



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 28, 2021

EC 010 Appoint Independent Auditors for FY2021

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council, upon the recommendation of the Audit Committee, hereby approves the appointment of Grant Thornton, LLP, to audit all accounts under the management or control of the Council and the Domestic and Foreign Missionary Society for the year ending December 31, 2021.

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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EC 011 Joint nomination to Executive Council Investment Committee

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That upon the nomination of the chair and vice chair, and in accordance with bylaw VIII.2.c the Executive Council appoints the following person to Executive Council Investment Committee to fulfill a term ending 12/31/2022:

Mr. Charles S. Garland, III
Diocese of New York, Province II

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
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FIN 152 Trust Fund 1297 - White Marsh Parish Investment Account (2021)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that Trust Fund # 1297, White Marsh Parish Investment Account be established as an investment account for the Vestry of White Marsh Parish St. Paul's Church in Trappe, MD, 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

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Adopted on: Oct 28, 2021

FIN 153 Trust Fund # 1298 White Marsh Parish Endowment Account (2021)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that Trust Fund # 1298, White Marsh Parish Endowment Account be established as an investment account for the Vestry of White Marsh Parish St. Paul's Church in Trappe, MD, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Secretary of Executive Council and

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Adopted on: Oct 28, 2021

FIN 154 Approval of Ethnic Ministries Grant Application

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the Executive Council supports and approves the application by the Department of Ethnic Ministries to Trinity Wall Street for a grant to develop a leadership formation and development project through the Latino/Hispanic Ministries using its proven Academia Ecu mica de Liderazgo (Ecumenical Academy of Leadership) program to structure a more comprehensive, robust, and intentional lay leadership development program aimed at adult Latino lay leaders, as well as younger individuals.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 28, 2021

FIN 155 CCSR Advocacy Work for 2021-2022 Part A

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council, meeting in October 2021 approves the 2021-2022 corporate advocacy plan outlined by the Committee on Corporate Social Responsibility (CCSR) as attached which includes dialogues, letter writing, in person and Zoom meetings with the named companies; and be it further

Resolved, that CCSR, the Treasurer, the Director of Government Relations and Mercy Investments (CCSR Consultant) are authorized to take actions necessary to implement the CCSR advocacy plan for 2021-2022; and be it further

Resolved, 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; and be it further

Resolved, that the Treasurer is directed to file shareholder resolutions with companies listed below, substantially in the form attached (approximate texts Attachment 1) but subject to pertinent revisions based on updated information on targeted companies in coordination with the Interfaith Center on Corporate Responsibility, and appropriate review by the Chief Legal Officer that the language conforms with regulations of the U.S. Securities and Exchange Commission:

- Request **Kraft Heinz** to publish their Impact Human Rights Assessment related to Labor Trafficking
- File shareholder resolution with **Western Digital** to request a report to shareholders on its approach to mitigating the operational and human rights risks associated with business activities in conflict-affected and high-risk areas (CAHRA) ;
- File resolution with **Abb Vie (Pharma)** requesting information on how they market or promote the use of their opioid drugs that can lead to addiction;
- File shareholder resolution with **Chewy** on ESG related to environmental justice
- File a shareholder resolution with **Anthem** on racial equity.

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

Corporate Advocacy Plan 2021- 2022

Shareholder Advocacy

D = dialogue R = potential resolutions L = letter Red= New Company/Issue

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: CCSR receives many opportunities to sign onto letters that address corporate social responsibility on issues related to Church policy and determines whether to sign such letters after consultation with the Director of Government Relations who monitors the Church’s social policies.

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.

Category: Human Rights

Issue: Human Trafficking (both Sex Trafficking and Labor Trafficking)

Sex Trafficking Objectives	CCSR Point of Contact and email	2021 Company Engagements	2022 Company Engagements
❖ Engage travel companies such as hotel, airline and trucking companies on compliance with best practice standards to mitigate labor trafficking, and child and women sexual trafficking.	Brian grievesbrian@gmail.com Bill wbm@cherubim.net	United (airline) Delta (airline) McDonalds (fast food)	United (airline) (12-16-2021) McDonalds (fast food) (12-09-2021)
TEC Policy - Human Trafficking - Resolutions: <ul style="list-style-type: none"> o 2012 D042 Fight Human Trafficking o 2009-A167 Support Actions to Protect Victims of Human Trafficking 2018-C032 Against Human Trafficking and support Code of Conduct for the Protection from Sexual Exploitation in Travel and Tourism” adopted by ECPAT (End Child Prostitution and Trafficking)			

Labor Trafficking in Workplace & Supply Chain Objectives	CCSR Point of Contact and email	2021 Company Engagements	2022 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, compliance audits and performance/improvement measurement.	Brian grievesbrian@gmail.com Bill wbm@cherubim.net	United (airline) Delta (airline) Kraft Heinz (food production) McDonalds (fast food)	United (airline) (12-16-2021) Delta (airline) (01-07-2022) Kraft Heinz (food production) 11-26-2021 R McDonalds (fast food) (12-09-2021)
TEC Policy <ul style="list-style-type: none"> o 1994-D015 Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights” o 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”. o 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

Issue: Conflict Affected and High-Risk Areas

Objectives	CCSR Point of Contact and email	2021 Company Engagements	2022 Company Engagements
<ul style="list-style-type: none"> ❖ Engage companies operating in areas of civil and/or labor strife or racial disparagement (e.g., Democratic Republic of Congo, Israel/Palestine, Peru, Indonesia, and U.S.) on due diligence processes <i>and/or enhancing their capacity to deal with potential human rights violations, in either case to help assure they are not directly or indirectly financially benefiting armed groups or engaged in repressive practices impacting indigenous peoples.</i> ❖ Develop Human Rights Screen for Israel/Palestine and conflict affected areas such as Burma/Myanmar, Xinjiang, Sudan etc. 	<p>Brian grievesbrian@gmail.com</p> <p>Byron- Burma byronrushing@comcast.net</p> <p>John- China jtaylor@ladiocese.org</p> <p>Bill wbm@cherubim.net</p> <ul style="list-style-type: none"> • Heartland supports these engagements 	<p>ABB Group (electrical equipment) (Foreign) Booking (travel) Booz Allen Hamilton (management consulting) Chevron (Noble) (integrated oil & gas) Cisco Systems (technology) Expedia Group (travel) General Mills (food production) HeidelbergCement (cement) (Foreign) Siemens (technology) (Foreign) Trip Advisor (travel)</p>	<p>ABB Group (electrical equipment) (Foreign) Booking (travel) (12-21-2021) Booz Allen Hamilton (management consulting) (02-17-2022) Chevron (Noble) (integrated oil & gas) (12-09-2021) Cisco Systems (technology) Expedia Group (travel) (12-27-2021) General Mills (food production) (04-19-2022) HeidelbergCement (cement) (Foreign) Siemens (technology) (Foreign) Trip Advisor (travel) (12-29-2021) Western Digital (technology) (6-7-22) R</p>
<p>TEC Policy</p> <ul style="list-style-type: none"> - General Convention Resolutions: <ul style="list-style-type: none"> o 2018-B016 Join ELCA and Develop Human Rights Screen in Israel/Palestine conflict o 2018-D068 Develop Procedures for deciding to engage or establish No Buy List (divest) from companies o 2003-D008 Urge Israel to End Policy of Demolition of Palestinian Homes o 2003-D081 Oppose Construction of the Israeli Security Wall o 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 			

Issue: Immigration/Refugees/Migration

Objectives	2021 Company Engagements	2022 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	
❖ Divest from private prisons with immigrant facilities on human rights policies, implementation, and disclosure with implementation metrics.	Sign on letters as appropriate	
❖ Engage companies on advocating for just immigration reform in the United States.	Sign on letters as appropriate	
<p>TEC Policy: Immigration and Refugees</p> <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> o 2012-A012 Urge Governments to Follow Principles in Adopting Trade Polices: “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.” o 2018 General Convention A178 Halt the Intensification and Implementation of Immigration Policies and Practices that are Harmful to Migrant Women, Parents and Children <p>2018 General Convention D009 Christian Principles for Responding to Human Migration</p>		

Issue: Rights of Indigenous Cultures and Communities

Objectives	2021 Company Engagements and CCSR Point of Contact and email	2022 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	
❖ 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.	Sign on letters as appropriate Brian grievsbrian@gmail.com	
❖ 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.	Sign on letters as appropriate Bill wbm@cherubim.net	

<p>TEC Policy: Human Rights</p> <ul style="list-style-type: none"> ○ 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 <p>TEC Policy: Environmental Protection of local communities, including Indigenous peoples</p> <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> ○ 2012-B023 Seek Environmental Justice ○ 2015-C013 Oppose Environmental Racism - The Executive Council resolutions on the Dakota Access pipeline relate to support for the protest – I don’t know if this covers the broader question of pipelines. <ul style="list-style-type: none"> ○ EXC102016.29 Support for Peaceful Protest at Standing Rock Sioux Reservation <p>2015-C013 Oppose Environmental Racism</p>
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Category: Health and Health Care

Issue: Opioid Epidemic

Objectives	2021 Company Engagements	2022 Company Engagements
<ul style="list-style-type: none"> ❖ 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. ❖ Engage pharmaceutical companies that manufacture antidotes to opioids about their pricing practices. 	<p>Walgreens-(retailer)</p> <p>AbbVie, (pharma)</p> <p>Viatris (f/k/a Mylan) (pharma)</p>	<p>Walgreens-(retailer) 08-10-2022 R</p> <p>AbbVie, (pharma) 11-23-2021 R</p>
<p>TEC policy: Health Care in the U.S.</p> <ul style="list-style-type: none"> - Resolutions <ul style="list-style-type: none"> ○ 2018-C037 Response to Opioid Epidemic ○ 2017 <i>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.</i> 		

Issue: Gun Safety

Objectives	CCSR Point of Contact and email	2021 Company Engagements	2022 Company Engagements
<ul style="list-style-type: none"> ❖ As a public health issue, engage gun manufacturers to adopt more smart technologies for weapons and retailers to restrict which weapons they sell and under what conditions; engage both to adopt the Sandy Hook Principles, which protect the rights of gun ownership and the rights of citizens to be safe and secure; and to report on their lobbying activities and expenses for gun rights. ❖ Determine when to invest in gun manufacturers to change corporate behavior ❖ Engage industries such as credit card companies, shipping companies, and financial institutions on their impact on the epidemic of gun violence in the U.S 	<p>Doug dfisher@diocesewma.org</p> <p>Bill wbm@cherubim.net</p> <p>Brian grievesbrian@gmail.com</p>	<p>Olin (ammunition) Sturm Ruger (firearms) Smith & Wesson (AOBC) (firearms)</p> <p>UPS (shipping)</p> <p>Visa (credit cards) Mastercard (credit cards)</p>	<p>Sturm Ruger (firearms) (12-02-2021) Smith & Wesson (AOBC) (firearms) (04-20-2022)</p> <p>UPS (shipping) (11-29-2021)</p> <p>Mastercard (credit cards) (12-30-2021)</p>
<p><i>TEC Policy:</i> 2018 B007 <i>Ethical investing in gun manufacturers Resolved</i>, the House of Bishops concurring, That the 79th General Convention direct the Executive Council Committee on Corporate Social Responsibility to develop and implement a shareholder engagement plan by which dioceses, church organizations, and individual Episcopalians investing in the publicly traded stock of gun manufacturers and retailers could act to effect change in these companies through the practices of shareholder advocacy to do everything in their power to minimize lethal and criminal uses of their products, and be it further <i>Resolved</i>, That the 79th General Convention commend to the church the Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By. 2015 C005 – Implement Laws to Decrease Gun Violence 2000 B007 – Request removal of handguns and assault weapons 1997 D033 - Urge Legislation on the Safe Manufacture of Domestic Hand Guns 1976 C052 - Urge Congress to Adopt Effective Hand Gun Control Legislation</p>			

Category: Care of Creation

Issue: Climate Change/Sustainability (*Place Holder for C021*)

Objectives – Water and healthy communities	CCSR Point of Contact and email	2021 Company Engagements	
❖ Engage companies on science-based water stewardship targets and the human right to water, in their operations and their supply chains.	Kirsten kss@well.com Bill wbm@cherubim.net	Campbells (food) Constellation. (alcohol) Coca-Cola (food & bev)	Campbells (food) Constellation. (alcohol) (02-05-2022) Coca-Cola (food & bev) (11-04-2021)
Past Actions: Water and healthy communities - Resolutions: o 2015-C053 Support Subsistence Rights of Indigenous Cultures 2018-B026 Embracing the United Nations Sustainable Development Goals			

Objectives – Climate Change and a Healthy Environment	CCSR Point of Contact and email	2021 Company Engagements	2022 Company Engagements
❖ 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.	Kirsten kss@well.com Bill wbm@cherubim.net Paul pmneuhauser@aol.com	Delta (airline) Phillips 66 (oil & gas) Chevron (oil & gas) Ameren (utility) Valero (utility)	Delta (airline) (01-07-2022) Phillips 66 (oil & gas) (12-01-2021) Chevron (oil & gas) (12-09-2021) Ameren (utility) (11-23-2021)
❖ Engage companies, particularly in the energy and utility sector, 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.	Paul pmneuhauser@aol.com Kirsten kss@well.com Bill wbm@cherubim.net	NextEra (energy)	NextEra (energy) (12-01-2021) Valero (utility) (11-18-2021)
❖ 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. ❖ 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.	Kirsten kss@well.com	AIG (insurance)	AIG (insurance) (11-30-2021)
❖ With the Church Pension Fund, add as sustainability expert on the board to advocate for positively impacting the environment CO21		Teledyne Technologies f/k/a FLIR (thermal imaging)	Teledyne Technologies f/k/a FLIR (thermal imaging) Chewy (pet supplies) 01-27-2022

		Chewy (pet supplies) General Dynamics (aerospace & defense)	General Dynamics (aerospace & defense) 11-25-2021
❖ 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.	Kirsten kss@well.com Brian grievesbrian@gmail.com	Teledyne Technologies f/k/a FLIR (thermal imaging) Chewy (pet supplies)	Teledyne Technologies f/k/a FLIR (thermal imaging) 11-12-2021 Chewy (pet supplies) (1-27-2022) R
<p>TEC Policy: Climate Change and a Healthy Environment</p> <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> o 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.” o 2009-C011 Directs Advocacy on Renewable Energy and Environmental Stewardship - On GMOs, there was a resolution to study GMOs, and then a resolution that was rejected in 2015 so I would urge a great deal of caution around any engagement with GMOs. <ul style="list-style-type: none"> o 2015-B006 On the Topic of Affirming Genetic Engineering Technologies - Legislative Action Taken: Rejected o The 2009 resolution urges further study, but has no recommendation: 2012-A013 Study the Impact of Genetically Modified Crops and Organisms o 2018-C021 Advocate for sustainability expertise on corporate boards of directors o 2018-A020 Fossil Fuel divestment and reinvestment in clean renewable energy <p>2018-B026 Embracing the United Nations Sustainable Development Goals</p>			

Category: Corporate Governance and Accountability

Issue: Diversity on Corporate Boards of Directors

Objectives –	CCSR Point of Contact and email	2021 Company Engagements	2022 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. 	Paul pmneuhauser@aol.com Bill wbm@cherubim.net	Skechers (footwear)	Anthem (Health Benefits) (12-10-21) R Johnson & Johnson (pharma) 11-10-2021
<p>TEC Policy: General Convention:</p> <ul style="list-style-type: none"> 2009-D042 Renew Support for Passage of the Equal Rights Amendment <ul style="list-style-type: none"> o 2018-B026 Embracing the United Nations Sustainable Development Goals – see goals 5 and 10 			

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.

Attachment 1
Approximate Texts of Resolutions to be Filed in 2021-2022 Shareholder Season
Texts are subject to revision through ICCR partners agreement

Human Rights Impact Assessment
To be filed with Kraft Heinz and/or others through ICCR agreement

RESOLVED: Shareholders request that The Xxx Company (“Xxx”) publish Human Rights Impact Assessment(s) (“HRIAs”), at reasonable cost and omitting proprietary/confidential information, examining the actual and potential impacts of one or more high-risk¹ products sold by Xxx. An HRIA should evaluate human rights impacts throughout the supply chain.

Supporting Statement:

As shareholders, we look to companies to manage human rights risks and impacts in order to demonstrate sound corporate governance and risk oversight. This is an effective means for management to mitigate against significant operational, financial, and reputational risks associated with negative human rights impacts throughout its supply chain. Additionally, company efforts to align policies and practices with authoritative human rights standards, like the United Nations Guiding Principles on Business and Human Rights,² facilitate sustainable business planning and improve relations with customers, workers, and business partners.

Companies that cause, contribute to, or are directly linked to human rights abuses face material risks, including reputational damage, project disruptions, and litigation, which can undermine shareholder value. Public scrutiny is intensifying reputational risks for food products companies: The New York Times detailed slave labor in Southeast Asia’s shrimp industry; The Wall Street Journal revealed migrant labor abuses in Malaysia’s palm oil sector;⁴ and CNN chronicled rampant labor abuse among tomato producers.

Xxx is exposed to significant human rights risks. In its 2020 ESG materiality assessment, Xxx ranks human rights as among the issues with the greatest impact on the company and of most importance to shareholders.⁶ Know the Chain has identified tomatoes, cattle, and coffee as products used by Xxx that have a high risk of human rights abuses,⁷ and The Wall Street Journal has reported that Xxx sources tomatoes from a region of China where forced Uighur labor is used.

Xxx claims to have completed a global human rights risk assessment⁹. However, Corporate Human Rights Benchmark’s 2020 Scoresheet gives Xxx one point out of 12 for human rights due diligence, noting among other things, that Xxx does not identify salient risks in its own operations or supply chain or describe actions taken in response to risk assessment.¹⁰ Leading companies like Coca-Cola and Nestlé have published HRIAs on high-risk food products in their supply chains.

While Xxx has discretion in designing its HRIAs, proponents recommend they include the following information:

- Human rights standards and principles used to frame the assessment;
- Actual and potential adverse impacts associated with the high-risk product(s); and
- Overview of how the findings will be acted upon in order to prevent, mitigate and/or remedy impacts.

Conflict Zones and High-Risk Areas
To be filed with Western Digital and/or others through ICCR agreement

RESOLVED: Shareholders request that Xxx 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).

WHEREAS: Xxx'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 (UNGP), the Voluntary Principles on Security and Human Rights, and the International Finance Corporation's Performance Standards;

The company's operations in the Eastern Mediterranean Sea, where gas exploration and extraction activities have led to increasing tensions among Israel, Lebanon, Cyprus, and Turkey concerning their respective claims to gas reserves based on disputed maritime borders;

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."

Investors increasingly view conflict- and human rights-based risks as leading indicators that may materially impact company value and investment performance. According to US SIF's 2020 Trends Report, conflict risk was the leading environmental, social, and governance criterion among institutional investors representing nearly \$6 trillion in assets under management;

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.

SUPPORTING STATEMENT

Shareholders seek information, at board and management discretion, through a report that:

- Assesses whether additional policies are needed to supplement Xxx'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.

Board Report on Opioid management
To be filed with Johnson and Johnson and Abb Vie (Pharma) and/or others through ICCR agreement

RESOLVED, that shareholders of xxx urge the Board of Directors (the "Board") to report to shareholders on the governance measures Xxx has implemented since 2012 to more effectively monitor and manage financial and reputational risks related to the opioid crisis in the United States (U.S.). The report should include whether Xxx has assigned responsibility for such monitoring to the Board or one or more Board committees, revised senior executive compensation metrics or policies, adopted or changed mechanisms for obtaining input from stakeholders, or altered policies or processes regarding company lobbying activities.

The report should be prepared at reasonable cost and should omit confidential and proprietary information.

SUPPORTING STATEMENT

Opioid abuse is undeniably a public health crisis: The Centers for Disease Control and Prevention reported that in 2017, opioid abuse caused nearly 48,000 U.S. deaths, or about 130 per day. The economic and social effects of the opioid crisis are profound. Opioid use and dependency, according to a recent Goldman Sachs study, is a key factor in why many men of prime working age in the U.S. are unable or unwilling to find work. Costs associated with opioid abuse strain patients, healthcare payers and state and local budgets.

Xxx, which sells fentanyl and codeine-containing products, supplies a relatively small share of opioid medications in the U.S. However, Xxx plays a unique role in the opioid crisis because it is a supplier of both opioids and products used to reverse overdoses and treat addiction. Investors are concerned both that Xxx faces risks related to the

sales of opioids and that Xxx's pricing of rescue and treatment drugs may result in financial and reputational consequences that may harm Xxx's long-term performance.

We believe that Xxx should enhance oversight of risks related to opioids. Xxx says on its website that it has "internal practices designed to detect suspicious orders and prevent the sale of opioid-containing products where there may be a risk of diversion." We believe, however, that Board-level oversight and governance reforms can play an important role in effectively addressing opioid-related risks and that shareholders would benefit from a fuller understanding of governance mechanisms serving that function.

For example, it is not clear from Xxx's committee charters or proxy statement whether a specific Board committee monitors opioid-related risks and whether the Board oversees payments to patient advocacy and professional organizations that may lobby on controlled substance regulation. Similarly, Xxx's most recent proxy statement does not indicate whether any opioid-related objectives, such as promoting ethical conduct, were considered in assessing named executive officer performance for incentive compensation purposes.

We urge shareholders to vote for this proposal.

Lobbying related to Climate Issues To be filed with UPS and/or others through ICCR agreement

Whereas, we believe in full disclosure of XXX's lobbying activities and expenditures to assess whether its lobbying is consistent with XXX's expressed goals and in the best interests of shareowners.

Resolved: the shareowners of XXX request the Board prepare a report, updated annually, disclosing:

1. Company policy and procedures governing lobbying, both direct and indirect, and grassroots lobbying communications.
2. Payments by XXX used for (a) direct or indirect lobbying or (b) grassroots lobbying communications, in each case including the amount of the payment and the recipient.
3. XXX's membership in and payments to any tax-exempt organization that writes and endorses model legislation.
4. Description of management's and the Board's decision-making process and oversight for making payments described in sections 2 and 3 above

For purposes of this proposal, a "grassroots lobbying communication" is a communication directed to the general public that (a) refers to specific legislation or regulation, (b) reflects a view on the legislation or regulation and (c) encourages the recipient of the communication to take action with respect to the legislation or regulation. "Indirect lobbying" is lobbying engaged in by a trade association or other organization of which XXX is a member. "Direct and indirect lobbying" and "grassroots lobbying communications" include efforts at the local, state and federal levels.

The report shall be presented to the Nominating and Corporate Governance Committee and posted on XXX's website.

Supporting Statement

We encourage transparency in XXX's use of funds to lobby. XXX spent \$68.1 million from 2010 – 2019 on federal lobbying. This does not include state lobbying, where XXX also lobbies but disclosure is uneven or absent. For example, XXX had at least 122 lobbyists in 29 states in 2019 (followthemoney.org) and spent \$1.7 million on lobbying in California from 2010 – 2019.

XXX sits on the board of the Chamber of Commerce, which has spent over \$1.6 billion lobbying since 1998, and belongs to the Business Roundtable (BRT), which spent over \$43 million on lobbying for 2018 and 2019. XXX does not disclose its memberships in, or payments to trade associations, or the amounts for lobbying.

And XXX does not disclose its membership in tax-exempt organizations that write and endorse model legislation, such as the American Legislative Exchange Council (ALEC). XXX's ALEC membership continues to draw scrutiny (<https://www.prwatch.org/news/2020/05/13583/groxxx-call-alec%E2%80%99s-corporate-funders-cut-ties-over-its-coronavirus-lobbying>). Over 110 companies have left ALEC, including ExxonMobil, Home Depot and Pepsi.

We are concerned that XXX's seeming contradictions in public policy advocacy and limits in disclosure present reputational risks. For example, XXX signed the BRT Statement on the Purpose of the Corporation advocating socially responsible conduct, yet also attended the ALEC annual

conference. (<https://readsludge.com/2019/08/27/these-ceos-promised-to-be-socially-responsible-but-their-companies-are-pushing-alecs-right-wing-agenda/>). And XXX strongly supports efforts to mitigate the impact of climate change, yet the Chamber opposed the Paris climate accord. XXX uses the Global Reporting Initiative for sustainability reporting yet fails to report “any differences between its lobbying positions and any stated policies, goals, or other public positions” under Standard 415.

We urge XXX to expand its lobbying disclosure.

Sustainability

To be filed with Chewy and/or others through ICCR agreement

RESOLVED Shareholders request (Xxx) issue a sustainability report describing the company’s policies, performance, and improvement targets related to key environmental, social and governance (ESG) risks and opportunities. The report should be available on the company website by December 31, 2017, prepared at reasonable cost and omitting proprietary information.

SUPPORTING STATEMENT

We believe tracking and reporting ESG practices strengthens a company’s ability to compete in today’s global business environment, which is characterized by finite natural resources, changing legislation, and heightened public expectations for corporate accountability. Reporting also helps companies capture value from existing sustainability efforts, identify gaps and opportunities, develop company-wide communications, and recruit and retain employees.

Xxx’s corporate repositioning offers an opportunity to establish ESG performance goals and develop a framework for reporting to shareholders, in alignment with Chairman Farr’s statement that Xxx is “undertaking several initiatives that will strengthen our core business and drive both near- and long-term value for our customers and shareholders.” A 2014 study by Harvard Business School on corporate investment in ESG practices reports consistent outperformance among sustainability leaders and suggests a supporting factor is the “propensity to engage with stakeholders and disclose non-financial information to the market.” The study concluded “a company can be rewarded for adopting [ESG] practices: higher profits and stock return, a lower cost of capital, and better corporate reputation scores are the key benefits enjoyed...”

Currently, Xxx’s corporate citizenship website includes short descriptions of programs and guiding principles related to ESG issues. However, these disclosures are mainly anecdotal and focus on the environmental benefits of the company’s products rather than providing information about Xxx’s operational ESG performance.

Sustainability reports commonly include data on indicators such as occupational safety and health, vendor and labor standards, waste, water usage, energy efficiency, workforce diversity, product-related environmental impacts, and goals by which to judge the company’s performance and management of these issues. As shareholders, we believe management of the above indicators can reduce regulatory, legal, reputational and financial risk to the company and its shareholders. In last year’s proxy statement, Xxx indicated partial management of these important issues; however, Xxx does not disclose quantitative, company-wide data, leaving investors unable to assess the company’s competitive positioning.

In contrast, Schneider Electric, a peer in the electrical components and equipment industry, uses a materiality matrix to prioritize ESG issues and publishes quarterly updates on progress toward sixteen ESG goals. General Electric tracks multiple ESG goals (several of which are quantitative and time bound) and publishes multiyear progress reports.

Xxx is missing an opportunity to communicate with its shareholders about the company’s strategy to manage these potentially material factors. Xxx may also be failing to recognize and act on ESG-related opportunities.

Last year 47% of shares (excluding abstentions) voted in favor of this resolution. Such strong support presents a clear opportunity for the company to demonstrate it is listening and responding to its shareholders.

Racial Equity

To be filed with Anthem and/or others through ICCR agreement

Racial Equity Audit

2022 - Xxx Foods, Inc.

Resolved: Shareholders request that the Board of Directors commission and publicly disclose the findings of an independent racial equity audit, analyzing if, and how, Xxx’s policies and practices discriminate against or disparately impact communities of color. The report should clearly identify, and recommend steps to eliminate, business activities that further systemic racism, threaten civil rights, or present barriers to diversity, equity, and inclusion (DEI). Input from impacted workers,

customers, community members, or other relevant stakeholders should inform the audit and report. The report should exclude information relevant to any pending legal proceeding or threatened proceeding of which Xxx has notice.

Whereas: Racial inequity is a systemic risk that threatens society and the economy.¹ Companies that fail to correct policies and practices deemed to be racist, discriminatory, or furthering inequities face legal, financial, reputational, and human capital management risks. Companies that are committed to advancing racial justice and fostering DEI throughout the business benefit from stronger performance, employee satisfaction, innovation, positive social impact, and more.

While Xxx has a DEI commitment, it has a history of business practices that further racial inequity. For example, it was widely reported that Xxx's frontline workers of color experienced disparate impacts of the COVID-19 pandemic. A coalition of worker and food justice groups filed an administrative complaint with the U.S. Department of Agriculture alleging that the Company's failure to prevent coronavirus outbreaks among largely Black and Latinx workers amounted to racial discrimination in violation of Title VI of the Civil Rights Act of 1964.

Racial harassment has also been reported in Xxx plants. In April 2021, two former employees of the Xxx Farms chicken plant in Wilkesboro, NC who were repeatedly called racial slurs by a manager over a period of four years accused Xxx of violating the Civil Rights Act.

Xxx's workforce is very diverse; however, there are racial disparities between hourly and salaried employees. 72.32% of Xxx's salaried employees are white, suggesting that workers of color may not have equitable opportunities to advance to the better paying, more senior-level positions within the Company.⁶ Racial diversity on Xxx's board is also limited, with only two out of 14 directorships held by people of color.

A growing number of major public companies and institutional investors are recognizing the benefits of conducting racial equity audits.⁸ In the food and beverage sector, Starbucks published a Civil Rights Assessment in 2021 following controversies around implicit racial bias.⁹ Similar assessments have also been published by Facebook and Airbnb.¹⁰ Shareholder proposals on racial equity audits are seeing increasing support, including 44% shareholder support at Amazon and 40% at JPMorgan Chase in 2021.

A racial equity audit would help Xxx identify, prioritize, remedy, and avoid adverse impacts on communities of color. We urge Xxx to assess its behavior through a racial equity lens to obtain a complete picture of how it contributes to, and could help dismantle, systemic racism.



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 28, 2021

FIN 156 CCSR Advocacy Work for 2020-2021 part B

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Treasurer is directed to file a shareholder resolution with **Johnson and Johnson** requesting information on how it markets or promotes the use of its opioid drugs that can lead to addiction; and be it further

Resolved, that the Treasurer is directed to file a shareholder resolution with **United Parcel Service** on its lobbying practices (related to climate issues).

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

RESOLUTION

To: Executive Committee
From: The EC Committee on Corporate Social Responsibility (CCSR) through the
Joint Standing Committee on Finance
Date: October 28, 2021
Subject: CCSR Advocacy Work for 2020-2021 part B

Resolved, that the Treasurer is directed to file a shareholder resolution with **Johnson and Johnson** requesting information on how it markets or promotes the use of its opioid drugs that can lead to addiction; and be it further

Resolved, that the Treasurer is directed to file a shareholder resolution with **UPS** on its lobbying practices (related to climate issues).

EXPLANATION

These companies have been segregated from the bigger work plan for 2021-2022 of the EC Committee on Social Responsibility because they present conflict of interest for members of the Executive Council.

No other conflicts were identified by EC members.

Corporate Advocacy Plan 2021- 2022

Shareholder Advocacy

D = dialogue R = potential resolutions L = letter Red= New Company/Issue

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: CCSR receives many opportunities to sign onto letters that address corporate social responsibility on issues related to Church policy and determines whether to sign such letters after consultation with the Director of Government Relations who monitors the Church’s social policies.

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.

Category: Health and Health Care

Issue: Opioid Epidemic

Objectives	2021 Company Engagements	2022 Company Engagements
<ul style="list-style-type: none"> ❖ 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. ❖ Engage pharmaceutical companies that manufacture antidotes to opioids about their pricing practices. 	Johnson & Johnson (pharma)	Johnson & Johnson (pharma) 11-10-2021 R
<p>TEC policy: Health Care in the U.S.</p> <ul style="list-style-type: none"> - Resolutions <ul style="list-style-type: none"> o 2018-C037 Response to Opioid Epidemic o <i>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.</i> 		

Category: Care of Creation

Issue: Climate Change/Sustainability (Place Holder for C021)

Objectives – Climate Change and a Healthy Environment	CCSR Point of Contactx and email	2021 Company Engagements	2022 Company Engagements
<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. 	Kirsten kss@well.com		UPS (shipping) (11-29-2021) R
<p>TEC Policy: Climate Change and a Healthy Environment</p> <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> o 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.” o 2009-C011 Directs Advocacy on Renewable Energy and Environmental Stewardship - On GMOs, there was a resolution to study GMOs, and then a resolution that was rejected in 2015 so I would urge a great deal of caution around any engagement with GMOs. <ul style="list-style-type: none"> o 2015-B006 On the Topic of Affirming Genetic Engineering Technologies - Legislative Action Taken: Rejected o The 2009 resolution urges further study, but has no recommendation: 2012-A013 Study the Impact of Genetically Modified Crops and Organisms o 2018-C021 Advocate for sustainability expertise on corporate boards of directors o 2018-A020 Fossil Fuel divestment and reinvestment in clean renewable energy <p>2018-B026 Embracing the United Nations Sustainable Development Goals</p>			



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Adopted on: Oct 28, 2021

FIN 157 Clergy Housing Allowances

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that a portion of the total compensation paid to each clergy employee for calendar year 2022 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 2022 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



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Adopted on: Oct 28, 2021

FIN 158 2022 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 in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the dividend rate for 2022 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at \$1.21 per share based on 5.0% the average yearend market values of the portfolio for the five years ending 2020; and be it further

Resolved, That the dividend rate for 2022 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of DFMS be set at \$1.21 per share based on 5.0% the average yearend market values of the portfolio for the five years ending 2020.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 28, 2021

FIN 159 2022 Budget for The Episcopal Church

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the Executive Council approves the 2022 Budget for The Episcopal Church (EC 2022 Budget Proposed (FIN) 10272021).

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: Oct 28, 2021

FIN 160 Sale of St. Michael's Church in Guam

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

RESOLVED, That the Executive Council of the Domestic and Foreign Ministry Society of the Protestant Episcopal Church in the United States of America, approves the sale by the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America, of the following property to Zi Jian Han and Ai Fang Cao:

- Lot 2-R3, Block 2 Tract 172, St. Michael's Church building and lot in Dededo

RESOLVED, That Geoffrey Todd Smith, Chief Operating Officer, is authorized to sign the deed and other conveyance documents on behalf of the Society; and be it further

RESOLVED, That proceeds of the sale shall be remitted to the Society's account at U. S. Bank but shall benefit the operations of the Episcopal Church in Micronesia, with the following bank information (to be redacted from the public dissemination of this Resolution):

Bank Name: US Bank

Bank Address: St. Paul, Minnesota

Name on Account: The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America

Account No.:

Routing No. / ABA No.:

Phone No.: 917-256-2834

Forwarding Address: Margareth Crosnier de Bellaistre

Domestic and Foreign Missionary Society

815 Second Ave.

New York, NY 10017

|

RESOLVED, that this Resolution shall be certified by three members of the Executive Council either by an ink signature or by electronic means:

1. _____

Chair

2. _____

Vice-Chair

3. _____

Secretary



The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Adopted on: Oct 28, 2021

FIN 161 Trust Fund #1301 – St. Timothy’s Episcopal Church of Cincinnati General Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that Trust Fund # 1301, St. Timothy’s Episcopal Church of Cincinnati General Fund be established as an investment account for Saint Timothy’s Episcopal Church in Cincinnati, OH, 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



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Adopted on: Oct 28, 2021

FIN 162 Remainder Gift from Hildegarde Bird

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the Executive Council expresses its profound gratitude to the family of Henry and Hildegarde Bird, for the generous gift of \$26,016.51 to the Domestic and Foreign Missionary Society to be used for Indigenous Ministries.

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: Oct 28, 2021

FIN 163 Support for General Convention Attendance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that \$1,800.00 be allocated for each of the 15 dioceses receiving block grants to support attendance at the 2022 General Convention, funding sources to be identified by the Treasurer and the Presiding Bishop

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: Oct 28, 2021

FIN 164 Trust Fund #1299 Bishop Kemper School for Ministry

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that Trust Fund # 1299, Bishop Kemper School for Ministry be established as an investment account for Bishop Kemper School for Ministry in Topeka, KS, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 28, 2021

FIN 165 Trust Fund #1300 - RG-SJC Taos Patterson Gift

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that Trust Fund # 1300, RG-SJC Taos Patterson Gift be established as an investment account for St. James Episcopal Church in Taos, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 28, 2021

FIN 166 Trust Fund #809 – Theological Education for Latin America and the Caribbean (1977)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the Canons to the Presiding Bishop for Ministry Within the Episcopal Church and for Ministry Beyond The Episcopal Church be authorized to use income distributed during 2022 from Trust Fund No.809, up to \$417,669.77, for educational and theological programs (including continuing education and individual scholarships), as recommended by the Commission on Theological Education for Latin America and the Caribbean (CETALC) gathered by Zoom during August 26 and 27, 2021, and be it further

Resolved, That disbursement of funds will be conditioned upon the receipt of appropriate documentation to secure financial and operational accountability acceptable to the Canons and the Treasurer; and be it further

Resolved, That any funds not spent during 2022 be reinvested.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 28, 2021

FIN 167 Trust Fund #1302 – St. Timothy’s Music Fund, Cincinnati, OH

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that Trust Fund # 1302, St. Timothy’s Church of Cincinnati Music Fund be established as an investment account for Saint Timothy’s Episcopal Church in Cincinnati, OH, 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



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Adopted on: Oct 28, 2021

FIN 168 Trust Fund #1145 – Name and Ownership Change

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the name of Trust Fund # 1145, Convocation of Episcopal Churches in Europe be changed to **Board of Foreign Parishes**.

This trust fund was established as an investment account for The Convocation of Episcopal Churches in Europe in Paris, France, which subsequently gifted it to the Board of Foreign Parishes in June 2021. The Board of Foreign Parishes 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

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Adopted on: Oct 28, 2021

GO 025 Draft Amendment to DFMS By-Laws Indemnification Clause

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, The Executive Council, meeting October 25-28, 2021 in Linthicum Heights, MD, has amended the Indemnification Clause in the Executive Council and DFMS by-laws as follows:

Indemnification Clause

Article XI

Indemnification and Insurance

(a) *The Society shall indemnify all members of the Council ~~shall be indemnified~~, as well as officers thereof, to the fullest extent now or hereafter permitted by law, should any such member or officer be made, or threatened in writing to be made, a party in any actual or threatened action or proceeding (including civil, criminal, administrative, or investigative proceedings) arising out of their service to the Council or the Society as a member or officer (or their service to another organization at the Council's request) against any judgments, fines, amounts paid in settlement, and reasonable expenses, including attorneys' fees. No indemnification may be made to or on behalf of any such person if (a) his or her acts were committed in bad faith or were the result of his or her active and deliberate dishonesty and were material to such action or proceeding or (b) he or she personally gained in fact a financial profit or other advantage to which he or she was not legally entitled.*

(b) Persons who are not directors or officers of the Council, but who are employees or agents thereof, acting within the scope of their employment, shall be similarly indemnified in respect of such service.

(c) *This Article constitutes a contract between the corporation and the indemnified officers, directors, employees, and agents. No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnitee under this Article shall apply to such indemnitee with respect to those acts or omissions which occurred at any time prior to such amendment or repeal.*

(e) (d) The provisions of this section shall be applicable to actions or proceedings commenced after the adoption hereof, whether arising from acts or omissions occurring before or after the adoption hereof and to persons who have ceased to be members of the Council, officers, employees, or agents thereof, and shall inure to the benefit of their heirs, executors, and administrators.

(e) *The Society shall have the power to purchase and maintain insurance to indemnify the Society for any obligation which it incurs as a result of its indemnification of directors and officers pursuant to this section, or to indemnify such persons in instances in which they may be indemnified pursuant this section.*

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
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 28, 2021

GO 026 Whistleblower Policy for the DFMS Employee Handbook

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council of the Episcopal Church, meeting in Linthicum Heights, MD October 25-28, 2021, amends the DFMS Whistleblower Policy to clear up inconsistent language as follows:

DFMS Whistleblower Policy

The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America (the “DFMS”) is committed to the highest standards of ethical, moral, and legal conduct for all directors, officers, staff, contractors, and volunteers. The DFMS is further dedicated to protecting the rights of those employees who raise concerns in good faith regarding illegality, fraud, incorrect financial reporting, or violations of DFMS policy (“Concerns” or individually, a “Concern”).

This Whistleblower Policy (“Policy”) aims to provide employees with an avenue for raising such Concerns and to reassure such employees that they will be protected from retaliation, including harassment, intimidation, or an adverse employment action as of the result of a good faith report of the alleged wrongdoing of any DFMS director, officer, employee or volunteer who provides substantial services to the DFMS.

Scope

This Policy applies to all DFMS directors, officers, employees (including part-time, temporary and contract employees), and volunteers.

How to Raise a Concern

Concerns regarding an action or suspected action taken by or within the DFMS that is or may be illegal, fraudulent or in violation of any policy of the DFMS should be reported either orally or in writing as soon as reasonably possible after the complainant becomes aware of the matter.

Concerns may be submitted:

- To the DFMS Compliance Officer who shall be the Executive Officer of the General Convention, at ext. 5184/212-922-5184 or ComplianceOfficer@dfms.org;
- By discussing it with any supervisor or manager, who will have the responsibility to forward the Concern to the DFMS Compliance Officer for review where appropriate; or

- Through EthicsPoint (a firm that specializes in compliance and risk management) by phone at 866-ETHICS-P/866-384-4277 or online at <http://www.episcopalchurch.ethicspoint.com/> .

Concerns involving violations of the DFMS Employee Handbook, problems with co-workers or managers related to employment, or issues related to alleged employment discrimination or sexual or any other form of unlawful harassment (“HR Concerns”) should be submitted to the HR Department to be dealt with in accordance with the DFMS Employee Handbook, which contains specific policies and procedures that address such matters consistent with federal, state, and local laws and General Convention resolutions. However, where a legitimate reason is supplied as to why the HR Department is not the appropriate vehicle for addressing an HR Concern, such Concern should be submitted to the Compliance Officer who will determine with the Chief Legal Officer where such Concern will be addressed.

Concerns may be submitted anonymously but should contain sufficient information to substantiate the Concern being reported to allow appropriate investigation to begin.

Concerns reported in bad faith may result in disciplinary action.

Any questions regarding the scope, interpretation or operation of this Policy should be directed to the Compliance Officer or the Chief Legal Officer.

Procedures for Receiving and Reviewing Concerns

Any supervisor, manager, or other person receiving a Concern should contact the Compliance Officer who will coordinate further action.

The Compliance Officer will do a preliminary assessment of each Concern in consultation with the Chief Legal Officer to determine to what extent an investigation into the Concern is required and, with the Chief Legal Officer, will direct all aspects of the investigation of any Concern including if outside counsel is required. In the event a Concern involves or implicates the Compliance Officer or the Chief Legal Officer, that party will promptly recuse himself or herself from the investigation and inform the Whistleblower Subcommittee in writing which will then take appropriate action.

Investigation Reports and Reporting of Concerns

The Compliance Officer and the Chief Legal Officer will maintain a written record of all Concerns, summarizing in reasonable detail for each Concern: (i) the nature of the Concern; (ii) the date of receipt of the Concern; (iii) the current status of any investigation into the Concern and information about such investigation (including the steps taken in the investigation, any factual findings, and the recommendations for corrective action); and (iv) any final resolution of the Concern.

The Compliance Officer shall report all Concerns to a Whistleblower Committee of the Executive Council, which shall be comprised of the Chair of Governance and Operations, the Chair of the Audit Committee, and three individuals jointly appointed by the Chair and the Vice Chair of the Executive Council. *The individuals jointly appointed by the Chair and the Vice-Chair shall be members of Executive Council.* The Whistleblower Committee may further investigate any Concern or appoint counsel to investigate the Concern. The Whistleblower Committee shall be delegated the full authority by Executive Council to determine the response to the Concern.

The Compliance Officer, as a director who is an employee of the DFMS, may not participate in any Whistleblower Subcommittee deliberations or vote related to any Concerns, but, along with the Chief Legal Officer, shall be permitted to answer questions from the Committee.

Any individual who is the subject of a Concern may, at the request of the Whistleblower Committee, present additional information as background or answer questions at a meeting of the Committee but is prohibited from participating in any Committee deliberations or voting relating to the evaluation of the Concern.

Confidentiality

All Concerns received will be treated confidentially or anonymously, as applicable, to the extent reasonable and practicable under the circumstances, or permitted by law.

No Retaliation

It is the DFMS's policy to encourage the communication of good faith Concerns relating to the lawful and ethical conduct of the DFMS's business. It is also the policy of the DFMS to protect those who communicate good faith Concerns from any retaliation for such reporting. Accordingly, no director, officer, employee, or volunteer who in good faith reports a Concern regarding any action or suspected action taken by or within the DFMS that is illegal, fraudulent, or in violation of adopted DFMS policies shall suffer intimidation, harassment, discrimination, or other retaliation or, in the case of employees, adverse employment consequence. Any person who violates this prohibition against retaliation will be subject to appropriate disciplinary action, which may include termination of employment or other relationship with the DFMS.

Policy Distribution

A copy of this Policy will be distributed to all DFMS directors, officers, employees, and volunteers who provide substantial services to the corporation. This distribution requirement may be satisfied by posting this Policy on the DFMS internal website and at the DFMS's offices in a conspicuous and accessible location.



The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 28, 2021

GO 027 “Work for Hire Policy” for the DFMS Employee Handbook

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council of the Episcopal Church, meeting in Linthicum Heights, MD October 25-28, 2021, amends DFMS Employee Handbook “Works For Hire” as follows:

701. Literary and Other Intellectual Property Interests

It is the policy of the Society to encourage the creation of copyrightable works and intellectual property that serves the mission of The Episcopal Church and the Society. At the same time, the Society also must protect its interests in works or intellectual property produced by its employees during the scope of their employment or at the direction or commission of the Society. This policy shall apply to copyrightable works created by Society employees (including, but not limited to, books, articles, computer software, streaming video, webinars, website content, and social media posts) (“Works”) and other intellectual property, including, but not limited to methods, processes, or systems (“IP”).

A. Ownership of Works.

1. The Society shall own all Works created by its employees during the scope of the employee’s employment (*i.e.*, that the Work was created by an employee as part of the employee’s regular duties) or was prepared by an express agreement at the Society’s commission or direction. Any such Works shall be considered “works made for hire” as defined in the Copyright Revision Act of 1976.
2. Should an employee, during the employee’s employment by the Society, create a Work that is not covered by Section A(1) above, but that relates to the work and mission of the Society and that makes use of a) a significant amount of Society resources, equipment, or facilities or b) information, skills, or knowledge gained as a result of the employee’s employment with the Society, then upon request, the employee shall grant the Society a non-exclusive perpetual license to use the Work by granting the Society permission to use the Work for the benefit of the Society.

B. IP.

The Society shall own other IP, which includes, but is not limited, all names, logos, inventions, discoveries, developments, methods, processes, compositions, concepts and ideas (whether or not patentable, copyrightable, or constituting trade secrets) conceived, made,

created, developed, or reduced to practice by any employee (whether alone or with others, whether or not during normal business hours or on or off the Society premises) during the employee's employment by the Society that relate either to services provided or otherwise planned by the Society or to any prospective activity of the Society or that make use of any confidential information or trade secrets of the Society or any of the equipment or facilities of the Society.

C. Implementation.

Employees who create any Works in which there are or may be copyrightable or other intellectual property interests shall give advance notice of the Work to their supervisor. The supervisor shall notify the Chief Legal Officer, who shall determine whether the Work falls within the scope of the policy set out in Part A and should be considered a work made for hire. Should the Chief Legal Officer have a conflict in making such a determination, the determination shall be made by independent legal counsel. If it is determined that the Work is not a work made for hire, the employee must:

1. Follow the requirements for "Outside Employment & Volunteer Activities" set forth in the DFMS Employee Handbook; and
2. Include in the Work a clear disclaimer that the Work was prepared in the employee's personal capacity and does not express the views or opinions of The Episcopal Church or the Domestic and Foreign Missionary Society.

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701. ~~WORKS FOR HIRE~~

~~It is Society policy that The Society shall be deemed the author and the exclusive owner of the title, ownership and copyright in all recorded data, works of authorship and products of staff work, regardless of the work location, made by a Society employee (a) within the scope of his or her employment, (b) at The Society's direction, (c) on Society time, or (d) using any Society equipment, supplies, facility, information or other resources (including financial resources). This includes all formats and media for capturing information including, but not limited to, paper and electronic files, databases, digital images, websites, email and other forms of recorded communication.~~



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Adopted on: Oct 28, 2021

GO 030 2021 Special Parochial & Diocesan Reports

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting October 25-28, 2021, in Linthicum Heights, MD, recommends approval and authorization for use, the Special 2021 Parochial Report and Special 2021 Diocesan Report, as received from the House of Deputies Committee on the State of the Church.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 28, 2021

MB 029 Voting Rights Resolution

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council decries the efforts of state legislatures to restrict access to voting and urges all dioceses particularly those dioceses in states whose legislatures are actively pursuing legislation that is specifically designed to restrict access to voting, to advocate with the advice of the Office of Government Relations, for equal access to vote; and be it further,

Resolved, that the Executive Council meeting in Linthicum Heights, MD calls upon the Church to advocate for the provisions in H.R 4, or similar legislation, The John Lewis Voting Rights Advancement Act.

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MB 030 Episcopal Relief & Development Board Ratification

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council of The Episcopal Church, meeting at the Maritime Center and with members online from October 25, 2021 to October 28, 2021 received the report from Episcopal Relief & Development of its election of members to its Board of Directors; and be it further

Resolved, That, after being duly re-nominated by The Presiding Bishop and Chair of the Episcopal Relief & Development Board: Ms. Teri Lawver, Mr. Matt Silva are re-elected to serve as members of the Board of Episcopal Relief & Development in the class 2024(b) (term ends on 12/31/24); and be it further

Resolved, That, after being duly nominated by The Presiding Bishop and Chair of the Episcopal Relief & Development Board: Ms. Putney Cloos, Mr. Paul Faeth, The Rt. Rev. Héctor Monterroso are elected to serve as members of the Board of Episcopal Relief & Development in the class 2024(a) (term ends on 12/31/24); and be it further

Resolved, That, pursuant to Section 3.03 of the Bylaws of Episcopal Relief & Development dated October 28, 2007, the terms of: Ms. Rosalie Simmonds Ballentine, Ms. Laura Ellen Muglia be extended from three to four years ending on 12/31/22; and be it further

Resolved, that the Executive Council ratifies these elections and sends its appreciation to these individuals for sharing heir gifts and talents with Episcopal Relief & Development so that its work, particularly in these difficult times, may continue to grow and relieve the suffering and needs of people throughout the world.

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Adopted on: Oct 28, 2021

MB 031 Support for LGBTQ+ people in Ghana

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council meeting in Linthicum Heights, Maryland on October 28, 2021 express its grave concern that the House of Bishops of the Anglican Church in Ghana have endorsed action before the Parliament of Ghana that would criminalize homosexual activity, LGBTQ self-identification and advocacy in support of LGBTQ people; and be it further,

Resolved, that The Episcopal Church has recognized and commended “the unconditional love and support that families, communities, scholars, and activists have shown to their Gay, Lesbian, Bisexual, Transgender (LGBTQ) [siblings] in Africa who are at risk of violence, discrimination, and imprisonment” ([2015-A051](#)); and be it further,

Resolved, that The Episcopal Church has affirmed since 1976 “that homosexual persons are children of God who have a full and equal claim with all other persons upon the love, acceptance, and pastoral concern and care of the Church” ([1976-A069](#)); and be it further,

Resolved, that The Episcopal Church seeks to become a church “that looks and acts like Jesus...whose way of life is the way of Jesus and his way of love...no longer shoring up... anything else that hurts or harms any child of God.” (Remarks by [Most Rev. Michael B. Curry](#)) and be it further,

Resolved, that the Executive Council lament the harm done to LGBTQ people anywhere through discriminatory laws, policies, and harmful attitudes, and grieves the harm done by any churches that support attitudes, laws or practices which fall short of the way of love; and be it further,

Resolved, that the Executive Council urge the Office of Global Partnerships, dioceses and congregations throughout The Episcopal Church to offer support to partner dioceses, including through working with affirming organizations, to help those persons who have suffered, and continue to suffer, harm; and be it further,

Resolved, that the Executive Council direct the Office of Government Relations to advocate to the U.S. Government for the human rights for all people including LGBTQ persons; and be it further,

Resolved, that the Executive Council call upon the dioceses and congregations of The Episcopal Church to encourage partner dioceses and congregations to oppose all LGBTQ criminalization efforts, and to help those persons who have suffered, and continue to suffer harm; and be it further,

Resolved, that the Executive Council urge the House of Bishops of the Anglican Church in Ghana to reconsider their endorsement of this

action due to the global impact of such decisions, inviting conversations to establish stronger bonds of affection and better protection of all in both of our churches.

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
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Adopted on: Oct 28, 2021

MB 032 Statement of Support for The Episcopal Church of the Sudan

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved that the Executive Council of The Episcopal Church, meeting in Linthicum Heights, Maryland October 25 – 28, 2021, note with grave concern the military coup that occurred in Sudan on Monday, October 25, 2021, with particular concern for The Episcopal Church of the Sudan (ECS), which has endured decades of severe persecution by past governments of Sudan; and be it further

Resolved, to direct the Office of Government Relations to express The Episcopal Church's (TEC) strong support for U.S. government diplomatic efforts to reverse the overthrow of the transitional government, protect those arrested in Sudan, prevent the resumption of religious persecution, and move towards an elected civilian government; and be it further

Resolved, that we request that the office of Global Partnerships along with parishes and diocesan partners across The Episcopal Church express TEC's solidarity with and support for The Episcopal Church of the Sudan, its Archbishop, the Most Rev. Ezekiel Kondo, and for the clergy and people of ECS in this difficult time.

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Adopted on: Oct 28, 2021

MBMW 001 Support for Commission for a Haitian Solution to the Crisis

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, that the Executive Council, meeting in Linthicum Heights, Maryland October 25 – 28, 2021, laments the current political, economic, environmental, and security situation in Haiti, resulting in an environment of insecurity and fear for many Haitians; and be it further

Resolved, that the Executive Council urge support of the Commission for a Haitian Solution to the Crisis and their work seeking a resolution of the governance crisis; and be it further

Resolved, that the Executive Council supports the effort of the Commission which represents hundreds of civil society organizations and members of other sectors of Haitian life to develop a way forward; and be it further

Resolved, that the Executive Council stand alongside our Haitian relatives in the Episcopal Diocese of Haiti and throughout The Episcopal Church, pray with them, and aim to listen to and better engage our Haitian relatives to ensure that the Church and people can flourish in Haiti.

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Adopted on: Oct 28, 2021

MW 049 2021 Becoming Beloved Community Grants: Asian American Pacific Islander

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Linthicum Heights from October 25 – 28, 2021, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting October 24-28, 2021 approve and authorize the following, as recommended by the Presiding Officers' Advisory Group on Beloved Community Implementation reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. In response to the events of hatred against the AAPI community, the Beloved Community group set aside some of remaining grant funding cycle specifically towards supporting those communities. The six grants listed below total \$50,000.00.

The distribution of the grants is subject to the full payment of the 2020 diocesan assessment or granted diocesan waiver.

Empowering the Chicago Korean Immigrant Community, One in Christ Episcopal Church, Diocese of Chicago, \$9,450.00

Community Development in AAPI Communities, Saints Peter & Paul/Ss Pedro y Pablo Episcopal Church, Diocese of Oregon, \$6,788.00

Amplifying and Celebrating AAPI voices in the Episcopal Church, The Gathering – A Space for Asian Pacific American Spirituality, Diocese of Los Angeles, \$7,762.00

Micronesian Inclusion in Hawai'i, The Episcopal Diocese of Hawai'i, \$10,000.00

Racial Justice and Reconciliation in the Chinese Community, Churches, and Ministries, Church of Our Saviour, Diocese of Los Angeles, \$8,000.00

Becoming Beloved Community Initiative, Diocese of Pittsburgh, \$8,000.00

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