" highlight concerns surrounding the practice, such as an increasingly crowded marketplace. By investing in true human rights due diligence processes through a HRIA, Meta could use its current position of dominance to lead the way in centering human rights within its business, which would also serve to separate it from its competitors.

While we applaud the release of the company's first human rights report in 2022, we note that the issue of targeted advertising was virtually ignored as the company did not recognize the material human rights risks that it poses. Recently, the Foundation for Alcohol Research and Education (FARE), audited the advertising transparency of seven major digital platforms, including Meta. They found that Meta was not transparent enough for the public to understand what advertising they publish, and how it is targeted. In fact, Facebook does not publish data on alleged violations of the policies they do have, making it impossible to know if they are effective.

There is growing global consensus among civil society experts, academics, and policymakers that targeted advertising can lead to the erosion of human rights. Legislation in Europe and the United States is poised to severely restrict or even ban targeted ads.

Facebook's business model relies on a single source of revenue – advertising. Targeted advertising, given concerns around the fairness, accountability, and transparency of the underlying algorithmic system, has been heavily scrutinized for its adverse impacts on human rights, and could face significant regulation. This is a material risk to investors. A robust HRIA will enable the company to better identify, address, mitigate and prevent such adverse human rights impacts that expose the company to reputational, legal, business and financial risks.

Conflict Zones and High-Risk Areas

Human Rights Due Diligence in CAHRA Report To be filed with Analog Devices

RESOLVED: Shareholders request that the Board of Directors commission an independent third-party report, at reasonable expense and excluding proprietary information, on Analog Devices International (ADI) due diligence process to determine whether its customers' use of its products or services contribute or are linked to violations of international law.

Supporting Statement:

The United States and EU have imposed an unprecedented array of sanctions and export controls against the Russian state and its owned and affiliated businesses in response to the illegal invasion of Ukraine. On September 21, Vladimir Putin announced a “partial mobilization,” requiring all public and private organizations to assist in the conscription of eligible employees and provide material means to support the war effort; The Royal United Services Institute (RUSI) reported that ADI and Texas Instruments were the original manufacturers of approximately 25% of the overall dual-use items found in 27 Russian weapons systems used in the invasion, including cruise and ballistic missiles, precision munitions, and electronic warfare. RUSI notes that “US exporters of these products [had] a due-diligence obligation to make sure they were not destined for a prohibited end user, or to be used in prohibited end use.”

The use of ADI’s products during the Russian invasion of Ukraine may result in heightened human rights and financially material risks through violations of American and EU sanctions and export controls, the UN Guiding Principles on Business and Human Rights, and TI’s human rights policies, as well as complicity in Russia’s violations of international law. Because human rights risks can be particularly acute in conflict-affected and high-risk areas (CAHRA), characterized by widespread human rights abuses and violations of national or international law, the UNGPs call for heightened human rights due diligence. The International Finance Corporation notes that companies in these areas “face business risks that are much greater than those in other emerging markets,” including destruction of physical capital, deaths and injuries, weak state control, lack of security, and supply-chain disruptions.

To mitigate risks associated with customer conduct, companies undertake “Know Your Customer” (KYC) diligence coupled with sanctions compliance programs. Shareholders seek information, at board and management discretion, through a report that describes TI’s:

- Sanctions and export control compliance process to ensure that dual-use items are not used by proscribed users or for proscribed uses in connection with Russia’s invasion;
- Plans to address risks associated with Putin’s partial mobilization order;

- Board of Directors' role in overseeing the identification and management of risks associated with Russia's invasion;
- Determination if a KYC due diligence process is needed to address material risks associated with the invasion and across CAHRA, or if a KYC exists, whether it is sufficient; and
- Assessment of legal, regulatory, and reputational risks to shareholder value posed by the use of TI products in connection with the war and across CAHRA.

**Human Rights Due Diligence in CAHRA Report
To be filed with Booking Holdings, Expedia, and TripAdvisor**

RESOLVED: Shareholders request that the Board of Directors commission an independent third-party report, at reasonable expense and excluding proprietary information, on Booking's/Expedia's/Tripadvisor's implementation of the company's human rights policy, especially as it relates to risks to travelers and local communities in conflict-affected and high-risk areas (CAHRA).

Supporting Statement:

Human rights risks can be particularly acute in conflict-affected and high-risk areas (CAHRA), characterized by widespread human rights abuses and violations of national or international law. The number and intensity of these areas are increasing globally, with the World Bank estimating that by 2030 two-thirds of the world's poor will live in settings characterized by fragility, conflict, and violence, presenting risks to people, companies, and shareholders. In light of the fact that the risk of gross human rights abuses is comparatively higher in these areas, the UNGPs call for businesses to conduct heightened human rights due diligence.

CAHRA are also characterized by a higher prevalence of material risks -- legal, operational, and financial -- for companies and their shareholders. As noted by the International Finance Corporation, fragile and conflict-affected settings "face business risks that are much greater than those in other emerging markets," including destruction of physical capital, as well as deaths and injuries, weak state control, lack of security, and supply-chain disruptions.

Booking/Expedia/TripAdvisor facilitate accommodations, flight and ground transportation, and other traveler experiences in nearly every country around the globe, necessarily including a number of CAHRA. Operations and relationships in CAHRA present heightened human rights risks to travelers and local communities, which may result in financially material risks for the company and its shareholders.

Shareholders seek information, at board and management discretion, through a report that:

- Describes how the company monitors and enforces its human rights and other related policies (e.g., anti-discrimination) in CAHRA;
- Discusses how the company decides to undertake and ultimately conducts human rights impact assessments (HRIAs) in CAHRA;

- Discloses human rights- and conflict-related risks to travelers and local communities and the findings of HRIAs; and
- Assesses whether additional policies are needed to supplement the company's current human rights policy to avoid causing or contributing to violations of human rights in CAHRA.

**Human Rights Due Diligence in CAHRA Report
To be filed with Chevron**

RESOLVED: Shareholders request that Chevron assess and report to shareholders, at reasonable expense and excluding proprietary information, on the company's approach to mitigating the operational and human rights risks associated with business activities in conflict-affected and high-risk areas (CAHRA).

Supporting Statement:

Chevron's *Human Rights Policy* commits the company to respecting human rights as enumerated in the Universal Declaration of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work and adhering to the principles set forth in the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights, and the International Finance Corporation's Performance Standards.

The Sustainability Accounting Standards Board (SASB) considers proximity to conflict an accounting metric for the oil and gas industry, which should be assessed and disclosed as a material risk for shareholders. Within the same topic, SASB calls for companies to disclose the results of "[d]iscussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict."

Chevron's operations and relationships in conflict-affected and high-risk areas (CAHRA), including but not limited to Angola, Equatorial Guinea, Iraq, Kazakhstan, Myanmar, and Saudi Arabia, expose the company to heightened human rights and financially material risks, which are to be assessed, addressed, and reported upon according to the UNGPs and SASB.

To mitigate heightened risks, leading companies conduct human rights impact assessments based on international frameworks, such as the UNGP, which calls on companies to conduct enhanced due diligence in CAHRA due to the widespread and gross human rights violations endemic to such areas.

Shareholders seek information, at board and management discretion, through a report that:

- Assesses whether additional policies are needed to supplement Chevron's current Human Rights Policy to avoid causing or contributing to violations of human rights in CAHRA; and
- Describes the company's process for conducting human rights impact assessments in CAHRA.

Human Rights Due Diligence in CAHRA Report To be filed with Cisco Systems

***RESOLVED:** Shareholders request that the Board of Directors commission an independent third-party report, at reasonable expense and excluding proprietary information, on Cisco Systems (Cisco) due diligence process to determine whether its customers' use of its products or services contribute or are linked to violations of international law in conflict-affected and high-risk areas (CAHRA).*

Supporting Statement:

Human rights risks can be particularly acute in conflict-affected and high-risk areas (CAHRA), characterized by widespread human rights abuses and violations of national or international law. The number and intensity of these areas are increasing globally, with the World Bank estimating that by 2030 two-thirds of the world's poor will live in settings characterized by fragility, conflict, and violence, presenting risks to people, companies, and shareholders. In light of the fact that the risk of gross human rights abuses is comparatively higher in these areas, the UNGPs call for businesses to conduct heightened human rights due diligence.

CAHRA are also characterized by a higher prevalence of material risks -- legal, operational, and financial -- for companies and their shareholders. As noted by the International Finance Corporation, fragile and conflict-affected settings "face business risks that are much greater than those in other emerging markets," including destruction of physical capital, as well as deaths and injuries, weak state control, lack of security, and supply-chain disruptions.

Cisco's customer relationships in CAHRA, including but not limited to the Occupied Palestinian Territory, Golan Heights, Russian-occupied South Ossetia and Abkhazia and Transnistria, Turkish-occupied Northern Cyprus, Saudi Arabia, and the United Arab Emirates, may create heightened risk for contributing to violations of the UNGPs, Cisco's Global Human Rights Policy and position statements, and international humanitarian and human rights law that could have a material impact on shareholder assets.

To mitigate risks associated with customer conduct, companies undertake "Know Your Customer" (KYC) diligence coupled with sanctions compliance programs.

Shareholders seek information, at board and management discretion, through a report that describes Cisco's:

- Board of Directors' role in overseeing the identification and management of risks associated with customers' use of products and services in CAHRA;
- Approach to determining if customers' misuse of its products and services may contribute to violations of international humanitarian law in occupied territories; and
- Determination if a KYC due diligence process is needed to address material risks associated with the invasion and across CAHRA, or if a KYC exists, whether it is sufficient.

Assessment of legal, regulatory, and reputational risks to shareholder value posed by the use of TI products in connection with the war and across CAHRA.

Human Rights Due Diligence in CAHRA Report To be filed with Hilton and Marriott

RESOLVED: Shareholders request that Hilton/Marriott assess and report to shareholders, at reasonable expense and excluding proprietary information, on the company's approach to mitigating the human rights and material risks associated with business activities in conflict-affected and high-risk areas (CAHRA).

Supporting Statement:

Human rights risks can be particularly acute in conflict-affected and high-risk areas (CAHRA), characterized by widespread human rights abuses and violations of national or international law. The number and intensity of these areas are increasing globally, with the World Bank estimating that by 2030 two-thirds of the world's poor will live in settings characterized by fragility, conflict, and violence, presenting risks to people, companies, and shareholders. In light of the fact that the risk of gross human rights abuses is comparatively higher in these areas, the UNGPs call for businesses to conduct heightened human rights due diligence.

CAHRA are also characterized by a higher prevalence of material risks -- legal, operational, and financial -- for companies and their shareholders. As noted by the International Finance Corporation, fragile and conflict-affected settings "face business risks that are much greater than those in other emerging markets," including destruction of physical capital, as well as deaths and injuries, weak state control, lack of security, and supply-chain disruptions.

Hilton's/ Marriott's global operations include nearly XXX properties and roughly XXX million rooms in XXX countries and territories, including numerous CAHRA, exposing the company and its shareholders to significant human rights and material risks.

Shareholders seek information, at board and management discretion, through a report that:

- Assesses whether additional policies are needed to supplement Hilton's/Marriott's current Human Rights Policy to avoid causing or contributing to violations of human rights in CAHRA; and
- Describes the company's process for conducting human rights impact assessments in CAHRA.

Human Rights Due Diligence in CAHRA Report To be filed with JPMorgan Chase

RESOLVED: Shareholders request that JPMorgan Chase (JPMC) assess and report to shareholders, at reasonable expense and excluding proprietary information, on the company's approach to mitigating the human rights and material risks associated with business activities in conflict-affected and high-risk areas (CAHRA).

Supporting Statement:

Human rights risks can be particularly acute in conflict-affected and high-risk areas (CAHRA), including situations of international armed conflict, internal armed conflict, and military occupation, where human rights abuses and breaches of international humanitarian law (IHL) are widely documented. In light of the severe risks endemic to these areas, the UNGPs call for heightened due diligence. Per the *Financial Times*, JPMC says it takes, "human rights violations 'very seriously'." "Any company with alleged or proven violations of [UN Global Compact] principles, including human rights abuses, is scrutinized and may result in either enhanced engagement or removal from a portfolio."

CAHRA are also characterized by a higher prevalence of material risks -- legal, operational, and financial -- for companies and their shareholders. As noted by the International Finance Corporation, fragile and conflict-affected settings "face business risks that are much greater than those in other emerging markets," including destruction of physical capital, as well as deaths and injuries, weak state control, lack of security, and supply-chain disruptions. JPMC's operations and relationships in CAHRA, including but not limited to Russia, Myanmar, Venezuela, Mozambique, and Kazakhstan, may expose the company to human rights and material risks - legal, operational, and financial - by contributing to violations of international human rights and humanitarian law, UNGPs, United States' laws, and JPMC's own commitments and *Human Rights Policy*. As JPMC investors and stakeholders, we are also exposed to the risks and impacts of such actions.

Shareholders seek information, at board and management discretion, through a report that:

- Assesses whether additional policies are needed to supplement JPMC's current Human Rights Policy to avoid causing or contributing to violations of human rights in CAHRA; and
- Describes the company's process for conducting human rights impact assessments in CAHRA.

Human Rights Due Diligence in CAHRA Report To be re-filed with Texas Instruments

RESOLVED: Shareholders request that the Board of Directors commission an independent third-party report, at reasonable expense and excluding proprietary information, on Texas Instruments' (TI) due diligence process to determine whether its customers' use of its products or services contribute or are linked to violations of international law.

Supporting Statement:

The United States and EU have imposed an unprecedented array of sanctions and export controls against the Russian state and its owned and affiliated businesses in response to the illegal invasion of Ukraine. On September 21, Vladimir Putin announced a "partial mobilization," requiring all public and private organizations to assist in the conscription of eligible employees and provide material means to support the war effort;

The Royal United Services Institute (RUSI) reported that TI and Analog Devices were the original manufacturers of approximately 25% of the overall dual-use items found in 27 Russian weapons systems used in the invasion, including cruise and ballistic missiles, precision munitions, and electronic warfare. RUSI notes that "US exporters of these products [had] a due-diligence obligation to make sure they were not destined for a prohibited end user, or to be used in prohibited end use."

The use of TI's products during the Russian invasion of Ukraine may result in heightened human rights and financially material risks through violations of American and EU sanctions and export controls, the UN Guiding Principles on Business and Human Rights, and TI's human rights policies, as well as complicity in Russia's violations of international law.

Because human rights risks can be particularly acute in conflict-affected and high-risk areas (CAHRA), characterized by widespread human rights abuses and violations of national or international law, the UNGPs call for heightened human rights due diligence. The International Finance Corporation notes that companies in these areas "face business risks that are much greater than those in other emerging markets," including destruction of physical capital, deaths and injuries, weak state control, lack of security, and supply-chain disruptions.

To mitigate risks associated with customer conduct, companies undertake "Know Your Customer" (KYC) diligence coupled with sanctions compliance programs.

Shareholders seek information, at board and management discretion, through a report that describes TI's:

- Sanctions and export control compliance process to ensure that dual-use items are not used by proscribed users or for proscribed uses in connection with Russia's invasion;
- Plans to address risks associated with Putin's partial mobilization order;

- Board of Directors' role in overseeing the identification and management of risks associated with Russia's invasion;
- Determination if a KYC due diligence process is needed to address material risks associated with the invasion and across CAHRA, or if a KYC exists, whether it is sufficient; and
- Assessment of legal, regulatory, and reputational risks to shareholder value posed by the use of TI products in connection with the war and across CAHRA.

Water Risk Assessment

To be filed with Constellation Brands

WHEREAS: According to the 2021 IPCC report, climate change is intensifying the water cycle, resulting in more intense droughts globally. Climate change related water scarcity poses material risk to Constellation Brands ("Constellation"), including lowered production capacity and disruption of supply chains.

For companies in the beverage industry, the vast majority of their water footprint comes from agricultural supply chains. To identify water risk and reduce costs, many peer companies – including The Coca-Cola Company, Anheuser-Busch InBev, and Diego have conducted water risk assessments for both operations and supply chains. By doing so, these companies have laid a foundation to mitigate future business risks associated with water and take the proper steps to future goal setting.

Constellation states the importance of water resiliency and management by stating "Our ambition is to protect our communities' water resources where we live and work by collaborating with leaders and organizations to support local watersheds and enable the restoration of water consumed by our operations.

While Constellation has committed to restore 1.1 billion gallons to local watersheds, it neglects to provide disclosures for water use and risk in these areas in its product production. Our Company has faced water-related disturbances of operations during 2020 after Constellation was forced to abandon the Mexicali facility, booking a loss of nearly \$700 million.

Without a full value chain water risk assessment, and disclosure of quantitative performance metrics and best practices for water management in areas of water stress, investors are unable to gauge whether Constellation adequately manages its water risk, which are expected to be exaggerated by climate change.

RESOLVED: Considering the growing pressure on water supplies posed by climate change, shareholders request that Constellation conduct and report to shareholders, using quantitative indicators where appropriate, an assessment to identify the water risk exposure of its supply chain, and its responsive policies and practices to reduce this risk and prepare for water supply uncertainties associated with climate change.

SUPPORTING STATEMENT:

Proponents request the report disclose, at management's discretion:

- Identification of water assessment tools used by Constellation/Monster or its suppliers to assess supply chain water related risk
- Results of water risk assessments across its agricultural supply chain, including identifying the regions of at-risk ingredient production and supply chains
- Any additional monitoring of supply chain water resources

Water Risk Assessment

To be filed with Monster Beverage

WHEREAS: According to the 2021 IPCC report, climate change is intensifying the water cycle, resulting in more intense droughts globally. Climate change related water scarcity poses material risk to Monster Beverage, including lowered production capacity and disruption of supply chains.

For companies in the beverage industry, the vast majority of their water footprint comes from agricultural supply chains. To identify water risk and reduce costs, many peer companies – including The Coca-Cola Company, Anheuser-Busch InBev, and Diego have conducted water risk assessments for both operations and supply chains. By doing so, these companies have laid a foundation to mitigate future business risks associated with water and take the proper steps to future goal setting.

While Monster Beverage has conducted water risk assessments on its direct operations, it neglects to provide the same disclosure for water use in its agricultural related ingredient production – the most water intensive function of its business.

Monster Beverage understands the threat of water risk to local communities such as in California when it states, "We recognize that access to clean, safe drinking water is under threat from California's ongoing drought." With Monster's supply chain being a "substantial component of our water footprint" and increased vulnerability due to climate change happening in many areas, water related risk pose a significant impact to our Company's ability to operate.

Without a full value chain water risk assessment, and disclosure of quantitative performance metrics and best practices for water management in areas of water stress, investors are unable to gauge whether Monster Beverage adequately manages its water risk, which are expected to be exaggerated by climate change.

RESOLVED: Considering the growing pressure on water supplies posed by climate change, shareholders request that Constellation conduct and report to shareholders, using quantitative

indicators where appropriate, an assessment to identify the water risk exposure of its supply chain, and its responsive policies and practices to reduce this risk and prepare for water supply uncertainties associated with climate change.

SUPPORTING STATEMENT:

Proponents request the report disclose, at management's discretion:

- Identification of water assessment tools used by Constellation/Monster or its suppliers to assess supply chain water related risk
- Results of water risk assessments across its agricultural supply chain, including identifying the regions of at-risk ingredient production and supply chains
- Any additional monitoring of supply chain water resources
- Water scarcity planning and responsive actions
- A description of how water management is integrated into governance mechanisms
- A description of water-related engagement with value chain partners

Set Science-based Target

To be re-filed with Nucor

Whereas: The Intergovernmental Panel on Climate Change (IPCC) has advised that greenhouse gas (GHG) emissions must be halved by 2030 and reach net zero by 2050 to limit global warming to 1.5°C.

Every incremental increase in temperature above 1.5°C will entail increasingly severe physical, transition, and systemic risks for companies and investors alike.

Emissions from steelmaking account for an estimated 7% of global GHG emissions. While Nucor's scrap-based electric-arc steelmaking is more carbon-efficient than integrated steelmaking, the global share of EAF production is projected to double by 2050. Related emissions could derail efforts to limit warming to 1.5°C.

Nucor emits more GHGs across all scopes than any other American steelmaker, an estimated 44,594,134 tons compared to Cleveland Cliffs' 42,390,698 tons in 2021 (ISS). Yet the company's mitigation strategy falls short. While Nucor has adopted a goal to reduce Scope 1 and 2 GHG emissions intensity 35 percent by 2035, the company has not set an end date to achieve net zero emissions, does not include Scope 3 emissions in its target, and lacks a goal to procure zero-carbon electricity, a readily available abatement strategy.

Nucor thereby trails other American steelmakers in GHG risk management. Steel Dynamics, Inc. (SDI) has committed to reduce Scope 1 and 2 emissions intensity 50% by 2030, to achieve Scope 1 and 2 net zero emissions by 2050, and to procure 30% renewable electricity by 2030. US Steel has committed to achieve net zero emissions by 2050 and was the first to certify an American electric-arc mill to the international ResponsibleSteel standard. Cleveland Cliffs

participates in a CDP working group to develop steel-specific Science Based GHG targets; Nucor dropped out of the talks in November 2022.

In order to adequately mitigate the physical risks to its operations and supply chain, and the transition risks associated with new regulation and a global shift from a fossil fuel-based economy, proponents believe Nucor must adopt a long-term science-based target for its full carbon footprint.

Resolved: Shareholders request that Nucor, within a year, commit to adopt a long-term science based GHG reduction target aligned with the Paris Agreement’s ambition of maintaining global temperature rise to 1.5 degrees Celsius, and summarize plans to achieve it. The target should cover the company’s full range of operational, supply chain, and product-related emissions (including Scopes 1, 2 and 3).

Supporting Statement: In assessing targets, we recommend, at management’s discretion:

- Considering approaches used by advisory groups like SBTi;
- Developing a transition plan that shows how the Company plans to meet its goals, considering guidance from advisory groups like Ceres, Climate Action 100+, CDP, and the Glasgow Financial Alliance for Net Zero; and
- Consideration of supporting targets for renewable energy, energy efficiency, zero-carbon fuels, and other measures deemed appropriate by management.

Set Science-Based Targets and Publish Transition Plan To be filed with Ingredion, Inc.

Whereas: The Intergovernmental Panel on Climate Change has advised that greenhouse gas (GHG) emissions must be halved by 2030 and reach net zero by 2050 to limit global warming to 1.5°C. According to the IPCC, agriculture, forestry, and other land use change is responsible for 23 percent of total net anthropogenic greenhouse gas (GHG) emissions, nearly half of which are attributable to deforestation. Every incremental increase in temperature above 1.5°C will entail increasingly severe physical, transition, and systemic risks for companies and investors alike.

We are pleased to see that Ingredion, Inc. (“Ingredion”) has filed a commitment with SBTi for target validation and is currently developing a strategy towards Net Zero. However, as emissions disclosure, robust GHG reduction targets, no-deforestation policies and action plans become the industry standard, Ingredion lack lags peer companies that are positioning themselves to address these climate and deforestation risks.

By contrast, industry peers such as Tate & Lyle and Kellogg have reduction targets in place that align with the Paris Agreement. Many other leading food companies, including General Mills,

Kellogg, Hershey, and Mondelez have already made progress in reducing emissions and joined the 2,468 companies that have set validated targets through the Science Based Target Initiative.

Ramping up the scale, pace, and rigor of its climate-related initiatives will help prepare Ingredion for future climate-related regulations that may affect its operations. It may also unlock opportunities for growth, enabling the Company to become a sustainable solution for current and potential future customers decarbonizing their supply chains.

Failure to adopt policies and implement tactics that mitigate climate and deforestation risk may subject Ingredion to significant systemic and company-specific risks, including restricted market share, supply chain disruption, and reputational risk.

Resolved: Shareholders request that Ingredion, within a year, issue near- and long-term science-based GHG reduction targets aligned with the Paris Agreement’s ambition of maintaining global temperature rise to 1.5 degrees Celsius and summarize plans to achieve them. The targets should cover the company’s full range of operational and supply chain emissions (including Scopes 1, 2 and 3).

Supporting Statement:

In assessing targets, proponents recommend:

- Considering approaches used by advisory groups such as the Science Based Targets initiative;
- Developing a transition plan that shows how the company plans to meet its goals;
- Considering emissions reduction targets inclusive of all GHG Protocol-defined sources of Scope 3 emissions—including from agriculture, land use change, and deforestation

Racial Equity Audit

To be re-filed with United Health Group

Resolved: Shareholders urge the board of directors to oversee a third-party audit (within a reasonable time and at a reasonable cost, and consistent with the law) which assesses and produces recommendations for improving the racial impacts of UnitedHealth Group’s (“UHG’s”) policies, practices, products, and services. Input from stakeholders, including civil rights organizations, employees, and customers, should be considered in determining the specific matters to be assessed. A report on the audit, prepared at reasonable cost and omitting confidential/proprietary information, should be published on the company’s website.

Whereas: Black and Native Americans have higher death rates than white people across a variety of illnesses. Black and Latina women also face higher preconception and maternal health risks than other groups, even those in higher income brackets. One study found “a potential economic gain of \$135 billion per year if racial disparities in health are eliminated, including \$93 billion in excess medical care costs and \$42 billion in untapped productivity.” UHG, as the

largest health insurance provider in the United States, both by market share and revenue, has an outsized role to play in eliminating these inequities.

To that end, the United Health Foundation, an affiliate of UHG, has announced a 10-year, \$100 million commitment to advance health equity, among other initiatives, but UHG has not conducted an outside assessment of its current and potential racial equity impacts.

Although algorithms increase efficiencies, they should be vetted to prevent algorithmic bias. Optum, a UHG subsidiary, used an algorithm that reportedly referred equally sick Black people to care less frequently than white people. We believe an analysis of these algorithms and proxy factors is necessary, along with disclosure of the results. Opaque data collection practices by health insurance companies raise the possibility of discrimination and pose reputational and financial risk. New York's Financial Services and Health departments launched an investigation of Optum after the results of the study were published.

The company's acquisition of Change Healthcare also raises racial justice concerns. The American Antitrust Institute told the Department of Justice that the deal is "likely to harm competition and consumers." Decreasing market competition can lead to fewer options for consumers, which can disproportionately impact people of color. In fact, Color of Change states that "monopolies put economic justice at risk." Additionally, Change Healthcare had to fire an executive for racist behavior over the summer, suggesting that the internal culture of the acquisition should be examined.

Finally, UHG's 2021 EEO-1 report shows just 3.9 percent Hispanic and 3.9 percent Black executives compared to 83.4 percent white executives. UHG's strategy to address the lack of diversity remains unclear to shareholders without public targets.

We urge the company to conduct a racial equity audit to examine its total impact and help dismantle systemic injustices.



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 043 Trust Fund # 1332 RG – St. Paul’s Episcopal Church Artesia

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1332 RG – St. Paul’s Episcopal Church Artesia be established as an investment account for St. Paul’s Episcopal Church in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 044 Trust Fund # 1333 – St. Martin of Tours Episcopal Church Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1333 – St. Martin of Tours Episcopal Church Fund be established as an investment account for St. Martin of Tours Episcopal Church in Omaha, NE, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 045 Trust Fund # 1335 – STPAAS Restricted & Memorial Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1335 – STPAAS Restricted & Memorial Fund be established as an investment account for St. Peter & All Saints Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 046 Trust Fund # 1336 – Cousins Memorial Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1336 – Cousins Memorial Fund be established as an investment account for the Diocese of Western Mass Corp, The Episcopal Diocese of Western Massachusetts in Springfield, MA, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 047 Trust Fund # 1337 – Rectory Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1337 – Rectory Fund be established as an investment account for Zion Episcopal Church in Manchester, VT, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 048 Trust Fund # 1338 – Diocese of Lexington ECW

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1338 – Diocese of Lexington ECW be established as an investment account for the Diocese of Lexington ECW in Kentucky, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 049 Trust Fund # 1339 – THR Trust Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1339 – THR Trust Fund be established as an investment account for St. Mary’s Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

Resuelto, que el Fondo Fiduciario # 1339 - Fondo Fiduciario THR se establezca como una cuenta de inversión para la Iglesia Episcopal Santa María en Kansas City, MO, que podrá retirar el capital y/o los ingresos a petición y podrá añadir al capital a su discreción.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

FIN 050 Trust Fund # 1334 – The Ray G. Besing Testamentary Trust for Kibera Slum in Nairobi, Kenya

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that Trust Fund # 1334 – The Ray G. Besing Testamentary Trust for Kibera Slum in Nairobi, Kenya be established as a perpetual trust fund to care for the poor, sick or homeless people who live in the Kibera Slum in Nairobi, Kenya, East Africa; and be it further

Resolved, that dividends declared be sent to All Saints Cathedral Diocese and the Provincial Secretary for the Anglican Church of Kenya who will oversee the allocation and use of the funds for the restricted purposes set forth in the Trust.

Resuelve, que el Fondo Fiduciario # 1334 - The Ray G. Besing Testamentary Trust for Kibera Slum in Nairobi, Kenya sea establecido como un fondo fiduciario perpetuo para atender a las personas pobres, enfermas o sin hogar que viven en el barrio de chabolas de Kibera en Nairobi, Kenia, África Oriental; y sea además

Resuélvase que los dividendos declarados se envíen a la Diócesis Catedral de Todos los Santos y al Secretario Provincial de la Iglesia Anglicana de Kenia, quienes supervisarán la asignación y el uso de los fondos para los fines restringidos establecidos en el fideicomiso.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

GO 015 Transfer of Mineral Rights

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that the Executive Council of the Episcopal Church, meeting virtually October 24-27, 2023, gives the Chief Legal Officer authority to take all actions necessary to close a transaction concerning an offer received by DFMS and The Church Pension Fund for their respective interests in certain mineral rights in Western Pennsylvania that were part of a bequest, with the DFMS holding approximately 6.82805 net acres. The Church Pension Fund and The Domestic and Foreign Missionary Society have jointly retained counsel, negotiated, and agreed to a Letter of Intent.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

GO 016 Property Transfer in Puerto Rico

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that the Executive Council of the Episcopal Church, meeting virtually October 24-27, 2023, gives the Chief Legal Officer authority, subject to the Constitution and Canons of The Episcopal Church, to take all actions necessary to effectuate the transaction to transfer title to such properties that the Domestic and Foreign Missionary Society historically retained in the Diocese of Puerto Rico.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

GO 017 Revised 2024 Parochial Report

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

RESOLVED that the Executive Council, meeting online on Zoom, on Thursday, October 26, 2023, hereby accepts the Draft form of the Parochial Report as presented to the Standing Commission on Governance and Operations by the Committee on the State of the Church, with the understanding that the financial questions portion of the Report will be added to the Draft and presented to the Executive Council for approval at its meeting in January, 2024.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America

*Proposed New Parochial Report
Approved by State of the Church Aug. 2023
Direct questions to Evangeline Warren (Chair, Data Subcommittee)*

1. We will first walk through the membership of your church. (numeric responses)

This question helps us measure the scope and reach of our churches, acknowledging that not every participant or person touched by the church is a member. In addition, our hope is that this question captures long distance (virtual) engagement as well. To calculate "viewership" for online or streamed services please use the combined totals across all streaming platforms (e.g., 5 Zoom viewers, 10 Facebook viewers, 25 YouTube viewers would be 40 total live viewers). Viewership should measure "unique" viewers (rather than using viewers as a proxy for household) and includes all viewers, no matter for how long they stayed.

Communicants in Good Standing must meet the following requirements as stipulated in Canon 1.17c. In the previous year, ones who have received Communion three times, and have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God.

Active members (others) should include those who regularly participate in the life of the church, are members (according to your parish standard) but do not meet the Communicant in Good Standing threshold. This can include non-Episcopalians and non-Christians who are members of the parish.

Active participants (non-members) should include those who participate in the life of the church but do not meet the Communicant in Good Standing threshold OR the membership standard for your parish.

Average Sunday Attendance (on site)

- Average live (unique) viewership of streamed or online Sunday service
 - Average 1 week (unique) viewership of streamed services
 - Average Weekday attendance (on site)
 - Average Weekday attendance (online)
 - Estimated beneficiaries of outreach ministries
 - Average number of non-member volunteers for outreach ministries
 - Total average impact of church (above, summed)
-
- Total Communicants in Good Standing
 - Communicants in Good Standing Under 16
 - Active members (other)
 - Estimated Active Participants (non-members)
-
- Easter attendance (total across all offered services)
 - Christmas attendance (total across all offered services)

2. We will now walk through the regular staffing of your church. (numeric responses)

This question helps us understand how many individuals undertake work on behalf of the church, recognizing in particular the contributions of lay staff (paid or unpaid). Unpaid lay staff may include, but is not limited to, nursery workers, Sunday school facilitators, parish administrators, lay preachers, etc.

- Full Time Clergy
 Part Time Clergy
 Non-Stipendiary Clergy
- Total Clergy Staff
- Full Time Lay Staff
 Part Time Lay Staff
 Unpaid or Non-Stipendiary Lay Staff
- Total Lay Staff
 Total Staff
- Total Priests
 Total Deacons

3. Who leads your primary worship service? (select one)

- Full Time Priest
 Part Time Priest
 Short Term Supply
 Long Term Supply
 Lay Person
 Deacon

4. Does your congregation have a unique or unusual clergy situation? (select all that apply)

- Long Term Supply or Interim
 Call to Common Ministry
 Clergy from elsewhere in The Anglican Communion

5. How many of the following services did your church provide? (numeric responses)

This information should be easily accessed through your parish register. This helps us measure the vitality of our church through the provision of sacraments and other lifecycle services.

- Marriages
 Baptisms
 Confirmations
 Burials
 Eucharists
 Daily Office Services

6. Which of the following services/programs/initiatives does your church have? (select all that apply).

This question allows us to measure the vitality of the church through provision of services and initiatives that help engage the parish and larger community.

- Sunday Morning Eucharist

- Sunday Morning Prayer
- Other Weekend Eucharist
- Weekday Eucharist
- Weekday Morning/Noonday/Evening Prayer
- Streamed Service
- Interactive Virtual Service
- Paid Musicians
- Volunteer Musicians
- Adult Choir
- Children's Choir
- Sunday School
- Sunday Childcare
- Bible Study
- Outreach Ministries (e.g. food pantry, shelter)
- Ecumenical Collaboration
- Virtual Formation
- In Person Formation
- Campus Ministry
- Other: _____

7. Does your church have any subsidiary or associated organizations? (select all that apply).

- Preschool or Nursery Program
- K-8 School
- 9-12 School
- Outreach Ministry
- Other: _____

8. For which of the following languages do you offer services? (select all that apply)

This question allows us to better understand the distribution of languages of worship within the church. It also helps us highlight parishes which multilingual programs and services.

- English
- Spanish
- French
- Haitian Creole
- Mandarin
- Tagalog
- ASL
- Other: _____

Select this box if you offer a service that is simultaneously conducted in more than one language.

9. Approximately what percentage of your congregation is White, Caucasian, or of European descent?

<slider from 0-100>

10. What is the estimated average age of your congregation?

<slider from 0-100>

11. What is your normal operating income?

This question helps us understand the role of finances in shaping the work your church does.

[Numeric response]

12. Now let's walk through your financial assets. (numeric responses)

Similarly, this question helps us understand the structure of your financial assets.

Endowment (restricted)

Endowment (unrestricted)

Total Endowment

Non-endowed Assets (restricted)

Non-endowed Assets(unrestricted)

Total Non-endowed Assets

Total Assets

13. How is your parish reducing your carbon footprint?

The inclusion of this question is mandated by Resolution 2022-D064. This question is optional.

[text response]

14. What is one program or initiative at your Church that you feel best exemplifies your congregation?

This short answer question helps us recognize the church at work every day. This question is optional.

[text response]

15. What is one program or initiative at your Church that represents your hope for the future of your congregation or the greater Episcopal Church?

This short answer questions helps us celebrate your accomplishments and goals. This question is optional.

[text response]

If you have questions or comments about this parochial report, please contact the House of Deputies State of the Church Committee.



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

MB 009 Trust Funds of Class 225 - China Fund Request for Chinese Community Evangelism and Li Tim Oi Education Events

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the Executive Council wishes to enable the expansion of ministries to people of Chinese descent; and be it further

Resolved, that because certain board directed trust funds have been restricted for ministry to Chinese of the Dispersion (post-Communist takeover); it is hereby

Resolved, that the Executive Council directs the Treasurer to grant \$30,000 from Trust Funds of Class 225 to the Episcopal Diocese of New York for use in 2024 to provide safe places for students of Chinese descent at Columbia University to meet at the Cathedral of St. John the Divine and other workshop locations in New York City; and be it further

Resolved, that the Executive Council directs the Treasurer to grant \$10,000 from Trust Funds of Class 225 to the Episcopal Diocese of New York for use in 2023-2024 by Li Tim Oi working groups in the dioceses of New York, California, and Los Angeles in response to GC 2022: D-079 (support for the 80th Anniversary programs honoring the first female priest in the Anglican Communion).

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA
FOUNDED 1821 ■ INCORPORATED 1846

Adopted on: Oct 27, 2023

MB 010 Humanitarian and Cultural Crisis in Artsakh/Nagorno-Karabakh

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that The Executive Council of The Episcopal Church, meeting virtually October 24-27, 2023, expresses its grave concern over the dissolution (in January, 2024) of the region historically known as Artsakh, a homeland to ethnic Armenians also referred to as Nagorno-Karabakh, through a unilateral declaration of the government of Azerbaijan, a move that has placed in jeopardy the homes, livelihoods, indeed the very lives of Armenians who have called Artsakh home for generations upon generations, and be it further

Resolved, that this Council decries in the strongest terms the humanitarian crisis engendered by the illegal blockade of the Lachin Corridor (from December, 2022, to September, 2023), preventing 120,000 native Armenians from receiving goods, medicine and other essentials; the arrest and disappearance of Armenian government officials; the reported destruction of historic Armenian landmarks, churches and monasteries; the reported atrocities committed upon Armenian people, including the death of civilians, as well as the forceful removal of Armenians from their communities and homes in Artsakh, and be it further

Resolved, That the Executive Council calls upon the offices of Episcopal Migration Ministries and Global Partnerships to commit resources for the support of displaced Armenians and the education of the wider Episcopal Church to their plight, and be it further

Resolved, That the Office of Government Relations lobby Congress for, and The Episcopal Church representative to the United Nations support, coordinated humanitarian relief operations, including a comprehensive humanitarian needs assessment, to allow unimpeded access to Nagorno- Karabakh and the Lachin Corridor under a United Nations mandate to ensure that humanitarian aid organizations can deliver aid swiftly and effectively.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

MB 011 Response to Conflict in the Holy Land

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, The Executive Council of The Episcopal Church, meeting virtually October 24-27, 2023, manifestly condemns the atrocities committed by Hamas on October 7, 2023, and be it further

Resolved, The Executive Council laments the loss of life of innocents caused by Israeli airstrikes in Gaza, as well as the suffering from the lack of electricity, food, and safe water, and all of the violence that has occurred across Israel and Palestine, and be it further

Resolved, that the Executive Council encourages all members of The Episcopal Church to pray for all who have been killed, and all people affected by this conflict, and be it further

Resolved, that the Council encourages prayers for the Episcopal Diocese of Jerusalem and support of the Diocese through the American Friends of the Episcopal Diocese of Jerusalem and Episcopal Relief and Development, and be it further

Resolved, that we send our prayers and assurances of solidarity to all faith leaders, including the Most Rev. Hosam Rafa Naoum, Archbishop of the Episcopal Church in Jerusalem and the Middle East, and the Bishop of the Evangelical Lutheran Church in Jordan and the Holy Land, the Rt. Rev. Sani Ibrahim Azar, and all of the Heads of Churches in Jerusalem, assuring them and all to whom they minister our most fervent prayers for strength, safety, comfort and peace.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

MBMW 004 Advocacy for Expanding Hate Crimes Bias Categories, Enhancing Penalties, and Improving Data Collection

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that the Executive Council, meeting virtually from October 25-27, 2023, extends its sympathy to the communities of St. Stephen's Episcopal Church and First Presbyterian Church in Douglas, Arizona, two churches badly damaged by arson and motivated by bias against women and LGBTQ people and recognizes the superseding federal indictment bringing him to justice; and be it further

Resolved, that the Executive Council reaffirms its repudiation of the acts of violence that inevitably result from the rhetoric and tactics of political scapegoating, and be it further

Resolved, that the Executive Council reaffirms its advocacy for expanding the list of federal bias categories qualifying hate crimes to include real or perceived gender, sexual orientation, or disability, and be it further

Resolved, that the Executive Council calls upon church networks to advocate in states and localities to expand bias categories to include race/color, national origin, religion, sexual orientation, gender/sex, gender identity, and disability, enhance penalties in bias crimes, and improve data collection, and be it further

Resolved, that the Executive Council commends the Office of Government Relations for its continuing work to advocate for increased hate crimes protection funding.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

MBMW 005 Resolution in support of the Fossil Fuel Non-Proliferation Treaty

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, that The Executive Council of The Episcopal Church, meeting virtually October 24-27, 2023, reiterates its engagement in the work of The Episcopal Church, and international organizations to which it is connected, to turn back the effects of climate change and environmental degradation, recognizing the urgent, concentrated action in this present moment that is needed to prevent the suffering of life on this planet, in the near term and the future, and be it further

Resolved, that the Executive Council acknowledges the work of the nations of Vanuatu and Tuvalu, along with other Pacific Island nations, to forge the Fossil Fuel Non-Proliferation Treaty, which has been endorsed by the World Health Organization and the European Parliament, along with thousands of civil society organizations and individuals committed to the mitigation of climate change and the factors that contribute to it, and be it further

Resolved, that the Executive Council recognizes that the Treaty is calling the people of the world not just to make technical adjustments to negative impacts on the planet, but to transform lives by phasing out fossil fuel production and the reliance on fossil fuels by the parties to the Paris Accords, and be it further

Resolved, that this Executive Council endorses the Fossil Fuel Non-Proliferation Treaty as it is set before the United Nations Climate Summit, which will be held in Dubai in December, 2023.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

MW 014 2023 New Episcopal Communities Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting online October 24-27, 2023, approve and authorize the following New Episcopal Communities Grants, as recommended by the Task Force on Church Planting and Congregational Redevelopment reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. The 38 grants listed below total \$734,150.

The distribution of the grants is subject to the full payment of the 2022 diocesan assessment or granted diocesan waiver.

Discernment Grants 30k

Brookline Abbey, Diocese of Pittsburgh, \$5,000

Chapel of the Incarnation at St. Mary's, Diocese of Long Island, \$5,000

Church Planting in Hsinchu, Taiwan, Diocese of Taiwan, \$5,000

New Church Plant in California, Diocese of California, \$5,000

St. Martin's, Mason, Diocese of West Texas, \$5,000

The Happening, Diocese of Missouri, \$5,000

Seed Grants 255k

All Saints, Sunnyside, Diocese of Long Island, \$15,000

Ausable Inclusion Center, Diocese of Eastern Michigan, \$25,000

Bowie Church Plant, Diocese of Washington, \$25,000

Casa Maria, Diocese of Minnesota, \$30,000

Chapel of the Good Shepherd, Pea Ridge, Diocese of Arkansas, \$25,000

Church of Saint Mary the Prophet, Diocese of Oregon, \$25,000

Imagine Cincinnati, Diocese of Southern Ohio, \$10,000

Living Grace, Diocese of Maryland, \$15,000

Mission Farm, Diocese of Vermont, \$25,000

Mission Plant in Amsterdam, Convocation of Episcopal Churches in Europe, \$20,000

Plantación, Diocese of Texas, \$25,000

Spirit Bound Digital Mission, Diocese of New Hampshire, \$15,000

Growth Grants 75k

Good Courage Farm, Diocese of Minnesota, \$25,000

Growing the Convocation's Francophone Ministry, Convocation of Episcopal Churches in Europe, \$20,000

Halau Wa'a, Diocese of Hawaii, \$25,000

Latino Hispanic Ministry, Purepecha Community, Diocese of Western North Carolina, \$5,000

Harvest Grants 285k

All Souls at Wellspring on Main, Diocese of Texas, \$20,000

Church at the Crossroads, Diocese of Michigan, \$20,000

Faith Christian Church of India, Diocese of Missouri, \$30,000

Grovetown Episcopal Lutheran Mission, Diocese of Georgia, \$20,000

Harvesting the Work of St. Nino's, Tbilisi, Convocation of Episcopal Churches in Europe, \$30,000

Mother of the Savior, Diocese of Michigan, \$30,000

New Hope Church, Diocese of Southern Ohio, \$30,000

Northside Episcopal Church, Diocese of Texas, \$20,000

Plainsong Farm, Diocese of Western Michigan, \$30,000

South Wedge Mission, Diocese of Rochester, \$25,000

The Benedictine Way, Diocese of Nebraska, \$30,000

Redevelopment Grant 89,150

Center for Mission and Ministry at St. Paul's, Diocese of Kansas, \$20,000

Karen Church at Messiah, Diocese of Minnesota, \$19,150

Latino Community at Trinity, Diocese of Massachusetts, \$15,000

Saint Marks Spanish Language Community, Diocese of Minnesota, \$15,000

St. Augustine Hispanic Ministry, Diocese of Atlanta, \$20,000



The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 27, 2023

MW 015 Examine the Role of The Episcopal Church in Facilitating Forced Adoptions

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 24 – 27, 2023, at which a quorum was present and voting.

Resolved that the Executive Council of The Episcopal Church, meeting online, October 24-27, 2023, acknowledges the “forced adoption” era, occurring post-World War II to 1972, and the involvement of some dioceses with agencies that counseled pregnant women in some cases to place their infant for adoption through improper means, commits to investigate and tell the truth about the church’s involvement with these agencies.

Resolved that Executive Council create an Executive Council Committee for Examining The Episcopal Church’s Involvement in Forced Adoptions, charged with guiding and overseeing the following initiatives:(1) gather historical resources and archival research about diocesan and The Episcopal Church’s involvement in forced adoptions; (2) Provide story-sharing opportunities for the children and women affected by forced adoptions; (3) explore reconciliation opportunities between the Church, those impacted by the agencies and dioceses.

Resolved that the Committee shall comprise bishops, clergy (priests and deacons), and lay members. The overall composition of this working group shall represent the broad diversity of the church, including those who have been directly affected by the forced adoption era, and there shall be staff liaisons appointed from both the Archives and from the Justice and/or Women’s and LGBTQIA+ office; and be it further

Resolved that the Committee shall report its findings regularly to the Executive Council Joint Standing Committee on Mission Within and the wider Church, and per the Executive Council Bylaw VIII.2.d, it will continue until the end of the 82nd General Convention, unless extended by the Executive Council. Funding for this committee will be allocated by the Secretary from funds approved by General Convention for Executive Council committees, and are expected to be approximately \$30,000; and be it further

Resolved, Executive Council urges dioceses to examine their history and archives for their affiliation and support of these maternal and adoption homes during the forced adoption era.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America