



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: Apr 23, 2022

ECEC 039 Sale of Russian Stock

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved that the Executive Committee of Executive Council affirms the sale of Russian stock from the endowment assets of the of the Episcopal Church, the General Convention, the Council, and the Society [DFMS] in accordance with the Executive Council Investment Committee Investment Policy Statement approved in June of 2021.

<https://www.episcopalchurch.org/wp-content/uploads/sites/2/2021/07/FIN-142-Accept-revised-IPS-of-05262021.pdf>

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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FIN 174 Trust Fund 1212.01, Episcopal Church of the Ridge (2022)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1212.01, Episcopal Church of the Ridge be established as an investment account for Episcopal Church of the Ridge in Trenton, SC, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 175 Trust Funds 1303.01-1303.04 for St. George's Episcopal Memorial Church in Bismarck, ND)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1303.01 through # 1303.04 be established as investment accounts for St. George's Episcopal Memorial Church in Bismarck, ND, which may withdraw principal and/or income upon request and may add to the principal funds at its discretion.

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FIN 176 Trust Fund 1306 - The Saint Michael's Fund (2022)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1306, The Saint Michael's Fund, be established as an investment account for St. Michael's Episcopal Church in Arlington, VA, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 177 Trust Fund 1307 - Permanent Endowment of St. Paul's Episcopal Church of Brooklyn NY (2022)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1307, Permanent Endowment of St. Paul's Episcopal Church of Brooklyn, NY, be established as an investment account for St. Paul's Episcopal Church in Brooklyn, NY, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 178 Trust Fund 1308 - St. Andrew's Episcopal Church Endowment (2022)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1308, St. Andrew's Episcopal Church Endowment, be established as an investment account for St. Andrew's Episcopal Church of Boca Grande Inc. in Boca Grande, FL, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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Adopted on: Apr 23, 2022

FIN 179 Trust Fund 1309 - St. Andrew's Episcopal Church Legacy Endowment

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1309, St. Andrew's Episcopal Church Legacy Endowment be established as an investment account for St. Andrew's Episcopal Church of Boca Grande Inc. in Boca Grande, FL, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 180 Trust Fund 1310 RG – Bosque Proceeds

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1310, RG – Bosque Proceeds, be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 181 Trust Fund 1311 – ECN Endowment Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1311, ECN Endowment Fund, be established as an investment account for Episcopal Church in Navajoland, Farmington, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 182 Trust Fund 1312 ECN Sustainability Trust

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that Trust Fund # 1312, ECN Sustainability Trust, be established as an investment account for Episcopal Church in Navajoland, Farmington, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 183 Assessment Review Committee Recommended Waivers

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council of the Episcopal Church, meeting in San Juan, Puerto Rico, on April 23, 2022, grants assessment waivers for 2022 to:

Diocese of Navajoland at \$18,290 (7.5%); and

Diocese of Vermont at 10% for 2022; 12% for 2023; and 14% for 2024, returning to 15% in 2025.

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Adopted on: Apr 23, 2022

FIN 184 Use of 2019-2021 budgetary surplus

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council, meeting in San Juan, Puerto Rico April 20-23, 2022, directs that 20% of the estimated \$6.5 million unallocated 2019-2021 budgetary surplus be placed into short-term reserves; and be it further

Resolved, that 80% of that unallocated surplus be placed in a new trust fund; and be it further

Resolved, that the Executive Council strongly encourages future Executive Councils to utilize the funds in the new trust for identified initiatives and ongoing work such as:

- analysis of our work as a granting institution
- an audit of current staff and Executive Council roles and responsibilities
- pastoral support for grief work across the Church
- adaptive realignment of our institutional structure
- the work of Truth, Reckoning, and Healing
- unfunded General Convention resolutions
- future budget shortfalls

Resolved, that this resolution is an exception to FFM-078 of June 2017.

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FIN 185 Courtesy Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council Joint Standing Committee on Finance and the Council itself offer thanks to the following committees for their dedication and work on behalf of the gospel during the last triennium: Assessment Review Committee, Investment Committee, Audit Committee, Economic Justice Loan Committee, and the Committee on Corporate Social Responsibility. And be it further

Resolved, that the Executive Council Joint Standing Committee on Finance and the Council itself offer thanks to Joint Standing Committee on Program, Budget and Finance members Mike Ehmer, Jeff Fisher, David Quittmeyer, Tess Judge, and Bill Fleener for their attendance, attention, and input as the 2023-2024 budget draft was developed. And be it further

Resolved, that the Executive Council requests that the Secretary convey its thanks to those committees and individuals named above.

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Adopted on: Apr 23, 2022

FIN 186 Public Health Professional

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council allocate up to \$50,000 in additional funding to the 2022 budget for the President of the House of Deputies to contract a public health expert to advise her and the House of Deputies on protocol and procedures for the 80th General Convention. And be it further

Resolved, that if resources such as masks or testing supplies, are recommended or required, and the General Convention Office cannot provide them, these funds may be used for such resources.

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Adopted on: Apr 23, 2022

FIN 187 Courtesy Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved that the Executive Council Joint Standing Committee on Finance offers its thanks to DFMS and GCO staff members: Kurt Barnes, Mark Stevenson, Margareth Crosnier de Bellaistre, Julia Alling, TJ Houlhan, Cecilia Malm, Joanne Brockaway, with special kudos to: Nancy Caparulo and Patrick Haizel for their companionship in the way, for their expertise and patience, and for their understanding that treasure and heart are connected, and be it further,

Resolved that the EC JSC on Finance expresses its gratitude to all members of the GCO who have supported, coddled, and cajoled us through in person and online meeting, after meeting, with good humor and respect for our varied abilities and temperaments, for the advancement of the Beloved Community.

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GO 033 David Beers' Condolence Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Whereas, the members of Executive Council are deeply saddened by the death of David Booth Beers, Esq., on April 3, 2022, and

Whereas we recognize David's extraordinary contributions over decades to the life and well-being of The Episcopal Church, which he deeply loved and which he served with great fidelity and ability;

Therefore be it

Resolved, by Executive Council, meeting in San Juan, Puerto Rico, from April 20-23, 2022, that, we mourn David's death and extend our heartfelt condolences to his wife, Peggy, his children, grandchildren and kin, and to his many close friends, that they may take comfort in his extraordinary life and many achievements, as well as in the many unseen acts of kindness he rendered to so many; and be it further

Resolved, we give great thanks to God for David's life and ministry, and for the exceptional devotion, faithfulness, creativity and ability David brought to his duties for The Episcopal Church, and be it further

Resolved, That Executive Council strongly commends David's example of life-long service to the Church and to the wider world in many different capacities, as well as the many unheralded acts of kindness and service he rendered as a good man following Jesus.

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GO 034 Memorandum of Understanding between the Executive Council and the Church Pension Fund Board of Trustees

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, The Executive Council, meeting in San Juan, Puerto Rico April 20-23, 2022, authorizes the Presiding Bishop and President of the House of Deputies, as the Chair and Vice Chair of The Executive Council, to duly sign the Memorandum of Understanding to enable regular consultation between the Executive Council and the Church Pension Fund Board of Trustees, and be it further

Resolved, that The Executive Council thanks the Church Pension Fund Board of Trustees who participated in the extensive consultations with the Executive Council working group in 2021 and 2022, that led to the Memorandum of Understanding, and commits to the forthcoming consultations.

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MEMORANDO DE ENTENDIMIENTO

La Obispa Presidenta y el Presidente de la Cámara de Diputados, en su calidad de Presidente y Vicepresidente del Consejo Ejecutivo de la Iglesia Episcopal (TEC), en nombre del Consejo Ejecutivo, y el Presidente de la Junta de Fideicomisarios del Fondo de Pensiones de la Iglesia (CPF), en nombre de la Junta de Fideicomisarios del CPF, adoptan el siguiente plan con el fin de promover las respectivas misiones del TEC y del CPF, ya que cada uno de ellos responde a las necesidades cambiantes de la Iglesia.

Propósito

El Consejo Ejecutivo y el Consejo de Administración de la CPF compartirán información, conocimientos e ideas para ayudar a cada organización a planificar el futuro y a abordar sus respectivas preocupaciones políticas planteadas por los cambios demográficos, las expectativas cambiantes de y para el clero y los empleados laicos actuales y jubilados dentro de la TEC, y la comprensión cambiante de la iglesia en la sociedad. El objetivo es proporcionar ocasiones y canales para la comunicación y la consulta regulares en ambos sentidos por parte de los líderes de la CPF y del CET sobre las principales cuestiones de interés mutuo entre las reuniones de la Convención General. Este plan es una continuación de las múltiples y útiles discusiones entre los representantes del Consejo Ejecutivo y la Junta de la CPF sobre estos temas.

Términos

1. El Consejo Ejecutivo del CET y el Consejo de Administración de la CPF seleccionarán cada uno un grupo de entre cinco y siete de sus miembros, así como su asesor jurídico, según proceda, para llevar a cabo una serie de consultas durante el período comprendido entre la 80ª Convención General prevista para julio de 2022 en Baltimore y la 81ª Convención General prevista para julio de 2024 en Louisville. Cada organización designará a los miembros de su grupo a más tardar al final de la primera reunión de esa organización después de la 80ª Convención General.
2. Cada uno de estos grupos elegirá a uno de sus miembros para que actúe como convocante. Los dos convocantes coordinarán la hora, el lugar y las modalidades de sus sesiones de consulta mutua.
3. Entre la 80ª Convención General y la 81ª Convención General se celebrarán al menos cuatro sesiones de consulta, presenciales o virtuales, según determinen conjuntamente los convocantes de estos grupos.
4. En estas sesiones de consulta, las partes debatirán los siguientes temas, y cualquier otro que acuerden los convocantes:
 - a. La demografía actual y proyectada del clero y de los empleados laicos, incluidos los que trabajan por una remuneración nominal o sin ella, los efectos estimados sobre los costes de los planes de pensiones y de salud en los próximos años, y el impacto de las políticas y prácticas de compensación del CET;
 - b. Remuneración y prestaciones de jubilación de clérigos y laicos, y oportunidades y obstáculos para una mayor paridad;
 - c. Información relativa a las compañías de seguros de la Iglesia, incluidos los ámbitos de tensión con los asegurados;
 - d. Información sobre otros productos del CPF;

- e. Los factores de riesgo emergentes, como el cambio climático y las enfermedades pandémicas, y sus efectos previstos en la suscripción, así como las formas en que la CET puede reducir o mitigar dichos riesgos;
 - f. El rendimiento de las inversiones del CPF, los costes generales y administrativos, las funciones subcontratadas y otras métricas en comparación con aseguradoras de tamaño similar, en particular las confesionales;
 - g. Información financiera del TEC y de la diócesis relevante para evaluar la asequibilidad de los productos y servicios del CPG;
 - h. Viabilidad, costes y obstáculos para la provisión de políticas de RRHH de permisos familiares pagados y/o cobertura de seguros para el clero y los empleados laicos;
 - i. Los efectos de las normas, tarifas y prácticas de los planes de pensiones, salud, discapacidad y otras prestaciones sobre la contratación y el despliegue del clero y de los profesionales laicos y sobre la sostenibilidad de la diócesis y de las congregaciones, las formas de mitigar los efectos adversos y las repercusiones financieras estimadas de tales medidas de mitigación utilizando las fuentes de datos existentes de la CPF y del TEC; y
 - j. Comentarios sobre las políticas, prácticas, productos, programas y servicios de la FPC y sobre las políticas, prácticas y planificación estratégica pertinentes de la TEC no contempladas anteriormente.
5. Los temas de debate de cada sesión serán fijados por los convocantes con treinta días de antelación a la hora de la reunión prevista para que ambos grupos puedan prepararse adecuadamente.
 6. Al menos una vez entre las Convenciones Generales 80 y 81:
 - a. el Presidente del Consejo de Administración de la ACB y el Director General y el Presidente de la ACB tendrán la oportunidad de dirigirse al Consejo Ejecutivo en relación con las cuestiones de interés para el Consejo de Administración de la ACB; y
 - b. El Presidente y el Vicepresidente del Consejo Ejecutivo tendrán la oportunidad de dirigirse al Consejo de Administración de la ACB.
 7. Antes de la primera reunión del Consejo Ejecutivo prevista para 2024, las partes determinarán si estas consultas continuarán durante el próximo trienio.
-

Bloques de firma

MEMORANDUM OF UNDERSTANDING

The Presiding Bishop and the President of the House of Deputies, as the Chair and Vice-Chair of the Executive Council of The Episcopal Church (TEC), on behalf of Executive Council and the Chair of the Board of Trustees of The Church Pension Fund (CPF), on behalf of the CPF Board of Trustees adopt the following plan in order to further the respective missions of TEC and CPF as they each respond to the evolving needs of the Church.

Purpose

The Executive Council and the CPF Board of Trustees will share information, insights, and ideas to help each organization plan for the future and address their respective policy concerns posed by changing demographics, changing expectations of and for clergy and current and retired lay employees within TEC, and changing understandings of the church in society. The objective is to provide occasions and channels for regular two-way communication and consultation by CPF and TEC leaders on major issues of mutual concern between meetings of the General Convention. This plan is a continuation of multiple helpful discussions between representatives of the Executive Council and the CPF Board about these issues.

Terms

1. TEC's Executive Council and CPF's Board of Trustees shall each select a group of between five and seven of their members, as well as their legal counsel, as may be appropriate, to conduct a series of consultations for the period between the 80th General Convention scheduled for July 2022 in Baltimore and the 81st General Convention scheduled for July 2024 in Louisville. Each organization shall appoint the members of its group no later than the end of that organization's first meeting following the 80th General Convention.
2. Each of these groups shall choose one of their members to serve as its convener. The two conveners shall coordinate the time, place, and arrangements for their mutual consultation sessions.
3. There shall be at least four such consultation sessions between the 80th General Convention and the 81st General Convention, either in person or virtually, as the conveners of these groups may jointly determine.
4. The parties will discuss the following topics, and any others that are agreed by the conveners, during these consultation sessions:
 - a. Current and projected demographics of clergy and lay employees, including those who are working for nominal or no compensation, estimated effects on pension and health plan costs in upcoming years, and the impact of TEC compensation policies and practices;
 - b. Clergy and lay compensation and retirement benefits, and opportunities for and obstacles to greater parity;
 - c. Information concerning Church Insurance Companies, including areas of tension with insured parties;
 - d. Information concerning other CPF products;
 - e. Emerging risk factors such as climate change and pandemic disease and their forecast effects on underwriting, and ways for TEC to reduce or mitigate such risks;

- f. CPF investment performance, general and administrative costs, outsourced functions, and other metrics as compared to similar sized insurers, particularly denominational insurers;
 - g. TEC and diocesan financial information relevant to assessing affordability of CPG products and services;
 - h. Feasibility, costs, and obstacles to provision of paid family leave HR policies and/or insurance coverage for clergy and lay employees;
 - i. The effects of pension, health, disability and other benefit plan rules, rates, and practices on clergy and lay professional recruitment and deployment and on diocesan and congregational sustainability, ways to mitigate adverse effects, and estimated financial impacts of such mitigation measures using existing data sources from CPF and TEC; and
 - j. Feedback on CPF policies, practices, products, programs, and services and relevant TEC policies, practices, and strategic planning not covered above.
 5. The discussion topics for each session shall be set by the convenors thirty days prior to the scheduled meeting time to enable both groups adequately to prepare.
 6. At least once between the 80th and 81st General Conventions:
 - a. the Chair of CPF's Board of Trustees and the CPF CEO and President shall be afforded the opportunity to address Executive Council on issues of concern to the CPF Board of Trustees; and
 - b. The Chair and Vice-Chair of Executive Council shall be afforded the opportunity to address the CPF Board of Trustees.
 7. By the first Executive Council meeting scheduled for 2024, the parties shall determine if these consultations shall continue during the next triennium.
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Signature Blocks



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GO 035 Translation and Interpretation Policy

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, The Executive Council, meeting in San Juan, Puerto Rico April 20-23, 2022, recommends adoption of the attached Translation and Interpretation Policy, subject to the availability of funding as provided in the budget.

The Rev. Canon Michael Barlowe
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Política de traducción e interpretación

(recomendado)

A. Alcance de la política de traducción e interpretación

1. Esta política se aplicará a las actividades de la Sociedad Misionera Doméstica y Extranjera dentro del ámbito del Obispo Presidente; el Presidente de la Cámara de Diputados; y la Oficina de la Convención General.
2. Si no se menciona específicamente, **las decisiones sobre la interpretación deben seguir los principios esbozados en esta Política para la traducción** (por ejemplo, un evento de la Convención General debe proporcionar interpretación; el anfitrión de un evento patrocinado por un departamento ministerial debe determinar si proporciona interpretación en función del público al que va dirigido).
3. Se anima a todas las diócesis, provincias, organizaciones afiliadas y ministerios de la Iglesia a utilizar esta política y a evaluar sus propias prácticas.

B. Lo que hay que traducir

Los siguientes materiales deben estar traducidos y disponibles en inglés, español, francés y kreyol/criollo haitiano:

- Actas de reuniones y actos oficiales
- Documentos producidos para y por la Convención General (por ejemplo, resoluciones, informes, Constitución y Cánones, audiencias, sesiones legislativas, los informes anuales diocesanos y parroquiales, y otros formularios oficiales)
- Formaciones y programas creados por las Leyes de la Convención General (por ejemplo, materiales de formación del Título IV)
- Productos de grandes iniciativas de programas de los departamentos ministeriales destinados a una amplia distribución a la iglesia.
- Comunicados de prensa de Asuntos Públicos
- Todos los anuncios que implican implicaciones de financiación y disponibilidad
- Convocatorias y solicitudes de todas las subvenciones y becas competitivas
- Mensajes del Obispo Presidente y del Presidente de la Cámara de Diputados
- Cartas pastorales de la Cámara de Obispos

(Las cuestiones de la traducción de las Escrituras y de los textos litúrgicos quedan fuera del ámbito de esta política por razones prácticas y canónicas.)

C. Se debe proporcionar interpretación para las presentaciones orales o los procedimientos de las reuniones y eventos oficiales (por ejemplo, programas de formación, Convención General, etc.)

Excepción: La interpretación puede no ser necesaria si un evento está limitado "sólo por invitación" y se ha pedido a los participantes que rechacen la interpretación.

D. La traducción e interpretación del resto del material y de los acontecimientos puede considerarse discrecional.

1. Los materiales discrecionales pueden incluir:
 - Los productos de los departamentos ministeriales que no estén destinados a una distribución eclesial más amplia, a discreción del jefe del departamento, en consulta con el canónigo responsable ante el Obispo Presidente. Dependiendo del producto, puede ser necesaria una aportación adicional del Obispo Presidente.
 - Historias del Servicio Episcopal de Noticias

2. A la hora de determinar si debe proporcionar traducciones, el proveedor debe tener en cuenta:
 - El público objetivo y el número de usuarios
 - Aportaciones de los usuarios previstos

E. Administración

1. Todos los servicios de traducción e interpretación (T&I) en la DFMS se administrarán a través de los Servicios Lingüísticos (LS). Los miembros de cualquier grupo de la Convención General enviarán las solicitudes de interpretación y traducción al personal de la CG para que las gestione a través de los Servicios Lingüísticos. Los Servicios Lingüísticos determinarán y perfilarán los requisitos para solicitar, contratar y programar los servicios T&I. Los servicios de T&I que no hayan sido concertados a través de LS no serán atendidos a menos que se hayan hecho arreglos previos y hayan sido acordados por LS.

2. Los Servicios Lingüísticos formarán y pondrán al día al personal en lo que respecta a los plazos y la disponibilidad de los servicios de traducción e interpretación para garantizar que los servicios sean rentables y oportunos.

3. La DFMS busca trabajar con un grupo de traductores e intérpretes que hayan realizado trabajos previos con la Iglesia Episcopal, que estén familiarizados con la terminología episcopal y cuyo trabajo haya sido bien recibido por los diversos grupos que lo han encontrado. Si un miembro del personal desea recomendar a un traductor o intérprete que no haya sido contratado previamente por la DFMS, deberá presentar una solicitud a LS con la siguiente información:
 - Identificación y datos de contacto del traductor e intérprete
 - Un currículum vitae y/o muestras de trabajo representativas
 - Una recomendación empresarial
 - Una explicación de por qué este traductor o intérprete sería bueno para un proyecto concreto

Tras la consulta, LS determinará si el traductor o intérprete recomendado es adecuado para los proyectos pendientes y, en caso afirmativo, negociará y preparará un contrato de acuerdo con las normas de la DFMS.

4. En algunas circunstancias (por ejemplo, calendarios cortos, plazos de entrega rápidos;

borradores de documentos), se pueden emplear inicialmente traducciones por ordenador; para materiales que estén adecuadamente formateados y compartidos electrónicamente.

5. En la medida de lo posible, los materiales deben publicarse en todas las lenguas simultáneamente.
6. Financiación
 - Durante cada proceso de presupuestación, los departamentos individuales serán responsables de identificar en una línea separada la cantidad total necesaria para la traducción e interpretación de documentos y reuniones que entren en el ámbito de su programa.
 - El GCO se encargará de las traducciones e interpretaciones relacionadas con todos los materiales de gobierno según las indicaciones y/o solicitudes de la Convención General, el Consejo Ejecutivo y los Órganos Interinos.

F. Recursos de apoyo

El Departamento de Comunicaciones, en coordinación con la Oficina de la Convención General, elaborará un **Glosario de Términos de la Iglesia** en varios idiomas. El Glosario se difundirá ampliamente y se actualizará con regularidad.

Consideraciones adicionales

La traducción y la interpretación permiten la comunicación entre culturas y entre lenguas con la traducción. Estas tareas consisten en trasladar el significado, no sólo las palabras, de una lengua a otra. Así, las traducciones tratan de transmitir la intención original de un mensaje teniendo en cuenta cuidadosamente las diferencias culturales y regionales entre las lenguas, así como las expresiones, la comprensión y las interpretaciones variables en función de los destinatarios.

Aunque no todos los materiales [documentos, PowerPoint, vídeos, etc.] pueden traducirse a todos los idiomas, recomendamos el diálogo con los afectados para determinar qué traducciones serían bienvenidas y útiles para unirnos como Cuerpo de Cristo y Comunidad Amada.

A la hora de planificar el evento y la reunión, hay que tener en cuenta qué materiales se proporcionarán y en qué formatos (por ejemplo, folletos, presentaciones de diapositivas o vídeos). ¿Se necesitarán traducciones y/o subtítulos para facilitar la plena participación?

Se deben traducir y/o interpretar muchos elementos que no están en la lista requerida. Confiamos estas decisiones al personal de la DFMS y de la GCO, a los órganos interinos y animamos a los jefes de departamento de la DFMS a que consideren qué traducciones son necesarias para mostrar la hospitalidad y la inclusión que prevé nuestro Pacto Bautismal.

Translation and Interpretation Policy

(recommended)

A. Scope of the Translation and Interpretation Policy (Policy)

1. This Policy shall apply to the Domestic & Foreign Missionary Society activities within the purview of the Presiding Bishop; the President of the House of Deputies; and the General Convention Office.
2. If not specifically mentioned, **interpretation decisions should follow the principles outlined in this Policy for translation** (e.g., an event of General Convention must provide interpretation; the host of an event sponsored by a ministry department should determine whether to provide interpretation based on the target audience).
3. Every Diocese, Province, affiliated organization, and ministry of the Church is encouraged to use this Policy and evaluate its own practices.

B. What must be translated

The following materials must be translated and made available in English, Spanish, French and Haitian Kreyol/Creole:

- Proceedings of official meetings and events
- Documents produced for and by the General Convention (e.g., resolutions, reports, Constitution and Canons, hearings, legislative sessions, the annual diocesan and parochial reports, and other official forms)
- Trainings and programs created by Acts of the General Convention (e.g., Title IV training materials)
- Products of large program initiatives by ministry departments intended for wide distribution to the church.
- Public Affairs press releases
- All announcements that involve funding implications and availability
- Announcements and applications for all competitive grants and scholarships
- Messages from the Presiding Bishop and the President of the House of Deputies
- Pastoral letters from the House of Bishops

(The issues of Scripture translation and translation of liturgical texts are outside the scope of this policy for practical and canonical reasons.)

C. Interpretation must be provided for oral presentations or proceedings of official meetings and events (e.g., training programs, General Convention, etc.)

Exception: Interpretation may not be required if an event is limited “by invitation only” and participants have been asked and declined interpretation.

D. Translation and interpretation of all other material and events may be considered discretionary.

1. Discretionary materials may include:
 - Products of ministry departments not intended for wider church distribution at the discretion of the department head, in consultation with the responsible Canon to the Presiding Bishop. Depending on the product, additional input may be required from the Presiding Bishop.
 - Episcopal News Service stories
2. When determining whether to provide translations, the provider should consider:
 - The intended user audience and the number of users
 - Input from the expected users

E. Administration

1. All translation and interpretation (T&I) services throughout the DFMS shall be administered through the Language Services (LS). Members of any groups under the General Convention will send interpretation and translation requests to GC staff to handle via Language Services. LS shall determine and outline requirements for requesting, contracting, and scheduling T&I services. T&I services that have not been arranged through LS will not be honored unless prior arrangements have been made and agreed by LS.
2. The Language Services will train and update staff regarding Translation and Interpretation timelines and availability of services to ensure that services are cost effective and timely.
3. The DFMS seeks to work with a group of translators and interpreters who have done prior work with The Episcopal Church, who are familiar with Episcopal terminology, and whose work has been well received by the various constituencies that have encountered it. If a staff member wants to recommend a translator or interpreter who is not already under prior contract with the DFMS, he or she should submit a request to LS with the following information:
 - Identification and contact information for the translator and interpreter
 - A curriculum vitae and/or representative samples of work
 - A business recommendation
 - An explanation of why this translator or interpreter resource would be good for a particular project

After consultation, LS will determine if the recommended translator or interpreter is appropriate for pending projects, and if so, will negotiate and prepare a contract according to DFMS standards.

4. In some circumstances (e.g., short timetables, quick turnaround; draft documents), computer translations may initially be employed; for materials which are appropriately formatted and shared electronically.

5. Where possible, materials should be released in all languages simultaneously.
6. Funding
 - During each budgeting process, individual departments shall be responsible for identifying in a separate line a total amount required for translation and interpretation of documents and meetings that fall within their program purview.
 - The GCO shall be responsible for translations and interpretation related to all governance materials as directed and/or requested by the General Convention, Executive Council, and Interim Bodies.

F. Supporting Resources

A **Glossary of Church Terms** shall be produced in multiple languages by the Communications Department, in coordination with the General Convention Office. The Glossary shall be made widely available and be updated regularly.

Additional Considerations

Translation and interpretation enable communication between cultures and across languages with translation. These tasks are a rendering of meaning, not merely words, from one language into another language. Thus, translations seek to convey the original intent of a message while carefully considering cultural and regional differences between languages as well as variable expressions, understanding and interpretations based on the target audiences.

While not all materials [documents, PowerPoint, videos, etc.] can be translated into every language, we recommend dialogue with those affected to determine what translations would be welcome and useful for uniting us as the Body of Christ and Beloved Community.

In event and meeting planning, consideration should be made as to what materials will be provided and in what formats (e.g., handouts, slide shows, or videos.). Will translations and/or captioning be required to provide full participation.

Many items should be translated and/or interpreted that are not on the required list. We entrust these decisions to DFMS and GCO staff, Interim Bodies and encourage department heads at DFMS to consider what translations are required to exhibit the hospitality and inclusiveness our Baptismal Covenant envisions.



THE EPISCOPAL CHURCH

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FOUNDED 1821 • INCORPORATED 1846

Adopted on: Apr 23, 2022

GO 036 Resolution to Fund Staff Position for Office of Pastoral Development

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, by Executive Council, meeting in San Juan, Puerto Rico, April 20-23, 2022, recognizing from recent field reports that the Office of Pastoral Development requires additional personnel to support Dioceses more fully in the work of Episcopal elections, while carrying out its other responsibilities, present the following Resolution for consideration at General Convention:

General Convention Resolution A-xxx

Resolved, the House of _____ concurring, that the Committee on Program, Budget & Finance consider an increased budget allocation for the Office of Pastoral Development sufficient to add a permanent senior staff position to that office.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Adopted on: Apr 23, 2022

GO 037 Courtesy Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, the Executive Council of The Episcopal Church, meeting in San Juan, Puerto Rico, April 20-23, 2022, expresses its gratitude to the staff of the Communications, Information Technology, Human Resources and Property Departments for their diverse ministries and work to support the work of the Executive Council and the Domestic and Foreign Missionary Society in sharing the Gospel work of bringing Good News of Jesus Christ to the world; and be it further

Resolved, the Executive Council expresses its gratitude to the staff of the Legal Department of the Domestic and Foreign Missionary Society, who work tirelessly and in many unseen ways to assure the integrity of our organization; and be it further

Resolved, the Executive Council express its gratitude for the great care with which the General Convention Office served the Executive Council during the extended triennium, including quickly adapting to multiple new on-line tools, schedule changes, and new ways of doing work to assist the Executive Council and the Church during normal times and especially during the Pandemic; and be it further

Resolved, the Executive Council sends its gratitude and greetings to the Episcopal Church Archives staff who have shown diligence and dedication in the face of upheaval in changing locations; and lastly, be it further

Resolved, the Executive Council expresses its gratitude for the Board of Trustees of The Church Pension Fund, who have committed to meeting together with The Executive Council around areas of mutual concern for the Church and to the Glory of God.

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



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Adopted on: Apr 23, 2022

MB 034 Courtesy Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council of The Episcopal Church, meeting in San Juan, Puerto Rico, April 20-23, 2022, recognizes that the Domestic and Foreign Missionary Society’s Team Beyond, during a time of travel restrictions, budget strictures, and international turmoil, has resolutely and faithfully engaged in the ongoing work of strengthening partnerships, forging collaboration, and striving to support human dignity and flourishing, equality, and justice; and be it further,

Resolved, that the Executive Council extends its heartfelt thanks and genuine appreciation for the extraordinary work of the Domestic and Foreign Missionary Society’s Team Beyond, under the stalwart leadership of the Rev. Canon Chuck Robertson; and be it further,

Resolved, that the Executive Council applauds the diligent and vital work of the Office of Government Relations, guided most expertly by their Director, Rebecca Linder Blachly, who faithfully guides the work of talented and inspiring staff members as they tirelessly pursue goals of equality, justice, peace, and healing in the halls of power in Washington; and be it further,

Resolved, that the Executive praises the exemplary work of the Office of Global Partnerships and Mission, led by their indefatigable Director, the Rev. David Copley, who provides resources, support and encouragement to his staff, whose vision is the strengthening of the world-wide Anglican Communion and its wide array of partnerships, resulting in the growth of Beloved Community in all corners of the globe; and be it further,

Resolved, that the Executive Council commends the efforts of the Office of Ecumenical and Interreligious Relations and their inspired Director, the Rev. Margaret Rose, as they lead the efforts of The Episcopal Church to realize the call of Christ “for all to be one,” seeking earnestly to bridge divides of creed and faith in a time of polarization and fractiousness, discerning ways for people of faith to join hands to heal a broken world; and be it further,

Resolved, that the Executive Council highlights and celebrates the ceaseless efforts of the Office of Episcopal Migration Ministries and their compassionate and expert Director, Demetrio Alvero, as they pursue the noble goal of giving hope to a world beset by violence and strife, providing refuge and safety to “your poor, your huddled masses yearning to breathe free,” and inspiring the people of The Episcopal Church to join together in pursuing this same goal; and be it further,

Resolved, that the Executive Council gives heartfelt thanks to the worldwide staff of Episcopal Relief and Development and their inspiring and visionary Chief Executive Officer, Robert Radtke, for their unstinting work to answer the call of responding to crisis and disaster throughout the globe as they seek to alleviate human suffering, support the dignity and health of all peoples, and create an environment in which humanity may live sustainably in peace.

A handwritten signature in black ink that reads "Michael Barlowe". The signature is fluid and cursive, with a long horizontal stroke at the end.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Apr 23, 2022

MB 035 Re-establishment of the Standing Commission on Ecumenical and Interreligious Relations

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council, meeting in San Juan, Puerto Rico, from April 20-23, 2022, strongly supports the work of The Episcopal Church in ecumenical and interreligious relations, building upon the urgent need to foster spiritual and humanitarian partnerships between the diversity of global faith communities at a time of pervasive crisis and division of the human family, and be it further

Resolved, that the Executive Council endorses the re-establishment of the Standing Commission on Ecumenical and Interreligious Relations, the work of which in The Episcopal Church until 2015 was crucial to building powerful relationships that furthered Christian unity and interreligious partnerships, and be it further

Resolved, that the following resolution be submitted to the 80th General Convention, meeting in 2022:

Resolved, the House of _____ concurring,

That the 80th General Convention amend Canon I.1.2.n by adding a new subsection 4 thereto, to read as follows:

4. A Standing Commission on Ecumenical and Interreligious Relations.

It shall be the duty of the Commission to:

- i. Coordinate and encourage the work of church unity among Christian partners and collaboration and peacebuilding with interfaith partners, conciliar, and interfaith organizations.*
- ii. Recommend policies and strategies to the General Convention for the affirmation and development of ecumenical and interreligious partnerships.*
- iii. Collaborate with ecumenical and interreligious partners, conciliar and interfaith bodies to develop tools which address issues of power, racial justice, colonialism, imperialism, and the historical racial bias in ecumenical endeavors.*
- iv. Support Diocesan and local engagement in interreligious and ecumenical ministry.*
- v. Encourage theological work that recognizes the current and future ecumenical and religious landscape, contextual theologies*

and partnerships with conciliar bodies and others to address the Gospel issues of unity, justice, and peace, and to respond as requested to Conciliar, ecumenical or other interreligious documents.

vi. In collaboration with the churchwide Office on Ecumenical and Inter-religious relations, develop and recommend to the General Convention comprehensive and coordinated policies and guidelines for inter-religious relations and ecumenical dialogues and conversations.

vii. Recommend strategies and policies to General Convention for training and leadership development, with networks, diocesan ecumenical officers, faith-based bodies within and beyond the Episcopal Church.

viii. Study the needs and trends of the ecumenical and interreligious landscape, to support and encourage the development of resources for ecumenical and interreligious formation.



The Rev. Canon Michael Barlowe

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Adopted on: Apr 23, 2022

MB 036 China Fund Request for Graduate Study Scholarships

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, that the Executive Council of The Episcopal Church, meeting in San Juan, Puerto Rico, April 20-23, 2022, 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 \$40,000 to be made available in 2022 and 2023 to partner with the Foundation for Theological Education South East Asia, China Christian Council, and World Council of Churches to provide graduate study scholarships to four doctoral candidates.

The Rev. Canon Michael Barlowe

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Adopted on: Apr 23, 2022

MB 037 Resolution on Colonialism and Puerto Rico

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved that the Executive Council of The Episcopal Church, meeting in San Juan, Puerto Rico, April 20-23, 2022, gives profound thanks for the Episcopal Diocese of Puerto Rico and its steadfast service to Christ, particularly for the Rt. Rev. Rafael Morales and all clergy and laity of the diocese; and be it further,

Resolved that the Executive Council acknowledges the longstanding impacts of colonialism on the territories of the United States, including the island of Puerto Rico, particularly grieving the ways in which the Church has been both active and complicit in the legacy of colonialism in Puerto Rico; and be it further,

Resolved that the Executive Council commends the stirring presentation of Professor Víctor A. Feliberty-Ruberté to this Council on April 22nd, 2022, especially the assertion that the work of addressing colonialism is to “Renounce what is unjust and its alliances, Denounce the abuses of systemic oppression, and to Proclaim hope and possibilities” (Rt. Rev. Francisco Reus Froylán); and be it further,

Resolved that the Executive Council expresses its sincere intention to continue journeying faithfully, guided by people and the Diocese of Puerto Rico, to uncover, wrestle with, and seek the healing from the sins of colonialism levied against the people of Puerto Rico; and be it further,

Resolved that the Executive Council further strongly urges the next Executive Council to further engage deeply in the work of justice in relation to the people of Puerto Rico in the 2022-2024 triennium and beyond, as a continuing element of the ongoing commitment of this church to the work of dismantling systemic racism, colonialism, and white supremacy in our midst.

The Rev. Canon Michael Barlowe

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Adopted on: Apr 23, 2022

MW 055 Develop Indigenous and Native Liturgical Resources

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church meeting April 20-23, at the Condado Plaza Hilton, San Juan, Puerto Rico adopts the following resolution and hereby instructs the Secretary of Executive Council to forward it to the Secretary of General Convention.

Resolved, the House of _____ concurring,

Resolved, that, on the homelands of the Piscataway, Nentego (Nanticoke), and Susquehannock peoples, the 80th General Convention of The Episcopal Church creates an intentional effort to value and embrace Native and Indigenous liturgy and spirituality. This General Convention calls for a Task Force on Indigenous Liturgy to document and develop culturally appropriate liturgical materials that reflect the Native and Indigenous spirituality that can then be used in Native and Indigenous faith communities; and be it further

Resolved, That these liturgical resources would honor and uphold the original stewards of our land and the deep connection with Great Spirit and Earth, written in and/or referencing the traditional languages, incorporating the cultural customs, stories, and beliefs, and that address the current needs of the Native and Indigenous faith communities; and be it further

Resolved, That this Task Force would up to 20 persons, majority Native and Indigenous identified, be appointed jointly by the President of the House of Deputies and the Presiding Bishop. Members would reflect a geographically diverse representation from the Church and tribal affiliations. This membership would include Native spirituality theologians, liturgy developers, and practitioners. Laity would make up half of the entire membership. 1 member would overlap with the Standing Commission on Liturgy and Music to be a liaison; and be it further

Resolved, That these liturgical resources would be curated and developed with the consultation of the Native American Ministries Council of Advice and presented for review during the Winter Talk 2023 and 2024 gatherings; and be it further

Resolved, That the plans for this collection be presented to the 81st General Convention as a model for culturally-informed worship and contextual theology; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance consider a budget allocation of \$200,000 for the implementation of this resolution and Task Force.

A handwritten signature in black ink that reads "Michael Barlowe". The signature is written in a cursive style with a long, sweeping tail on the final letter.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Adopted on: Apr 23, 2022

MW 056 Urge The Episcopal Church and Constituents to Designate Indigenous Peoples' Day

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church meeting April 20-23, at the Condado Plaza Hilton, San Juan, Puerto Rico adopts the following resolution and hereby instructs the Secretary of Executive Council to forward it to the Secretary of General Convention.

Resolved, the House of _____ concurring,

Resolved, that on the homelands of the Piscataway, Nentego (Nanticoke), and Susquehannock peoples, the 80th General Convention of the Episcopal Church urges all Episcopal entities, dioceses, parishes and missions to designate a day honoring our Indigenous ancestors. Further, domestic and United States territorial dioceses across the church as well as all Episcopal entities to refer to the U.S. federal holiday of Columbus Day as Indigenous Peoples' Day; and be it further

Resolved, that nations across the globe have adopted Indigenous' Peoples Day as a holiday and/or observance, including, but not limited to Colombia and Taiwan, and, further the United Nations recognized August 9 as the International Day of the World's Indigenous Peoples.

Resolved, That observance of Indigenous Peoples' Day would serve as a celebration and a remembrance of the Indigenous peoples who have for thousands of generations safeguarded the land, and who, in the face of cultural genocide, preserved their languages, traditions, stories, and ceremonies for future generations; and be it further

Resolved, That all diocesan offices, parishes, and Episcopal Church-related organizations are encouraged to examine their observance, remembrance, and honoring of our Indigenous and Native siblings.

The Rev. Canon Michael Barlowe

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Adopted on: Apr 23, 2022

MW 057 Resolution Regarding DFMS/BSSF Memorandum of Understanding

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved that on lands that were tended by the Taíno peoples, taken from them and renamed San Juan, Puerto Rico, the Executive Council of The Episcopal Church, meeting on April 20-23, 2022, finds that there is a crisis in The Episcopal Church regarding the growth and development of Indigenous clergy and lay leadership and that creative and culturally responsive leadership development is necessary to develop a new generation of Indigenous leaders; and be it further

Resolved that the Executive Council believes that a proposed Joint Theological Education Program Partnership between the Domestic and Foreign Missionary Society, working through its Office of Indigenous Ministries, and Bexley Hall Seabury Western Theological Seminary will help develop such creative and culturally responsive leadership development education; and be it further

Resolved, that the Memorandum of Understanding between the Domestic and Foreign Missionary Society and Bexley Hall Seabury Western Theological Seminary, substantially in the form attached hereto, is hereby approved and authorized to be executed, with such minor modifications, amendments or changes therein as necessary to be reviewed and approved by the Chief Legal Officer.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Apr 23, 2022

MW 058 UTO Grants 2022

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from April 20-23, 2022, approve and authorize the following, as recommended by the United Thank Offering Board and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. Payment comes from available United Thank Offering Ingathering funds.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Resolved, That the Executive Council, meeting from April 20-23, 2022, approve and authorize the following, as recommended by the United Thank Offering Board and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. Payment comes from available United Thank Offering Ingathering funds.

| Diocese | Project Title | Funding Amount |
|--------------------------------------|--|-----------------------|
| Historical Grant: Emery Trust | Missionaries: Exploring History & Looking to the Future | 56,100.00 |
| Historical Presiding Bishop | Sacred Ground & God's Creation - Loving God, Loving God's Creation: Church-wide Social and Spiritual Formation for Creation Care | 89,438.74 |
| Alabama | Cherokee Heritage Garden | 54,750.00 |
| Buye, Burundi | Erosion control through tree planting and making contour lines in Mwumba county, district of Ngozi | 52,470.00 |
| California | Jubilee Farm Church | 53,888.00 |
| Central Gulf Coast | Seniors Saving the Earth | 18,720.00 |
| Chicago | Climate Justice on the South Side of Chicago | 22,886.00 |
| Ecuador Litoral | Reforestation and Construction of Gazebos and Cycling/Walking Paths on the Banks of the Adrian Caceres Retreat Center's Lake | 55,000.00 |
| Europe | Embrace Diversity: Refugee Integration through Care of Creation | 54,014.00 |
| Goma, Congo | Improve access to water for the most vulnerable people in Nyiragongo, Goma, in the context of a post-volcano response | 52,025.00 |
| Grahamstown, Southern Africa | Rejuvenating rivers: Creating environmental change makers among youth for a South African river system. | 41,000.00 |
| Honduras | Access to Water for La Santa Cruz and the Muchilena - community. | 25,000.00 |
| Kansas | Cultivating Earth Stewards at The Gardens at Bethany House | 31,150.00 |
| Lweru, Tanzania | Reduction of the Impact of Climate Change by Planting Trees in Kagera Region | 32,040.00 |
| Montana | Reduce Water Usage in 18 Rural Montana Episcopal Parishes | 22,180.00 |
| North Dakota | Environmental Reparations: St. Paul's, White Shield | 52,500.00 |
| Northern Michigan | Walking Together: Protecting Our Common Ground | 28,500.00 |
| Panama, IARCA | Episcopal San José | 55,000.00 |
| South Dakota | Indoor Riding Arena | 99,541.50 |
| Southern Africa (Provincial Request) | Food Justice: Action and Advocacy in Southern Africa | 39,850.00 |
| Southwest Tanganyika, Tanzania | Our Creation our Development | 49,227.00 |
| Western Mexico, Mexico | Agriculture-Aquaculture-Adapted to climate change | 57,973.90 |
| | | \$1,043,254.14 |



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: Apr 23, 2022

MW 059 New Community Grants 2022

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting April 20-23, 2022 in San Juan, Puerto Rico, 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 19 grants listed below total \$520,000.

The distribution of the grants is subject to the full payment of the 2021 diocesan assessment or granted diocesan waiver.

Discernment Grants (\$5,000)

All Angels, Diocese of Southern Virginia
Holy Redeemers Union Center, Diocese of Easton
Karen Ministry at Messiah in Saint Paul, Diocese of Minnesota
Trinity Commons, Diocese of Maine

Seed Grants (\$30,000)

Military Missional Community, Diocese of the Central Gulf Coast
QTPOC Church of Greater Boston, Diocese of Massachusetts
Saint Thomas Pakistani Church Plant, Diocese of Albany

Growth Grants (\$30,000)

4 Saints Food Pantry, The Episcopal Church in North Texas
Abundant Life Health and Healing, Diocese of North Carolina
Center for Mission and Ministry at Saint Paul's, Diocese of Kansas
Faith Christian Church of India, Diocese of Missouri
Haitian Ministry of New Jersey, Diocese of New Jersey
San Cornelio, Diocese of Western Kansas
The Gathering Project, The Episcopal Church in North Texas

Harvest Grants (\$40,000)

CRECHE, Diocese of Massachusetts
Mother of the Savior, Diocese of Michigan

Plainsong Farm and Ministry, Diocese of Western Michigan
The Way Station, Diocese of Iowa
U.P. Wild Church, Diocese of Northern Michigan

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

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



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Adopted on: Apr 23, 2022

MW 060 2022 Roanridge Trust Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting April 20-23, 2022 in San Juan, Puerto Rico, approve and authorize the following Constable Fund Grants, as recommended by the Roanridge Trust Grant Review Committee and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. The 11 grants listed below total \$232,645.00.

The distribution of the grants is subject to the full payment of the 2021 diocesan assessment or granted diocesan waiver.

1. Minnesota: Connecting Rural Young Adults With Ministry Internships, \$15,000.00

This program is designed to increase the amount of rural young adult ministry by helping rural church leaders shift from thinking of young adult ministry as something done "to young adults" towards something done "by young adults". We will help rural leaders identify relationships and resources already present within their contexts so that rural young adults can receive formation opportunities and provide ministry within their specific contexts.

2. Maine: Saviour's, Bar Harbor, ME, Solid Rock: Equipping Maine with Great Preachers, \$19,655.00

The desired outcome of the training program is for lay leaders to write and preach three to four lectionary-based sermons annually, across no fewer than three years. The focus for learning will be pastoral, that is, to equip participants to communicate not only their own vibrant relationship with Jesus Christ, but also, to inspire the people in their congregations so that all will see and describe how the Holy Spirit is moving among us, in our faith communities, and in the towns and villages where we live. In addition to the focus on preaching, ultimately we envisage a diocesan community who will grow in our discipleship with Jesus Christ and in our capacity to share the Good News, both words and actions in our everyday lives.

3. North Dakota: Northwest Regional Ministry in North Dakota, \$20,000.00

The Diocese of North Dakota is a microcosm of the Episcopal Church in that it faces challenges developing sustainable ministry models for struggling rural congregations. building upon the good start initiated in August 2021 with the support of an initial Roanridge grant, The Northwest Regional Ministry will continue to address the needs that church leaders have for sacramental, liturgical, pastoral, and congregational development support.

4. New York: Episcopal Futures: Rural Faith Project, \$45,725.00

Episcopal Futures is an initiative for collaborative transformation. We seek to become a hub of rural faith leadership and innovation in the Diocese of New York. We are looking to partner with three to five congregations in Ulster County, New York and Dutchess County, New York. We will use our Learning Community and Coaching models to equip and support 15 faith, small business, and nonprofit/outreach ministry leaders over an 18-month period. The curriculum is ... based on the principles of community growth, asset based community development, and evangelism.

5. Arizona, Province VIII: St. John's, Bisbee, AZ and St. Stephen's, Douglas, AZ, Bilingual Catechism, \$7,400.00

St. John's Episcopal Church (Bisbee) and St. Stephen's Episcopal Church (Douglas) in Arizona, with ministry partners in Sonora, [has] included a focus on catechism for all ages and on opportunities for youth to participate in ministry. Our bilingual catechism has helped to introduce our congregants, those new to The Episcopal Church and those who have been faithful members for years, to the history of the early Church, the diversity of the Christian family by learning about other denominations and has deepened their knowledge about The Episcopal Church and our place within the Anglican Communion and the holy catholic Church.

6. Colorado: Patrick's, Pagosa Springs, CO: "Being With" Facilitators Training, \$7,300.00

This training program seeks to help move St. Patrick's congregants from a community that is committed to "doing for," into a community that has the skills to "be with" our neighbors, particularly accompanying neighbors in need from diverse backgrounds and circumstances. The training program also seeks to equip St. Patrick's members (who are polarized, particularly around political issues) to be in relationship with one another, even across political and class differences.

7. Western Missouri: Partners in Presence, \$20,265.00

Partners in Presence is a program for equipping leaders, both lay and ordained, to posture their congregations toward faithful and effective Christian witness in their respective communities. "Partners" refers to the collaborative work of all Christian ministry, especially noted in ecclesiologies like that of The Episcopal Church, where our very identity is one of ministering together under the guidance of our diocesan episcopal presence, not siloed in our own churches; therefore, the shared work of ministry acknowledges that some persons and congregations have gifts to serve particular roles, and equitable partnerships allow for the "slack" to be picked up by others whose giftings meet the need. "Presence" acknowledges that ecclesial partnerships are an expression of the unified work of the Triune Godhead and, accordingly, are not guided by self-preservation for selfish sakes but are guided by the missio Dei to incarnate a visible witness to God's work in the various communities served by our congregations.

8. Atlanta: Appleton Episcopal Ministries, Macon, GA, Serving All God's People: Revitalization of Ministry through Reconciliation in Middle Georgia, \$20,000.00

The goal of this training program is to lift up at least 2-5 members in each parish to help organize and deliver worship and formation activities on a weekly basis, to attract and retain new and possibly younger members, and to work cooperatively to maintain and expand community ministry in the rural areas in and around Fort Valley and Montezuma. Part of this expanded ministry will explore the founding of new Episcopal worship communities for Hispanic residents. Lay leaders with Spanish language skills or a desire to serve in new communities where English is a second language can help a Hispanic deacon and an already-identified lay worship leader to serve new audiences. Lay leaders will also support and augment the efforts of a chaplain for campus ministry at Fort Valley State University funded by Appleton Episcopal Ministries and possibly other donors as necessary.

9. Montana: Advocacy Training and Reduction of Carbon Footprint for Rural Montana Episcopal Parishes, \$15,600.00

Hire a consultant/trainer from Montana Interfaith Power and Light (MT IPL) to work with rural parishes of the Montana Episcopal Diocese to determine their carbon footprint, learn how to advocate about environmental issues, explore opportunities for carbon reducing practices in their churches and build relationships with communities of faith regarding environmental issues. The training program is for

all those who are active in the semi-rural and rural parishes and will be led by a consultant/trainer.

10. Missouri: Requiem or Renaissance for Rural Congregations, \$26,700.00.

Requiem or Renaissance is an 18-month discernment and skills-building program for all rural congregations currently receiving diocesan financial aid. In this program, our aided rural congregations will enter a discernment process that will help them determine God's call to them: to a Requiem, a holy ending of this congregation's ministry in this location at this time, or a Renaissance, a church re-plant with a new vision.

11. Ohio, Province V: Church of the Redeemer, Lorain, OH, Community Formation Coordinator, \$35,000.00

This new position will be responsible for curriculum development around theology and creation care for all ages, as well as deeper integration of our urban farm with our parish, our watershed, and the natural environment. This position will work with the urban farmer and priest to create as well as facilitate garden education, youth engagement, community workshops, garden-based bible studies, assisting in regular farm church services, a week-long youth summer camp, farmer's markets, and community meal outreach. This position will also increase community knowledge of the Wednesday and Thursday hot meal programs and expand and organize services and our volunteer base. The Community Outreach & Formation Coordinator will also assist in increasing partnerships with local businesses and promoting creation care into our local food systems.



The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Apr 23, 2022

MW 061 2022 Constable Fund Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting April 20-23, 2022 in San Juan, Puerto Rico, approve and authorize the following Constable Fund Grants, as recommended by the Constable Fund Grant Review Committee and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. The 5 grants listed below total \$228,500.00.

The distribution of the grants is subject to the full payment of the 2021 diocesan assessment or granted diocesan waiver.

Diocese of Cuba, Province II, Formation, Christian Education and Discipleship, \$36,500.00

In the next three years the Episcopal Church in Cuba (ECC) will seek to strengthen Christian education at all levels - leaders and communities - which means formation and active discipleship for the members of the communities throughout the Diocese.

Staff: Faith Formation, Building Diversity in Youth and Young Adults, \$60,000.00

The Department of Faith Formation needs to hire a consultant to help intentionally shape our diversity work and engagement with young people. This consultant would be charged to help us strengthen relationships, cultivate young people's ministry ideas, and identify allies across the church through networking, relationship building, and creating communities of practice. This would include helping the staff and planning teams develop, implement, and continually iterate an intentional plan for expanding our diversity of presenters, speakers, preachers, adult mentors, musicians, youth, design team members, young adult event team members, and local volunteers.

Staff: Office of the Presiding Bishop / Convocation of Europe – Adult Education, \$20,000.00

This proposal to the Constable Grant program requests \$20,000 to support both a planning phase (in 2022) and a pilot year (in 2023) of a week-long "Anglican Summer Session in Europe." As detailed in the narrative ... and in the supporting documentation submitted with this grant, this initiative arises from both an apologetic inspiration and from a desire to find constructive ways of facilitating areas of collaboration among the Anglican Communion provinces present together on the continent of Europe.

Staff: Office of Evangelism, Field Days: Creation-Care Formation Encounters from Good News Gardens, \$62,000.00

Field Days is a series of Creation Care themed-formation encounters (both in-person and online) with evangelistic and justice implications. Springing from the popular Good News Gardens program. The goal of Field Days' pilgrimages, retreats, one-day encounters, and online community is to help people deepen their relationship with God, their baptismal identity, and their kinship with all of Creation.

Province I: Trinity Episcopal Church, Southport, Connecticut, Trinity Spiritual Center, \$50,000.00

Trinity Spiritual Center represents a unique opportunity for the Constable Fund to participate in the co-creation of an intentional community that offers a new model of education specifically geared towards the fastest-growing segment of spiritual seekers in the US: nones. It has the additional benefit of responding to the deep desire of congregants within the Episcopal fold looking for new (and old) ways of encountering the divine as they build community.



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Adopted on: Apr 23, 2022

MW 062 Executive Council Committee on Native Boarding Schools and Advocacy

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved that on lands that were tended by the Taíno peoples, taken from them and renamed San Juan, Puerto Rico, the Executive Council of The Episcopal Church, meeting on April 20-23, 2022, acknowledges and mourns the devastation caused by Indigenous Boarding Schools during the 19th and 20th centuries and commits to investigate and tell whatever is true about The Episcopal Church's involvement with these schools.

Previous silence on this topic does not condone the cultural and religious genocide that occurred at these schools across the United States. To fully grapple with its history and any relationship it has to these atrocities, The Episcopal Church must bring together its stories, experiences, records, and documents, to its archives. The legacy of these schools must be acknowledged, understood, and learned from so that we can come to a full understanding of The Episcopal Church's involvement and the schools' religious and cultural impact. Even while the full story of the Indigenous Boarding Schools and their relationship to The Episcopal Church is as yet not clearly known, Executive Council recognizes and deeply regrets the hurt carried by Indigenous Episcopalians and grieves the ongoing legacies of these schools; and be it further

Resolved, that The Executive Council of The Episcopal Church grieves the unequal treatment Indigenous and Native Peoples have received when they have suffered harms that deserve attention and redress, and expresses its solidarity with the Indigenous and Native Peoples of the world and supports the rights of Indigenous and Native Peoples to equal treatment; and be it further

Resolved that Executive Council create an Executive Council Committee for Indigenous Boarding Schools and Advocacy as a Committee of Executive Council, charged with guiding and overseeing three initiatives: (1) the gathering of historical information about Indigenous Boarding Schools that had any relationship to The Episcopal Church, including information revealing the nature and extent of that relationship (the Gathering Initiative), (2) the curation of the gathered information in a collection, housed in the Archives of The Episcopal Church, that will tell the story of the Schools' relationship to the Church and their impacts on Indigenous Episcopalians, even until today (the Story Initiative), taking care to interweave the stories of Episcopal Indigenous boarding schools with the ongoing Native oppression and white supremacy, and (3) the development and implementation of a plan for gathering information and hearing stories about the varieties of ways that Indigenous and Native peoples are subjected to unequal treatment by the federal government, state governments, and other authorities, including information provided by the ongoing investigation by the U.S. Department of the Interior, and, in conjunction, the development of proposals for advocacy and other action responding to the issues identified (the Advocacy Initiative). The Advocacy Initiative shall include in its focus, but not be limited to, information and stories about missing and murdered Indigenous women, girls, and two-spirits whose deaths have not been investigated by authorities, as well as the lack of reporting and collecting of statistics on

missing and murdered Native and Indigenous women, girls, and two-spirits; and be it further

Resolved, that in carrying out the Gathering Initiative and the Story Initiative, the Committee shall nominate to the Executive Committee of Executive Council (ECEC) one or more independent historians and other experts not connected to The Episcopal Church who, with the consent of the ECEC, shall be engaged to gather information, including by reviewing information contained in the Church's Archives and those of other Episcopal and non-Episcopal institutions, as well as by directly collecting and preserving the oral histories of Indigenous Episcopalians survivors and their families. In connection with any such nomination, the Committee shall also propose the scope of the anticipated work of the person nominated, which also shall be subject to the consent of the ECEC. Following engagement, the Committee shall make regular reports to the Executive Council on the progress of the work of any particular expert. The ECEC shall have authority for oversight of the investigative work, including termination of any expert.

Scholarly independence of these investigators and experts is required to ensure the integrity of any conclusions reached, no matter how difficult those may be for the Church. The Committee will work with the expert(s) to develop questions to be considered in addition to those developed by the expert(s). The questions should include, at a minimum:

- (a) How many Boarding Schools were there with ties to The Episcopal Church?
- (b) How many students attended those Boarding Schools and how many may have been injured, were sick or died at the Boarding Schools far from their homes?
- (d) How were the Episcopal Indigenous Boarding Schools funded and founded and by which institutions and individuals, including but not limited to diocesan leaders, clergy and lay leaders of The Episcopal Church, the Board of Missions, the UTO, and/or the Women's Auxiliary?
- (h) Were missionaries assigned to schools, how many, and from which dioceses or institutions?
- (i) Were there any inspections or reports concerning the schools?
- (j) What is the current status of the schools?
- (k) Did The Episcopal Church play any role in other denominations' schools?; and be it further

Resolved, that the Committee is encouraged to consult with other religious denominations to learn what similar efforts they may be making and explore whether collaboration in the development of these histories may be beneficial; and be it further

Resolved, that in carrying out the Story Initiative, the Committee will work closely with the Office of Indigenous Ministries and the Archives of The Episcopal Church in their development of collections related to Indigenous Boarding Schools, including the creation of resource guides, research documents, and intentionally gathered records and holdings regarding Indigenous Boarding Schools with any relationship to The Episcopal Church. This new Archives collection is intended to be the main repository for information about these long-defunct schools, including materials such as school records, fundraising materials, and wider church oversight records; and will be made available for online review and searching, as well as at the Archives building on the ancestral homelands of Jumanos, Tonkawa, Ndé Kónitsaqíí Gokiyaa (Lipan Apache), Coahuiltecan, Numunuu (Comanche) taken from them and renamed Austin, Texas; and be it further

Resolved, that in carrying out the Advocacy Initiative, the Committee will work with the Office of Indigenous Ministries and the Office of Government Relations of The Episcopal Church in its development of proposals for advocacy and other action responding to the issues identified; and be it further

Resolved, that the Executive Council intends that the work of the Committee will aid in developing a justice-making healing process for Indigenous communities and creating a legacy to pass on to the next generations; and be it further

Resolved that the Committee will include a total of 15 members and have a majority membership of Indigenous and Native Episcopalians. Membership shall include historians, storytellers, and trusted elders in the Indigenous communities with a diversity of tribal affiliations honoring the diversity of Indigenous Episcopalians. There will be at least one member who is also on the Native and Indigenous Ministries Council of Advice; and the Missioner for Indigenous Ministries shall act as Staff liaison; 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; and be it further

Resolved, Executive Council urges dioceses to contribute their records to the Story Initiative, and to appoint their own Indigenous and Native ministry advocates so that this important work can continue throughout communities, counties, states, and commonwealths.



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Adopted on: Apr 23, 2022

MW 063 Courtesy Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in San Juan from April 20 – 23, 2022, at which a quorum was present and voting.

Resolved, the Executive Council of The Episcopal Church, meeting in San Juan, Puerto Rico, April 20-23, 2022, express its gratitude for the hard work of the individuals who served on grant committees during the extended 2018-2022 triennium: and be it further,

Resolved, that the Executive Council requests that the Secretary express thanks to the members of the grant committees serving Constable, Roanridge, Conant, United Thank Offering, Becoming Beloved Community, Evangelism, Young Adult and Campus Ministry, Becoming Beloved Community Rapid Response, Care of Creation and Environmental Racism, Church Planting and Congregational Redevelopment, and New Episcopal Communities; and be it further,

Resolved, the Executive Council expresses its gratitude to the staff of the Domestic and Foreign Missionary Society who report to the Joint Standing Committee on Mission Within The Episcopal Church and work tirelessly to share the Good News of Jesus Christ to the world, especially those who are often made to feel outcast from authentic Christian community, including the areas of Evangelism, Racial Healing, Creation Care, Formation, Church Planting and Congregational Development, Episcopal Migration Ministries, the Office of Government Relations, and Ethnic Ministries, among others; and be it further,

Resolved, the Executive Council expresses its gratitude to The Reverend Molly James, Ph.D. and her colleagues in the General Convention Office for the extraordinary work done to facilitate the ministry of the Joint Standing Committee on Mission Within The Episcopal Church and the entire Executive Council, for her grace, her joyful spirit, her wisdom, and, above all, her commitment to the work of Executive Council and governance as ministry for the upbuilding of the Reign of God.

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