



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Jun 11, 2020

EC 005 A Plan for Emergency Management of the Current General Convention Budget (2019-2021)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Executive Council adopts the document A Plan for Emergency Management of the Current General Convention Budget (2019-2021).

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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Executive Council

A Plan for Emergency Management of the Current General Convention Budget (2019-2021) June 8, 2020

Introduction

10 The Joint Standing Committee on Program, Budget & Finance presented a budget to the
11 79th General Convention for the 2019-2021 triennium based on
12

- 13 • the Jesus Movement framework;
- 14
- 15 • the budget as a missionary document that funds the Episcopal branch of the
16 Jesus Movement; the three pillars of the Jesus “house” are evangelism, racial
17 reconciliation and justice, and creation care;
- 18
- 19 • the foundation of our continuing ministries as a church and our commitments to
20 others both within and beyond our church;
- 21
- 22 • an ongoing commitment to conciliar governance, and the legal, financial, and
23 other services of the Domestic & Foreign Missionary Society;
- 24
- 25 • income based on a 15% diocesan assessment rate, with provision made for
26 possible waivers; a 5% endowment draw; rental income from leases at the Church
27 Center; an Annual Appeal; and income from fees and other sources.
28
29

Guiding Principles and Strategies

- 30
- 31
- 32 • The Executive Council commits to following the above-named foundations of the
33 General Convention Budget recognizing that financial realities will likely require
34 comprehensive yet painful choices among equal goods.
35
- 36 • The Executive Council commits to deliberations and decision-making marked by
37 integrity, courage, creativity, prudence, focus, clarity, and devout prayer.
38
- 39 • The Executive Council commits to making necessary budget reductions in stages
40 and only when necessary due to loss of income related to the Covid-19 pandemic
41 and the resulting economic dislocation experienced by dioceses, congregations,
42 organizations, and individuals. A plan for staged reductions is being developed by
43 Executive Council’s Joint Standing Committee on Finance for Executive Council’s
44 consideration and adoption.
45
46

- 47 • During this period of heightened budget scrutiny and revision, the Executive
48 Council renews its commitment to use its human and financial resources to
49 support the most vulnerable, the marginalized, and the under-served and under-
50 resourced within our church and beyond. At no time in our recent history have
51 the results of racist injustice been so apparent, and we pledge to keep this truth in
52 our sight as we make decisions about the budget.
53
- 54 • The Executive Council commits to exploring all aspects of the budget including
55 income, revenue, reserves, endowments, funding and process for waivers of
56 diocesan assessments, and development strategies and potential donors to fund
57 priorities identified by Executive Council.
58
- 59 • In light of the innovations and adaptations called for by current challenges,
60 the Executive Council commits to rigorous scrutiny of all programs, grants, and
61 other initiatives and the ways in which they provide relevant resources to the
62 churchwide community
63
- 64 • The Executive Council commits to rigorous scrutiny of all other expenses
65 including, but not limited to, administrative, financial, legal, technological, travel
66 and meetings, operational, and other expenses which create and support the
67 infrastructure of the DFMS so it can support mission.
68
- 69 • The choices will be difficult, and reductions will be hard to make. Recognizing
70 that every decision made directly affects individuals who are created in the image
71 of God, we commit to being kind, loving, fair, and equitable.
72
- 73 • With deep regret, the Executive Council recognizes that depending on the length
74 and duration of the Covid-19 pandemic and resulting economic upheaval, there
75 may be reductions required in staffing.
76
- 77 • The Executive Council commits itself to a renewed search for collaborative
78 partners such as ecumenical partners, dioceses and congregations, and other
79 entities.
80
- 81 • The Executive Council commits to transparency by keeping the wider church
82 informed about our process and decision-making regarding budget revisions.
83

84 **Desired Outcomes**

85
86
87 The Executive Council approaches budget reductions with a collective sense of regret
88 that such cuts are necessary. We hope and pray that the strategies employed will reflect
89 our collective commitment to the way of love as embodied by Jesus of Nazareth. We
90 pledge to respect the dignity of every person and strive for justice and peace among all
91 people as we are called to do by the promises we renew in the Baptismal Covenant.
92

93 We know that revisions to our faith-based General Convention budget will be necessary.
94 Remembering that we are the people of God, we are open to and heartened by the
95 presence of the Holy Spirit who is calling us out of the wilderness to become the church
96 we are called to be during this time.

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98

99 Everliving God, whose will it is that all should
100 come to you through your Son Jesus Christ:
101 Inspire our witness to him, that all may know
102 the power of his forgiveness and the hope of his resurrection;
103 who lives and reigns with you and the Holy Spirit,
104 one God, now and for ever. Amen.

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Book of Common Prayer, pp. 816-817



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ECEC 021 Trust Fund 649 Conant Fund Awards

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, that the Treasurer is directed to distribute up to \$125,450.00 from Trust Fund 649, the William Schubael Conant Fund, to the following 13 recipients for the academic year 2020-2021:

Name (Last)	Seminary	Project Title	Grant Request:
Gonzalez Holguin	CDS	Racism, Visual Interpretation, and the Hebrew Bible	\$ 14,950.00
Kujawa-Holbrook	ETS - Claremont	Balancing Tradition & Innovation: A Study of Episcopal Cathedral Ministries	\$ 5,125.00
Holtzen	Nashotah House	The Spirituality of Minimalism: Exploring the Intersection of Spirituality and Minimalism through Apophatic Theology and Ultralight Backpacking.	\$ 13,172.00
Kincaid	Nashotah House	Collaborative Course on Anglican Social Justice	\$ 8,400.00
Tumminio Hansen	SSW	Spirituality, Systemic Oppression, and Sexual Violence	\$ 7,775.00
Heaney	VTS	Towards an Understanding of Latino/a Theological Reflection in the United States of America - Application and Implications for Ministry Course Curriculum Design and Development Book Proposal	\$ 5,500.00
Heaney	VTS	Theologizing History: Narratives and Counter-Narratives of Politics & Grace	\$ 14,682.00
Knowles	VTS	"Effacing Power: Ancient Damage to Three Reliefs of Ashurnasirpal"	\$ 9,725.00

Name (Last)	Seminary	Project Title	Grant Request:
Mathes	VTS	The Re-formation: Building a Model for Collaboration and Mutual Support Between Local Schools of Ministry and Episcopal Seminaries	\$ 9,750.00
Matis	VTS	An Introduction to a Women's History of Christianity	\$ 3,000.00
Spinks	Yale	The spread of ritualism in rural north-east Essex	\$ 2,000.00
			\$ 94,079.00



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FIN 091 Native American Dioceses Sustainability Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That \$41,375 of the total \$667,000 Long-term Development Grants (budget line 402) for the four principal dioceses engaged in Native American ministry (Alaska, Navajoland, North Dakota, and South Dakota), be distributed and released as follows:

\$41,375

Diocese of South Dakota for the construction of a new modular multi-purpose building at the Church of Our Most Merciful Savior on the Santee Mission, Santee, Nebraska.

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FIN 092 Accept the Revised Investment Policy Statement

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council accepts the revised Investment Policy Statement of the Domestic & Foreign Missionary Society revised May 29, 2020.

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

STATEMENT OF INVESTMENT POLICY & OBJECTIVES
for
THE DOMESTIC & FOREIGN MISSIONARY SOCIETY

May 2020

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INTRODUCTION

Investment Policy and Objectives for the Domestic & Foreign Missionary Society (“DFMS”) Endowment and trust assets (“Endowment”).

The purpose of this Investment Policy is to assist the Investment Committee of the Executive Council of the DFMS in effectively supervising, monitoring and evaluating the investment of the Endowment’s assets. The Endowment’s investment program is defined in the various sections of this Investment Policy statement (IPS) by:

1. Stating the Investment Committee’s expectations, objectives and guidelines with regard to the Endowment;
2. Encouraging effective communications between the Investment Committee and the Endowment’s service providers by stating the responsibilities of the Investment Committee, the Investment Managers, and the investment consultant; and
3. Establishing procedures for selecting, monitoring, and replacing Investment Managers.

STATEMENT OF OBJECTIVES

The Investment Policy considers both the current and projected financial requirements of the Endowment. The investment objective is a long-term rate of return on assets that will generate earnings to provide a sustainable and increasing level of income to support the current and future ministries of the Episcopal Church in accordance with the wishes of the donors or owners of those funds, while preserving the real (inflation-adjusted) purchasing power of the funds. To accomplish these goals, the Endowment must generate an average annual real total return (net of investment management fees and after inflation as measured by the CPI index) in excess of the endowment annual spending rate (which ordinarily ranges between 4% and 5%) over rolling five-year periods.

Investment objectives should be achieved within acceptable risk levels, while avoiding large short-term declines in market value. Further, income yield (interest and dividends) should be sufficient in most periods to avoid the necessity of liquidating investments at an unfavorable time. Modest amounts of capital appreciation may be spent, however, to offset income shortfalls that may occur in unusual economic circumstances.

Since the Endowment is essentially a perpetual investment portfolio, a higher degree of risk and volatility can be tolerated compared to a portfolio with shorter time horizons. This tolerance of risk and volatility, however, is limited by the need to provide a stable and growing cash flow to support the DFMS operating budget and to avoid the necessity of liquidating investments at an unfavorable time.

The assets of the Endowment shall be invested in accordance with the objectives summarized below:

1. Maximize return within reasonable and prudent levels of risk of loss of principal.
2. Maintain sufficient liquidity to meet payment obligations on a timely basis.

Relative performance benchmarks for the Endowment's Investment Managers are set forth in the Control Procedures section of this document.

DUTIES AND RESPONSIBILITIES

Investment Committee

The responsibility for overseeing the assets resides with the Executive Council Investment Committee. In accordance with the Executive Council By-Laws, the Investment Committee has all the authority of the Council and Board of Directors of the Society under the law to act in the investment and reinvestment of institutional funds or assets of the Episcopal Church, the General Convention, the Council, and the Society, as well as any other funds or assets held by the foregoing for investment.

Members of the Investment Committee are elected by Executive Council upon the joint nomination of the Chair and Vice-Chair of Council. The Investment Committee shall consist, in addition to the Chair and Treasurer of the Council, *ex officio*, of the following:

- (a) One member of the Council, who shall be elected at the beginning of each triennium by the Council upon the joint nomination of the Chair and Vice-Chair; and
- (b) Not less than six, nor more than nine, other persons elected by the Council on the joint nomination of the Chair and Vice-Chair, who shall be divided into three classes, as nearly equal in size as possible, and each of whom shall serve a term of three years commencing at the beginning of a triennium, and shall be eligible for re-election, provided that no person who has served two full consecutive terms shall be eligible for re-election until one year following the end of the second term; and provided further that the foregoing term limit may be waived by the Council upon a two-thirds vote of its members where the Chair and Vice-Chair represent that such waiver is prudent to maintain continuity and the expertise required for informed investment decisions.

Elected members of the Investment Committee shall hold office until the end of their respective terms. Any vacancy occurring in the elected membership of the Investment Committee may be filled by the Council at any meeting, upon the joint nomination of the Chair and Vice-Chair. The Investment Committee shall have a Chair and Vice-Chair appointed annually by the Chair from among the membership of the Investment Committee.

The Executive Council delegates to the Investment Committee the responsibility for ensuring that the assets of the Endowment are invested effectively and prudently, in full compliance with all applicable laws for the exclusive benefit of the Endowment.

The responsibilities of the Investment Committee include:

1. Recommending and reviewing investment policies and objectives;
2. Selecting or removing, from time to time, the investment managers (the "Investment Managers"), custodians and other advisors for the investment and reinvestment of the Endowment;
3. Determining an asset allocation for the Endowment
4. Reallocating the assets among Investment Managers if the overall asset allocation policy limits have been exceeded, within the guidelines stated herein;
5. Periodically evaluating, with the assistance of its investment consultant (the "Consultant"), the performance of the Investment Managers;
6. Reviewing and modifying the IPS, when appropriate.

The Investment Managers

Investment managers are responsible for making all investment decisions on a discretionary basis regarding assets placed under their management, and will be accountable for achieving their investment objectives. Such discretion shall include decisions to buy, hold, and sell securities in amounts and proportions that are reflective of the stated investment strategy.

The Investment Committee requires the Investment Managers to have open communication on all significant matters pertaining to investment policies and the management of the Endowment's assets entrusted to them. The duties and responsibilities of the Investment Managers shall be set forth in a written agreement between the parties and shall include, but are not limited to, the following:

1. Investing the Endowment's assets with the care, skill, prudence, and diligence that a prudent professional investment manager, familiar with such matters and acting in like capacity, would use in the investment of such assets;
2. Adhering to the investment policies and guidelines prescribed by the Investment Committee;
3. Informing the Investment Committee, DFMS staff and the Consultant regarding all significant matters pertaining to the investment of the Endowment's assets. These matters include:
 - a. Substantive changes in investment strategy or portfolio structure; and
 - b. Significant changes in the ownership, affiliations, organizational structure, financial condition and professional staffing of the Investment Manager's organization;
 - c. Submitting reports, at least quarterly, describing its performance results (gross and net of management fees) of portfolio holdings; and
 - d. Meeting with the Investment Committee, DFMS staff and Consultant as requested.

The Consultant

The Investment Committee retains the Consultant to assist the Investment Committee in the overall strategic investment direction of the Endowment. The duties and responsibilities of the Consultant include, but are not limited to, the following:

1. Assisting the Investment Committee in the overall strategic investment direction of the Endowment;
2. Making recommendations to the Investment Committee from time to time concerning asset allocation among Investment Managers and the guidelines of the Investment Managers;
3. Assisting in the periodic evaluation of the financial condition of the Endowment;
4. Suggesting appropriate investment strategies based on the financial condition of the Endowment;
5. Initiating written communication with the Investment Committee whenever the Consultant believes the guidelines should be changed;
6. Monitoring and evaluating the performance of the Investment Managers and the ongoing progress of the Endowment towards, and in their compliance with, stated investment goals, objectives and restrictions;
7. Suggesting corrective action if an investment strategy or an Investment Manager fails to meet expectations;
8. Suggesting strategy changes in response to material changes in either financial conditions of the Endowment or the capital market environment;
9. Submitting, at least quarterly, reports outlining the performance results of the Investment Managers, and the current condition of the capital markets;
10. Assisting the Investment Committee, as needed, in the selection of new Investment Managers, including, without limitation, compiling a selection of possible candidates screening such candidates for recommendation to the Investment Committee and assisting the Investment Committee with candidate interviews; and
11. Attending the regular meetings of the Investment Committee, and at other times as requested by the Investment Committee.

STATEMENT OF INVESTMENT POLICY

Plan Asset Allocation Targets and Ranges

The Investment Committee is guided by the philosophy that asset allocation is a significant determinant of long-term investment return.

The Investment Committee examines the relationship between risk and return in formulating its asset allocation. The Investment Committee shall direct the investment of the Endowment in accordance with its asset allocation and, as practical, in each asset class within the ranges listed in Exhibit A, as amended periodically.

The Endowment shall be diversified both by asset class and individual securities. The primary purpose of diversification is to provide reasonable assurance that no single security or class of securities will have a disproportionate adverse impact on the total portfolio. Because the endowment is essentially a perpetual investment portfolio, a higher degree of risk and volatility can be tolerated compared to a portfolio with shorter time horizons. This is generally, but not always, associated with equity securities.

The primary purpose of the equity investments is to provide a total return that will provide for growth in principal and current income (along with income from fixed income investments) sufficient to support spending requirements, while at the same time, preserving and enhancing the purchasing power of the Endowment's assets over the long-term. It is recognized that at times, this may entail the assumption of greater variability of returns.

The primary purpose of fixed income investments (bonds and cash equivalents) is to provide a source of current income, to reduce the variability of the total market value of the portfolio, and to serve as a partial hedge against periods of economic deflation. Fixed income assets held by equity managers are intended as a reserve for equity purchases.

The primary purpose of real asset investments (e.g., commodities and real estate) is to provide diversification from traditional allocations to equities and fixed income, preserve and grow real principal, and provide inflation protection.

The major portion of the Endowment portfolio will be invested in liquid, marketable securities. The portfolio may also have a limited portion of its assets in non-marketable securities, however, because immediate liquidity of the entire portfolio is not necessary.

Adherence to Policy Targets and Ranges

Rebalancing asset allocations to policy targets is essential for maintaining the risk/return profile adopted by the Investment Committee. Maintaining a disciplined rebalancing policy to keep the asset allocation on target is an important component of managing the Endowment structure,

controlling unintended risk and not reacting to short-term trends in the marketplace. Since portfolios move away from normal exposures naturally as a result of market movements and assets being added to or withdrawn from the Endowment, rebalancing should occur through a regular process.

The Investment Committee, with the assistance of DFMS staff and the Consultant, will review the Endowment's asset mix on a regular basis. Rapid unanticipated market shifts or changes in economic conditions may cause the asset mix to fall outside of the policy ranges; these divergences should be short-term. If the asset allocation cannot be maintained within the above policy range through the ordinary course of additions to or withdrawals from the Endowment, the Investment Committee and the Consultant will formulate a plan to rebalance the portfolio back to within target allocation ranges (see Exhibit A), at the direction of the Investment Committee.

The Investment Managers have full discretion to operate within the scope of the mutually agreed investment guidelines.

Investment Manager Selection

The Investment Committee will apply the following due diligence criteria in selecting each investment manager:

Regulatory oversight: Each investment manager must be a bank, an insurance company, a mutual fund organization, or a registered investment adviser as defined by the Investment Advisor's Act of 1940, as amended.

Correlation to style or peer group: The investment manager's product must be representative of the asset classes identified in this IPS or to an investment style within the asset class deemed appropriate by the Investment Committee. This is important as due diligence involves comparisons of the manager to an appropriate peer group.

Performance relative to an unmanaged benchmark: Performance will be compared to a representative broad market index (e.g., the S&P 500 Index for U.S. large cap equities and the Barclays Capital Aggregate Index for U.S. intermediate-term fixed-income).

Performance relative to a peer group: Performance numbers will be compared to the applicable peer group and broad index on annual, and rolling three- and five-year periods. If a separate account manager has just started a mutual fund or a commingled product based on the exact process followed for a prior separate account, consideration will be given to using the manager's separate account track record, adjusted, if applicable, for any additional expenses of the mutual fund.

Performance relative to assumed risk: The investment manager should demonstrate above median risk-adjusted performance measured against the manager's peer group - also taking into consideration such calculations of return and variability such as the fund's alpha, Sharpe and information ratios) - over rolling three- and five-year periods.

Minimum track record: The same portfolio management team should be in place at least three years. An individual portfolio manager that has just left one firm and has started another firm should not be screened solely on the previous firm's track record; the "portability" of the track record will require subjective analysis.

Assets under management: The investment manager should have at least \$250 million under management within the screened product in a combination of separate account and co-mingled assets, assuming the manager is using the same process for both vehicles.

Holdings consistent with style: Managers that have met the aforementioned criteria will be further analyzed to determine if more than 25% of the portfolio is invested in securities that are not consistent with the style (e.g., a U.S. growth fund holding more than 25% in cash or international securities).

Stability of the organization: The final criterion provides for an examination of possible perceived organizational problems - personnel turnover; regulatory issues; assets coming in faster than the investment manager can handle; inability to demonstrate “best price and execution” in trading.

Investment Manager Benchmarks

One of the primary objectives of each actively managed portfolio segment is to outperform a representative broad market index (e.g., the S&P 500 Index for U.S. large cap equities and the Barclays Capital Aggregate Index for U.S. intermediate-term fixed-income) over periods of three to five years. Specific benchmarks for each asset class will be determined before an allocation is made to any investment category.

Over a three- to five-year period, the nominal rate of return earned by each Investment Manager is expected to:

1. Exceed the nominal rate of return of an index of securities agreed previously with the Investment Manager; and
2. Be sufficient to place the account for which the Investment Manager is responsible in a competitive ranking (above median) relative to a peer group of managers.

Investment Manager Guidelines

Each Investment Manager must adhere to the Guidelines established by the Investment Committee. These Guidelines, which are agreed to by each manager, are revised periodically, as necessary. Current Guidelines are attached as Exhibits B through D. Any Investment Manager seeking exemption from any of the guideline restrictions must obtain written permission. Should the Endowment invest in any commingled vehicles and/or mutual funds, it is acknowledged that the guidelines for each commingled vehicle are effectively the DFMS guidelines for that investment. This recognizes that individual participants in collective vehicles are not able to impose their own unique set of guidelines upon the investment.

Diversification

Investments shall be diversified with the objectives of maximizing return and minimizing the risk of large losses. Consequently, the total portfolio will be constructed and maintained to provide prudent diversification with regard to the concentration of holdings in individual issues, corporations, or industries.

Volatility

Consistent with the desire for adequate diversification, the investment policy is based on the assumption that the volatility of the portfolio will be similar to that of the market opportunity available to institutional investors with similar goals and objectives (i.e., a long-term time horizon and modest requirement for immediate liquidity). The volatility of each Investment Manager's portfolio will be compared to the volatility of appropriate market indices and peer groups over annual and rolling periods.

Voting of Proxies

Voting of proxy ballots shall be the responsibility of the Society. Voting shall be for the exclusive benefit of the Endowment and shall be done in accordance with guidelines established from time-to-time by the Society.

Execution of Security Trades

The Investment Committee expects the purchase and sale of securities to be made through responsible brokers in a manner designed to receive the best combination of realized prices and commission rates.

CONTROL PROCEDURES

Review of Investment Policy and Objectives

This Statement of Investment Policy and Objectives will be reviewed annually to determine its continued appropriateness and efficacy.

Monitoring Investment Managers

The Investment Committee, with the assistance of the Consultant, will review the Endowment's and individual Investment Manager's performance from a long-term perspective, utilizing the same criteria that were the basis of the initial investment selection decision.

The ongoing monitoring of Investment Managers should be a regular and disciplined process. It is the mechanism for revisiting the investment selection process and confirming that the initial criteria remain satisfied and that an Investment Manager continues to be appropriate for the Endowment. While frequent change is neither expected nor desirable, the process of monitoring investment performance relative to specified guidelines is an ongoing process.

Performance reviews will focus on:

1. The return opportunities available relative to unmanaged equity and debt markets, including the Standard & Poor's 500 Stock Index for large cap U.S. equities and the Barclays Capital Aggregate Bond Index for intermediate-term fixed income securities or other comparable indices appropriate for monitoring individual portfolio investment strategies;
2. Comparison of Investment Managers' results to managers using similar styles (in terms of diversification, volatility, style, etc.) and the Investment Manager's appropriate benchmarks;
3. Total Endowment and Investment Manager adherence to the policy guidelines; and
4. Material changes in the Investment Managers' organizations, such as in investment philosophy, personnel, ownership, acquisitions or losses of major accounts, etc.

Manager Watch List

As a part of the ongoing monitoring of Investment Managers, the Investment Committee has the discretion to place an Investment Manager on the "Watch List" if there is a change to the initial criteria used by the Committee during the investment selection process, an organizational issue at the firm, and/or performance concerns.

The watch period will be determined by the Investment Committee. An Investment Manager will be removed from the Watch List at the discretion of the Investment Committee in consultation with the Investment Consultant. If an Investment Manager does not recover during the watch period, it may, at the Investment Committee's discretion in consultation with the Consultant, be terminated or be granted an extended watch period.

Terminating Managers

An Investment Manager may be terminated when the Investment Committee has lost confidence in the manager's ability to:

1. Achieve performance and risk objectives;
2. Comply with investment guidelines;
3. Comply with reporting requirements; or
4. Maintain a stable organization and retain relevant key investment professionals.

Any recommendation to terminate an Investment Manager will be treated on an individual basis, and will not be made solely based on quantitative data. In addition to those above, other factors may include professional staff or client turnover, or material change to investment processes.

There are no fixed rules for manager termination. If, however, the Investment Manager has consistently failed to meet its performance objectives listed, it is reasonable for the Investment Committee to seek an alternative. Failure to remedy the circumstances of unsatisfactory performance by the Investment Manager, within a reasonable time, shall be grounds for termination.

Measuring Costs

The Investment Committee will review periodically the costs associated with the management of the Endowment. Consideration will be given to investment management fees, trading and brokerage costs, custodial costs and various other expenses. While lower expenses are generally preferred, they will be assessed relative to the results achieved.

MISCELLANEOUS ADMINISTRATIVE POLICIES

Endowment Composition

The Society's Endowment assets consist of three types of funds:

1. Funds owned, held and managed by DFMS and benefiting DFMS (Endowment)
2. Funds owned, held and managed by DFMS and benefiting other Episcopal/Anglican entities (trustee type)
3. Funds held and managed by DFMS but owned by and benefiting other Episcopal/Anglican entities (custodial type)

The Endowment portfolios function similar to, but not exactly like, public mutual funds:

Assets are consolidated or "pooled" for investment purposes and each trust fund in the Endowment portfolio holds a determined number of shares in the Endowment pool. The number of shares assigned to each trust fund changes when additions (usually gifts, contributions, or reinvested income distributions) and/or withdrawals (where permissible) are made.

The value of a share fluctuates with the changing value of the underlying investments in the pool. At the end of each calendar quarter, the share value is determined by dividing the total market value of the portfolio by the number of shares in the portfolio.

Investment management expenses are shared proportionately by all participants; DFMS does not impose any additional charge for its costs of administering the portfolio.

In order to minimize transaction costs, funds are moved into and out of the portfolio once each quarter. While contributions to new or existing trust funds can be delivered to DFMS at any time, funds will only be invested with the Investment Managers after the end of the calendar quarter during which the contribution is made.

Distribution Policy

Distributions from the invested funds are based on the two components of total return: yield and appreciation. A portion of the total return of those funds for which the Society is the beneficiary is distributed for current operating expenses. The acceptable distribution rate is to range between 4.0% and 5.0% of a five-year rolling average market value per share.

The Society aims to maintain a stable payout rate, though it may be adjusted periodically in response to changing capital market returns, inflation experience and other factors. If, in the judgment of the Investment Committee and the Treasurer, market performance will not support a distribution at the rate set by the Executive Council and protect the real purchasing power of the Endowment, the Council may adjust the distribution in accordance with prudent fiduciary conduct.

REVIEW AND ACCEPTANCE

The current Investment Policy Statement was reviewed and accepted by the Executive Council Investment Committee on September 27, 2018. .

Signature:

Name: *Andrew W. Walter*
Chair, Investment Committee

Exhibit A

Asset Class as a Percent of Total Assets				
Diversification and Asset Mix				
Asset Class	Minimum	Target	Maximum	Representative
Domestic Equity	27%	33%	39%	Russell 3000 Index
International Equities	10%	24%	28%	MSCI All Country World ex US Index
Emerging Markets Equity	3%	6%	8%	MSCI EM Gross Index
Hedge Fund of Funds	13%	16%	19%	HFRI FOF Strategic Index
Real Estate	2%	3.50%	5%	FTSE EPRA/NAREIT Dev Real Estate (NAREIT Global Property Index)
Fixed Income	14%	17.50%	21%	Barclays US Aggregate Index

- Custom benchmark currently consists of 33% Russell 3000, 24% MSCI All-Country World ex U.S., 6% MSCI EM Gross \$, 14.5% BC Aggregate, 3.5% NAREIT Global Property, 16% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 6/1/17, custom benchmark consisted of 7% MSCI All-Country World, 33% Russell 3000, 17% MSCI All-Country World ex U.S., 6% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 1/1/2015, custom benchmark consisted of 7% MSCI All-Country World, 36% Russell 3000, 17% MSCI All-Country World ex U.S., 3% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 8/1/2013, custom benchmark consisted of 43% Russell 3000, 17% MSCI All-Country World ex U.S., 3% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% Citigroup WGBI.
- Prior to 3/1/2013, custom benchmark consisted of 43% Russell 3000, 17% MSCI All-Country World ex U.S., 3% MSCI EM Gross \$, 14.5% BC Aggregate, 6% ML All Convertibles, 3.5% NAREIT Global Property, 10% HFRI FoF Strategic, 3% JP Morgan Global Govt.
- Prior to 10/1/2011, custom benchmark consisted of 50% Russell 3000, 17% MSCI All-Country World ex U.S., 17% BC Aggregate, 3.5% ML All Convertibles, 3.5% NAREIT Global Property, 6% HFRI FoF Strategic, 3% JP Morgan Global Govt.
- Prior to 7/1/2010, custom benchmark consisted of 53% Russell 3000, 17% MSCI All-Country World ex U.S., 17% BC Aggregate, 3.33% ML All Convertibles, 3.33% NAREIT Global Property, 3.33% HFRI FoF Strategic, 3% JP Morgan Global Government.
- Prior to 7/1/2008, custom benchmark consisted of 40% S&P 500, 20% Russell 2000, 20% BC Aggregate, 20% MSCI EAFE

Exhibit B

Fossil Fuel Investment Guidelines

In response to General Convention resolution C045 (2015) regarding Episcopal Church investment in fossil fuels, the Executive Council Investment Committee (ECIC) adopted the guidelines below.

The Committee:

- 1) Will no longer permit further direct purchases of fossil fuel holdings in the portfolio;
- 2) Will work with its consultant to screen out all securities within separately managed accounts where there are fossil fuel reserves and where a company reports that more than 10% of its revenue is derived from oil and gas;
- 3) Will convert any commingled/mutual fund holding to a socially responsible version, if available and financially prudent;
- 4) Will monitor fund holdings for compliance with investment consulting firm Mercer Investment Consulting LLC's environmental, social and governance (ESG) ratings, allowing ESG1 and ESG2 without hesitation; ESG3 with approval; and ESG4 only if justifiable after thorough review; and
- 5) Will continue to review investment managers that provide ESG and alternative energy themes.

Maintaining a modest exposure to fossil fuel companies will enable the church to continue its active role of corporate engagement and proxy voting along with the Executive Council Committee on Corporate Social Responsibility.

Human Rights Guidelines

In response to General Convention resolution B016 (2018) regarding establishing a human rights investment screen with criteria for the Israel/Palestine conflict, the Executive Council Investment Committee (ECIC) adopted the guidelines below:

The Committee:

- 1) Will not invest in any corporation supporting or benefiting from denial of human rights consistent with policy adopted by General Convention or Executive Council;
- 2) Will not invest in any corporation that supports or benefits from denial of human rights in or through the occupation of the West Bank, East Jerusalem or the Gaza Strip (the Occupied Palestinian Territories or OPT), using the following criteria:
 - a. Whether the corporation has a record of supplying, doing business or providing goods or services in or to illegal settlements (as defined in international law); or contributing to the construction or maintenance of housing or other facilities in such settlements; or seeking otherwise to profit from human rights violations in the OPT, or
 - b. Whether a corporation has a record of directly or indirectly supplying or doing business with or providing goods or services to, or otherwise contributing to, the Israeli Defense Forces as the IDF operates in the OPT.

Exhibit C

Manager Guidelines

The purpose of these guidelines is to provide an investment framework for managers employed by the Society. Each manager should be bound by the constraints shown for its assigned asset class. The fact that additional asset classes are considered in these guidelines should not be construed as authorization to utilize those asset classes if they are not within the manager's mandate. These guidelines reflect the general comfort level of the Society, but managers may seek exemptions by formal request. Exemptions granted by the Society will be listed specifically under the section entitled, Separate Agreements with Managers.

Portfolio Restrictions

General

Issuer: No limits on the use of U.S. government, agency or guaranteed issues.

Proxy Voting: The Society is responsible for voting proxies.

Brokerage: The Society may specify use of specific brokerage firms subject to best execution and competitive commissions.

Manager Concentration: No more than 15% of the portfolio at market value invested by any one manager.

Common Stocks & Preferreds (U.S.)

Exchange Listings: All domestic securities must be listed on NYSE, Amex, NASDAQ or OTC exchanges. American Depository Receipts (ADRs) are not permitted unless specifically approved and then constrained by guidelines under Common Stocks & Preferred (Non-U.S.).

Single Security Concentration: No more than 5% at cost or 7% of the portfolio at market value in any one security.

Single Corporation Concentration: No more than 3% of the outstanding shares of any one corporation.

Capitalization: Minimum acceptable capitalization of companies considered for purchase is \$100 million.

144A Securities: 144A securities (with or without registration rights) which are deemed liquid by the Investment Manager are permitted.

Prohibited Securities: A current listing of prohibited securities is being maintained by DFMS.

Cash Equivalents: Maximum acceptable cash position is 10%. The Committee or Treasurer's office must be advised if this level is to be exceeded. Must conform to requirements listed under Fixed Income Cash Equivalents.

Fixed Income: Equity managers may use investment grade fixed income securities if they judge these to provide expected returns superior to common stock and if they have received specific prior approval. Must conform to requirements listed under Fixed Income Securities.

Common Stocks & Preferreds (Non-U.S.)

Exchange Listings: All securities must be listed on national exchanges, listed in the U.S. markets as American Depository Receipts, listed on a U.S. exchange, or traded on international or OTC exchanges.

Single Security Concentration: At any time, no more than 5% of the portfolio at market value in any one security.

Single Company Concentration: At any time, no more than 1% of the outstanding shares of any one corporation.

Capitalization: Minimum acceptable capitalization of companies considered for purchase is \$500 million.

144A Securities: 144A securities (with or without registration rights) which are deemed liquid by the Investment Manager are permitted.

Prohibited Securities: A list of prohibited securities (No-Buy List) is maintained by the DFMS in accordance with policies adopted by the Executive Council. The current No-Buy List appears as Appendix C.

Currency Hedging: Forward purchases or sales of currencies, including cross currency hedges, are permitted to protect or enhance the U.S. dollar value of the account. The use of derivative instruments such as currency futures or options for currency shall also be permitted upon completion of any necessary disclosure or other documentation. No speculative hedging will be permitted.

Cash Equivalents: Maximum acceptable cash position is 10%. The Committee or Treasurer's office must be advised if this level is to be exceeded. Must conform to requirements listed under Fixed Income Cash Equivalents.

Fixed Income Securities & Convertibles (U.S.)

Issuers: No limits on the use of U.S. Government, agency or U.S. Government guaranteed issues.

Quality: Minimum BBB-/BAA3 rating, by two nationally recognized statistical rating organizations (NRSRO) as designated by the SEC, for corporate, asset-backed, 144A, Yankee and Eurodollar bonds and notes, including floating rate notes. If a security ceases to meet these conditions after it is purchased, the manager should notify the Treasurer or the Committee to develop a strategy to liquidate the investment. Total portfolio must have minimum A rating.

144A Securities: 144A securities (with or without registration rights) which are deemed liquid by the Investment Manager are permitted.

Mortgages: In addition to the mortgage-backed securities issued by GNMA, FNMA and FHLMC, collateralized mortgage obligations secured by pools of GNMA, FNMA and FHLMC insured mortgage securities are permissible. Other issues may be used so long as each issue has a rating of AA or higher.

Issue Concentration: No more than 5% at market value in a single issue, 10% in an issuer.

Mortgage Derivatives: IOs, inverse floaters and residuals are not permitted. No more than 10% of the portfolio at market value may be invested in POs or support tranches of CMOs, including those in closed-end bond funds. No one position in any of these securities should exceed 2% of the market value of the portfolio.

Fixed Income Securities & Convertibles (Non-U.S.)

Issuers: No limits on the use of U.S., Canadian, U.K., Japanese, Australian, Scandinavian or European monetary systems (EMS) bloc governments and their agencies and supra-national borrowers in local currency or Euro. A 15% limit is placed on issues of all other countries.

Currency Hedging: The use of forwards, futures and options for interest rate and currency hedging is permitted, but not for speculative purposes or to the extent that a leveraged position is established.

Cash Equivalents (maturity of one year or less)

Issue Concentration: No more than 5% of the portfolio at market value in one issue, no more than 10% in one issuer.

Approved Issuers: Certificates of deposit and bankers acceptances with major money center banks that are members of the Federal Reserve System and insured by FDIC.

Repurchase and Reverse Repurchase Agreements: Repurchase and reverse repurchase agreements with major money center banks that are members of the Federal Reserve System and broker/dealers insured by SIPC. The agreements must conform to the standard form of the repurchase agreement recommended by the Bond Market Association. The collateral should meet all other DFMS fixed income securities portfolio requirements, have terms to maturity not to exceed five years, be marked-to-market on a daily basis and be collateralized at least 102%.

Commercial Paper Quality: Commercial paper rated at least A1/P1 or the equivalent by two NRSRO's.

Money Market Quality: Money market funds or similar investment vehicles in existence for at least 3 years with restricted investments in short-term (up to one year) instruments rated in the highest short term category by two NRSRO's.

Categorical Restrictions

No direct investment will be made in commodities or development programs nor will managers engage in short sales, margin buying hedges, covered or uncovered call options, puts, straddles or other speculative trading devices; structured notes; unbundled stock units; letter stock; private or direct placements (including 144A securities deemed illiquid by the Investment Manager); direct ownership of real estate or mortgages; short-term securities of the custodian bank, Investment Managers or affiliated companies; purchase or other direct interest in gas, oil, or other mineral exploration or development programs; and warrants. All are restricted except to those managers where the Board has authorized permission.

Commingled Vehicles

The Endowment may invest in commingled vehicles. It is acknowledged that the investment policy of the respective commingled vehicle and/or mutual fund will effectively be the Funds' guidelines for that investment. The guidelines of the commingled vehicle and/or mutual fund will be reviewed in relation to the Funds' IPS for compliance, with any exceptions acknowledged and approved by the Committee. This recognizes that individual participants in collective vehicles are not able to impose their own unique set of guidelines upon the investment.

Foreign Currency Exposure

Forward purchases or sales of currencies, including cross currency hedges by the Fund's global and international managers, are permitted to protect or enhance the U.S. dollar value of the account or to reduce the volatility of the fund's U.S. dollar returns from investments in non-dollar securities. The use of derivative instruments such as currency futures or options for currency shall also be permitted with written authorization from the Investment Committee. Asset allocation managers may use foreign currencies as a separate investment strategy, consistent with their guidelines. Without the explicit authorization of the Board, no manager will utilize currency futures or forwards if their effect is to leverage the Fund's assets, circumvent any investment guidelines, or introduce additional risk into the portfolio. No speculative hedging will be permitted.

Use of Derivatives

The Fund's managers may use options and futures solely in order to reduce risk in the portfolio or to implement a market strategy more rapidly or at lower cost. Asset allocation managers may use derivatives, including swaps, to establish, hedge, or short market exposure as an investment strategy consistent with their guidelines. Without the explicit authorization of the Board, no manager will use derivatives (including, without limitation, swaps, structured notes, and collateralized mortgage derivatives) if their effect is to leverage the Fund's assets, circumvent any investment guidelines, introduce additional risk into the portfolio or put more than the principal amount of the account at risk.

Securities Lending

The Funds, at the direction of the Investment Committee, may enter into securities lending agreements with custodian banks for separately managed accounts. The required cash collateral pool must meet the quality guidelines of a Tier 1 money market fund. The custodian will be required to provide a review, not less than quarterly, of the amount of securities on loan (in dollar and percentage of portfolio terms), the quality of the cash collateral invested, income generated from such loans, and the net income accrued to the Endowment by account and as a whole.

Communications

The Investment Committee and the Treasurer's office requires a continual awareness of each manager's activity and position, both on an absolute and relative basis. To accomplish this, the following should be sent to the Investment Committee and to the Consultant:

Monthly (Treasurer's office and Consultant only)

Summary transaction registers and asset valuations provided by the custodian.

Quarterly

Summary transaction registers and asset valuations provided by the custodian. Written report in sufficient detail so that the Investment Committee is apprised of current status and any changes in philosophy or investment strategy.

Annually

Meetings with each manager to discuss performance results, economic outlook, investment strategy, organizational changes and other pertinent matters. Managers should indicate which of their holdings are 144A securities and make specific note of those that they deem to be illiquid.

Other

Timely telephone and/or letter advice from the manager when information of an important nature, such as unusual market activity (oil embargo, monetary crisis, etc.) is causing, or may cause, material impact on the portfolio.

Separate Agreements with Specific Managers

Boston Partners: (1) may invest up to 15% of the portfolio in ADRs

Edgewood Management: (1) may invest up to 7%, at cost, in any one security; (2) may invest up to 8% at market, in any one security.

Wells Capital Management: (1) may invest up to 20% of the portfolio in ADRs; (2) U.S. exchange-traded securities of issuers domiciled outside the U.S. are permissible securities that will not be subject to the 20% limit.

Westwood Management: (1) may invest up to 10% of the portfolio in ADRs and foreign issues listed on U.S. exchanges.

WAMCO: (1) see attached derivative guidelines; (2) may invest up to 20% of the portfolio in below investment-grade securities; (3) may invest up to 15% of the portfolio at market value combined in non-dollar and emerging market debt.

Lazard Asset Management LLC: (1) Adhering to the investment policies and guidelines prescribed by the Investment Committee, as amended in writing from time to time by the Investment Manager and the Endowment. (2) Informing the Investment Committee, DFMS staff and the Consultant regarding all significant matters pertaining to the investment of the Endowment's assets. These matters include material changes in the Investment Manager's organization and the portfolio management team directly responsible for managing the Endowment's assets. (3) Each Investment Manager must adhere to the Guidelines established by the Investment Committee, as amended in writing from time to time by the Investment Manager and the Endowment. (4) Portfolio Restrictions – Common Stocks & Preferreds (Non-U.S.) - The portfolio shall hold no less than 40 securities at any given time. (5) Capitalization: Minimum acceptable capitalization of companies considered for purchase is \$300 million (measured as of the date of investment). (6) Categorical Restrictions: No direct investment will be made in commodities or development programs nor will managers engage in short sales, margin buying hedges, covered or uncovered call options, puts, straddles or other speculative trading devices; structured notes; unbundled stock units; letter stock; private or direct placements (including 144A securities deemed illiquid by the Investment Manager); direct ownership of real estate or mortgages; short-term securities of the custodian bank, Investment Managers or affiliated companies; purchase or other direct interest in gas, oil, or other mineral exploration or development programs. Warrants shall be permitted if received through a corporate action. Warrants purchased directly or as part of Lazard Asset Management LLC's long-term investment strategy shall not be allowed.

Altrinsic Global Advisors, LLC: Investment Management Services: Subject only to the investment restrictions, if any, set forth on Schedule A, and the Client's Statement of Investment Policy and Objectives dated June, 2017 ("SIPO"), the Investment Manager, with respect to the Account, shall have full authority in its discretion to purchase, hold, sell, tender, exchange, convert or exercise and otherwise acquire or dispose of and trade and deal in or with stocks, bonds, currencies and other securities (all of the foregoing hereinafter called "Securities"), and to enter into such agreements as may be necessary or proper in connection with the management of the Account by the Investment Manager. The Investment Objective and Restrictions of the Account are set forth on Schedule A. In the event the investment restrictions set forth on Schedule A and the SIPO conflict, Schedule A will govern. The Client will notify the Manager promptly, in writing, of any changes to Schedule A or the SIPO.

Exhibit D

Companies Subject to No-buy Portfolio Restrictions

The Domestic & Foreign Missionary Society

Episcopal Church Executive Council

Corporate Social Responsibility Committee

Revised October 2019

The Corporate Social Responsibility Committee, a subcommittee of the Executive Council establishes the directives for socially responsible investments. These directives are largely guided by recommendations from the ICCR (Interfaith Center on Corporate Responsibility) with respect to shareholder activism and other socially responsible investment issues.

There are six portfolio restrictions in place based on policies adopted by the Executive Council. They are:

- **Militarism:** Shares of any company (a) among the top U.S. defense contractors, measured in dollar volume of sales and (b) any company among the top 50 defense contractors that receives more than fifty percent of its revenues from military contracts.
- **For-profit prisons:** Shares of companies that operate for-profit prisons
- **Sudan:** Companies whose activities make continued human rights violations possible by providing revenues to the Sudanese government¹
- **Tobacco products:** Shares of companies that manufacture and sell tobacco products
- **Fossil fuels:** Shares of companies where more than 10% of revenue is derived from fossil fuels
- **Human rights:** Shares of companies supporting or benefiting from denial of human rights consistent with policies adopted by General Convention or Executive Council.

The following is a list of companies subject to portfolio restrictions based on Episcopal Church policies.

Military Contractors	CUSIP	SEDOL
Lockheed Martin	539830109	2522096
Raytheon	755111507	2758051
Northrop Grumman	666807102	2648806

For-profit Prisons	CUSIP	SEDOL
Avalon Correctional Services Inc.	053436309	BTC34L8 US
Core Civic	21871N101	BZ8VC58 US
G4S PLC	GFS LN	B01FLG6
Geo Group	36162J106	BNLYWQ1 US

¹ There is considerable discussion within the SRI community about which companies to include in Sudan portfolio screens, especially given recent political changes in the country. For the time being, the list remains the same as before, with a focus on those companies whose direct involvement in the oil industry provides significant financial support to the Sudanese government in Khartoum. Further review of this issue is being undertaken, but any change in screening approach would require a CCSR recommendation and Executive Council approval.

Sudan	SEDOL
ONGC (India)	6139362

Non-US Tobacco Companies	CUSIP	SEDOL
Altria Group	02209S103	2692632
Philip Morris International	718172109	B2PKRQ3
Schweitzer-Maudit International	808541106	2782038
Vector Group	92240M108	2515803

Non-US Tobacco Companies	CUSIP	SEDOL
Al-Eqbal Investment Company PLC (Jordan)		6460385
British American Tobacco plc (UK and subsidiaries)	GB0002875804	0287580 GB
Carreras Group Ltd (Jamaica)	JMP213891048	2177827 JM
Ceylon Tobacco Ltd (Sri Lanka)	LK0042N00008	6186904 LK
Eastern Company (Egypt)	EGS37091C013	6298177 EG
Godfrey Phillips (India)	INE260B01010	BSBML96 IN
Golden Tobacco	INE973A01010	6302357 IN
Imperial Brands PLC	GB0004544929	0454492 GB
ITC Ltd (India)	INE154A01025	
Japan Tobacco (Japan)	JP3726800000	
Jerusalem Cigarette Co Ltd (Israel)	PS2003111643	
JT International Bhd (Malaysia)	MYL26150O002	
Khyber Tobacco Company (Pakistan)	PK0012401011	
Kothari Products Ltd (India)	INE823A01017	6488406 IN
KT&G Group (Korea)	48268G100	
Pakistan Tobacco Company (Pakistan)	PK0002701016	6668305 PK
Pazardzhik BT (Bulgaria)	BG11PAPABT16	7541308 BG
Philip Morris CR A.S. (Czech Republic)	CS0008418869	4874546 CZ
Pleven BT (Bulgaria)	BG11PLPLDT18	7635751 BG
PT Gudang Garam Tbk (Indonesia)	ID1000068604	5549326 DE
RTCL Limited (India)	INE754B01012	B03K6F3 IN
Societe Ivoirienne de Tabacs (Cote d'Ivoire)	CI0000000154	6817475 CI
Sofia-BT (Bulgaria)	BG11SOSOVT14	
Swedish Match AB (Sweden)	SE0000310336	
Union Tobacco & Cigarette Industries Co (Jordan)	JO4107411012	
VST Industries (India)	INE710A01016	
West Indian Tobacco Company Ltd (Trinidad & Tobago)	TTP985721039	

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
Advantage Oil & Gas Ltd.	00765F101	B66PKS8	CA
Aker ASA		B02R4D9	NO
Aker Bp ASA	00973RAC7	B1L95G3	NO
ALFA, S.A.B. De C.V.	015398AC4	2043423	MX
Alta Mesa Resources, Inc.	02133L109	BG20612	US
Altogas Ltd.	021361100	B43WJC5	CA
Anadarko Petroleum Corporation	032511107	2032380	US
Antero Resources Corporation	03674X106	BFD2WR8	US
Apache Corporation	037411105	2043962	US
Arc Resources Ltd.	00208D408	B6463M8	CA
Athabasca Oil Corporation	04682R107	B8DG7Z4	CA
BASF Se	055262505	5086577	DE
Baytex Energy Corp.	07317Q105	B4VGVM3	CA
Beach Energy Limited	073333106	6088204	AU
Bharat Petroleum Corporation Limited	08861M102	6099723	IN
BHP Billiton Limited	088606108	6144690	AU
BHP Billiton Plc	05545E209	0056650	GB
Birchcliff Energy Ltd.	090697103	B0B55N1	CA
Black Hills Corporation	092113109	2101741	US
Bonanza Creek Energy, Inc.	097793400	BYXGJD8	US
Bonavista Energy Corporation	09784Y108	B67JFX9	CA
Bonterra Energy Corp.	098546104	B3K3G89	CA
Bp P.L.C.	055622104	0798059	GB
Brookfield Asset Management Inc.	112585104	2092599	CA
BW Offshore Limited		BYYNFR4	BM
Cabot Oil & Gas Corporation	127097103	2162340	US
Cairn Energy Plc	12776P200	B74CDH8	GB
California Resources Corporation	13057Q206	BZBY210	US
Callon Petroleum Company	13123X102	2186072	US
Canacol Energy Ltd.	134808203	B97DSV1	CA
Canadian Natural Resources Limited	136385101	2171573	CA
Cardinal Energy Ltd.	14150G400	BH8B735	CA
Carrizo Oil & Gas, Inc.	144577103	2092801	US
Cenovus Energy Inc.	15135U109	B57FG04	CA
Centennial Resource Development, Inc.	15136A102	BYM4Z79	US
Centrica Plc	15639K300	B033F22	GB
Chesapeake Energy Corporation	165167107	2182779	US
Chevron Corporation	166764100	2838555	US
China Gas Holdings Limited	168935104	6460794	HK
China Oil And Gas Group Limited		B0703Z8	HK
China Petroleum & Chemical Corporation	16941R108	6373728	CN
Cimarex Energy Co.	171798101	2987521	US
Citic Resources Holdings Limited	17390E101	6369233	HK
Ck Hutchison Holdings Limited	12562Y100	BW9P816	HK
Cnooc Limited	126132109	B00G0S5	CN

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
CNX Resources Corporation	12653C108	BF3FTF4	US
Compagnie Petroliere Imperiale Ltee	453038408	2454241	CA
Concho Resources Inc.	20605P101	B1YWRK7	US
ConocoPhillips	20825C104	2685717	US
Continental Resources, Inc.	212015101	B1XGWS3	US
Cooper Energy Limited		6515616	AU
Cosmo Energy Holdings Company, Limited	221298102	BYSJJ43	JP
Crescent Point Energy Corp.	22576C101	B67C8W8	CA
Crew Energy Inc.	226533107	2554721	CA
Delek Group Ltd.	24664R107	6219640	IL
Denbury Resources Inc.	247916208	2418474	US
Devon Energy Corporation	25179M103	2480677	US
Diamondback Energy, Inc.	25278X109	B7Y8YR3	US
DNO ASA	23290P105	B15GGN4	NO
Dogan Sirketler Grubu Holding Anonim Sirketi	25658Y107	B03MRG7	TR
E.On Se	268780103	4942904	DE
Eclipse Resources Corporation	27890G100	BN89V84	US
Ecopetrol S.A.	279158109	B2473N4	CO
Empresas Copec S.A.		2196026	CL
Encana Corporation	292505104	2793193	CA
Energen Corporation	29265N108	2012672	US
Enerplus Corporation	292766102	B584T89	CA
Engie S.A.	29286D105	B0C2CQ3	FR
Eni S.P.A.	26874R108	7145056	IT
Enquest Plc		B635TG2	GB
EOG Resources, Inc.	26875P101	2318024	US
EQT Corporation	26884L109	2319414	US
Equinor ASA	29446M102	7133608	NO
Etablissements Maurel Et Prom S.A.	29761A105	B05DY78	FR
Extraction Oil & Gas, Inc.	30227M105	BZ0CD34	US
Exxon Mobil Corporation	30231G102	2326618	US
Faroe Petroleum Plc		3303290	GB
Formosa Petrochemical Corporation		6718716	TW
Gail (India) Limited	36268T107	6133405	IN
Galp Energia, Sgps, S.A.	364097105	B1FW751	PT
Gazprom Pao	368287207	B59L4L7	RU
Genesis Energy Limited		BL10N28	NZ
Gran Tierra Energy Inc.	38500T101	B09R9V5	CA
Grupa Lotos Spolka Akcyjna		B0B8Z41	PL
GS Holdings Corp.		B01RJV3	KR
Gulfport Energy Corporation	402635304	2398684	US
Halcon Resources Corporation	40537Q605	BYVBXW2	US
Hess Corporation	42809H107	2023748	US
Highpoint Resources Corporation	43114K108	BDF0CY3	US
Hindustan Petroleum Corporation Limited	433224102	6100476	IN

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
Hunting Plc	445828106	0447889	GB
Hurricane Energy Plc		B580MF5	GB
Husky Energy Inc.	448055103	2623836	CA
Idemitsu Kosan Co.,Ltd.	45166E104	B1FF8P7	JP
Indian Oil Corpn. Limited	454338104	6253767	IN
Inpex Corporation	45790H101	B10RB15	JP
J.O.E.L. Jerusalem Oil Exploration Ltd.		6477073	IL
Jagged Peak Energy Inc.	47009K107	BDRW1M8	US
Japan Petroleum Exploration Co., Ltd.	47110T104	6711696	JP
Jxtg Holdings, Inc.	466295102	B627LW9	JP
K&O Energy Group Inc.		BH4TD79	JP
Kelt Exploration Ltd.	488295106	B9KF5Q8	CA
Keppel Corporation Limited	492051305	B1VQ5C0	SG
Keyera Corp.	493271100	B3SGMV5	CA
Kinder Morgan, Inc.	49456B101	B3NQ4P8	US
Koc Holding Anonim Sirketi	49989A109	B03MVJ8	TR
Koreagascorporation	50066AAD5	6182076	KR
Kosmos Energy Ltd.	500688AA4	B53HHH8	BM
Kunlun Energy Company Limited	50126A101	6340078	HK
Laredo Petroleum, Inc	516806106	B7DX5X2	US
Lundin Petroleum Ab	55037R200	7187627	SE
Marathon Oil Corporation	565849106	2910970	US
Matador Resources Company	576485205	B7MSLL8	US
Meg Energy Corp.	552704108	B4XF9J1	CA
Midstates Petroleum Company, Inc.	59804T407	BDQZFN7	US
Mitsubishi Corporation	606769305	6596785	JP
Mitsui & Co., Ltd.	606827202	6597302	JP
MOL Magyar Olaj- Es Gazipari Nyilvanosan Mukodo Reszvenytarsasag	608464202	BD5ZXH8	HU
Murphy Oil Corporation	626717102	2611206	US
Naphtha Israel Petroleum Corp. Ltd.		6621966	IL
National Fuel Gas Company	636180101	2626103	US
Naturgy Energy Group S.A.	63903X103	5650422	ES
Newfield Exploration Company	651290108	2635079	US
NK Lukoil Pao	69343P105	B59SNS8	RU
NK Rosneft' Pao	67812M207	B59SS16	RU
Noble Energy, Inc.	655044105	2640761	US
Northwest Natural Gas Company	667655104	2649586	US
Northwestern Corporation	668074305	B03PGL4	US
Nostrum Oil & Gas Plc	66980J103	BGP6Q95	NL
Novatek Pao	669888109	B59HPK1	RU
Nuvista Energy Ltd.	67072Q104	2901167	CA
Oasis Petroleum Inc.	674215108	B64R5J2	US
Obsidian Energy Ltd.	674482104	BDHLTZ4	CA
Occidental Petroleum Corporation	674599105	2655408	US
Oil And Gas Development Co Ltd	67778Q200	6732716	PK

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
Oil And Natural Gas Corporation Limited	67778L102	6139362	IN
Oil Search Limited	677890303	6657604	PG
Omv Aktiengesellschaft	670875509	4651459	AT
Ophir Energy Plc	68373H108	B24CT19	GB
Origin Energy Limited	68618R200	6214861	AU
Osaka Gas Co., Ltd.	687739102	6661768	JP
Painted Pony Energy Ltd.	695779108	BF0LLW6	CA
Pakistan Oilfields Ltd		6677141	PK
Par Pacific Holdings, Inc.	69888T207	BJH08C3	US
Paramount Resources Ltd.	699320206	B073FP1	CA
Parex Resources Inc.	69946Q104	B575D14	CA
Parsley Energy, Inc.	701877102	BMMV736	US
Patterson-Uti Energy, Inc.	703481101	2672537	US
PDC Energy, Inc.	69327R101	B89M5F2	US
Pengrowth Energy Corporation	70706P104	B67M828	CA
Penn Virginia Corporation	70788V102	BZCD9S2	US
Petrochina Company Limited	71646E100	B28SLD9	CN
Petrofac Limited	716473103	B0H2K53	JE
Petroleo Brasileiro S.A. - Petrobras	71654V408	2682365	BR
Peyto Exploration & Development Corp.	717046106	B6775F5	CA
Pioneer Natural Resources Company	723787107	2690830	US
Polski Koncern Naftowy Orlen Spolka Akcyjna		5810066	PL
Polskie Gornictwo Naftowe I Gazownictwo Spolka Akcyjna	731618104	B0L9113	PL
Premier Oil Plc	740536107	B43G057	GB
PT Akr Corporindo Tbk	69369P104	6048156	ID
PT Medco Energi Internasional Tbk	58406A105	6254511	ID
PT Perusahaan Gas Negara (Persero) Tbk	69367P106	6719764	ID
PTT Exploration And Production Public Company Limited	69364V106	B1359K1	TH
PTT Public Company Limited	69367C105	BD0BDH1	TH
Qep Resources, Inc.	74733V100	B60X657	US
Qgep Participacoes Sa		B3M5360	BR
Range Resources Corporation	75281A109	2523334	US
Reliance Industries Limited	759470107	6099626	IN
Repsol S.A.	76026T205	5669354	ES
Resolute Energy Corporation	76116A306	BD047X4	US
Ring Energy Inc.	76680V108	B1TGYD6	US
Royal Dutch Shell Plc	780259206	B09CBL4	NL
Rwe Aktiengesellschaft	74975E303	4768962	DE
Samchully Co.,Ltd		6771054	KR
Sandridge Energy, Inc.	80007P869	BD1XH30	US
Santos Limited	803021807	6776703	AU
Sapura Energy Berhad		B7GJ601	MY
Sasol Limited	803866102	6777450	ZA
Senex Energy Ltd	81720V100	6929325	AU
Seven Generations Energy Ltd.	81783Q105	BRK0MM4	CA

More than 10% of Company Revenue is Derived from Fossil Fuels

ISSUER	CUSIP	SEDOL	COUNTRY
SK Holdings Co., Ltd.		B39Z8L3	KR
SK Innovation Co., Ltd.		B232R05	KR
Sknetworkscompanylimited		B04PZG1	KR
Sm Energy Company	78454L100	2764188	US
Soco International Plc		B572ZV9	GB
Sound Energy Plc		B90XFF1	GB
South Jersey Industries, Inc.	838518108	2825933	US
Southwestern Energy Company	845467109	2828619	US
SRC Energy Inc.	78470V108	BD8ZX20	US
Suncor Energy Inc.	867224107	B3NB1P2	CA
Superior Energy Services, Inc.	868157108	2806109	US
Surge Energy Inc.	86880Y109	2290597	CA
Surgutneftegaz Pao	868861204	B5BHP1	RU
Talos Energy Inc.	87484T108	BDT56V9	US
Tamarack Valley Energy Ltd.	87505Y409	B8J3TH5	CA
Tatneft' Pao	876629205	B59BXN2	RU
Tellurian Inc.	87968A104	BD3DWD3	US
The Hong Kong And China Gas Company Limited	438550303	6436557	HK
The Southern Company	842587107	2829601	US
Thoresen Thai Agencies Public Company Limited		6561750	TH
Toho Gas Co., Ltd.	88905X108	6895222	JP
Tokyo Gas Co.,Ltd.	889115101	6895448	JP
Torc Oil & Gas Ltd	890895303	BDV82P2	CA
Total Sa	89151E109	B15C557	FR
Tourmaline Oil Corp.	89156V106	B3QJ0H8	CA
Tullow Oil Plc	899415202	0150080	GB
Ultra Petroleum Corp.	903914208	BZ0VZQ8	US
Unit Corporation	909218109	2925833	US
Vedanta Limited	92242Y100	6136040	IN
Vermilion Energy Inc.	923725105	B607XS1	CA
W&T Offshore, Inc.	92922P106	B01Z7M4	US
Whitecap Resources Inc.	96467A200	B418WK4	CA
Whiting Petroleum Corporation	966387409	BYWSWR0	US
Wildhorse Resource Development Corporation	96812T102	BD09869	US
Woodside Petroleum Ltd.	980228100	6979728	AU
WPX Energy, Inc.	98212B103	B40PCD9	US

Human Rights Investment Screen

Any corporation supporting or benefiting from denial of human rights consistent with policy adopted by General Convention or Executive Council, particularly

Any corporation that supports or benefits from denial of human rights in or through the occupation of the West Bank, East Jerusalem or the Gaza Strip (the Occupied Palestinian Territories or OPT)

	CUSIP	SEDOL	COUNTRY
Caterpillar Inc.	149123101	2180201	USA
Motorola Solutions, Inc.	620076307	B5BKPQ4	USA
Israel Discount Bank Ltd.	465074201	6451271	Israel



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Adopted on: Jun 11, 2020

FIN 093 Assessment Review Committee Recommended Waivers

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council grants a waiver of full payment of its assessment for 2019 and 2020 to the Diocese of Dallas, as follows:

2019 – 6.1%; 2020 – 12.1%; 2021 – 15.0%

And be it further,

Resolved, That the Executive Council grants an emergency waiver of full payment of its assessment for 2020 to the Diocese of the Dominican Republic, as follows:

2020 – \$8,500. Discussion continues for 2021.

Resolved, That the Executive Council grants an emergency waiver of full payment of its assessment for 2020 to the Diocese of Colombia, as follows:

2020 – \$0. Discussion continues for 2021.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Jun 11, 2020

FIN 094 Clergy Housing Allowances

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That a portion of the total compensation paid to each clergy employee for calendar year 2020 shall be designated to be a housing allowance; and be it further

Resolved, That the Executive Committee designates as a tax-deductible housing allowance for 2020 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

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Attachment to FIN 094

This resolution is required because clergy employees are compensated by the Domestic and Foreign Missionary Society (DFMS) for the services as ministers of the gospel; and Clergy Housing Allowances must be approved by the governing body. Requests received will be considered as soon as practicable, either by the Executive Council or by the Executive Committee, on behalf of the Executive Council.

The current request is from an employee whose clergy spouse previously elected a housing allowance from her parish, has retired.

Employee	2020 Requested Housing Allowance
Copley, David	\$14,000



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FIN 095 Trust Fund #1258 (El Mision el Buen Pastor, Quito)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1258, Mision El Buen Pastor-Ecuador Central, be established as an investment account for Iglesia Episcopal del Ecuador-Mision Organizada El Buen Pastor in Quito, Ecuador, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Adopted on: Jun 11, 2020

FIN 096 Trust Fund #1259 (All Saints Concord, NC)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1259, Building Reserves Investment Fund be established as an investment account for All Saints Episcopal Church in Concord, NC, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Adopted on: Jun 11, 2020

FIN 097 Trust Fund #1260 (Good Shepherd, Wichita, KS)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1260, Good Shepherd Episcopal Church Endowment Fund be established as an investment account for Good Shepherd Episcopal Church in Wichita, KS, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Adopted on: Jun 11, 2020

FIN 098 Trust Fund #1261 (STPAAS Memorial Fund, Kansas City, MO)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1261, STPAAS Restricted & Memorial Fund be established as an investment account for St. Peter & All Saints Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Adopted on: Jun 11, 2020

FIN 099 Trust Fund #1180 (Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account – renaming)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1180, Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account, be renamed to **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account as per Treasurer’s instruction of January 17, 2020. This change is effective from December 31, 2019.**

The Rev. Canon Michael Barlowe
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Adopted on: Jun 11, 2020

FIN 100 Trust Fund #1181 (Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account – renaming)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1181, Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Togni Remainder Trust Sub-account, be renamed to **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account as per Treasurer’s instruction of January 17, 2020. This change is effective from December 31, 2019.**

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Adopted on: Jun 11, 2020

FIN 101 Trust Fund #1182 (Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO – renaming))

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1182, Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Mary Zita Turtle Trust Sub-account, be renamed to **Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO)**, as per Treasurer’s instruction of January 17, 2020. This change is effective from December 31, 2019.

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Adopted on: Jun 11, 2020

FIN 102 Trust Fund #1179 (Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account – renaming)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1179, Protestant Episcopal Bishop of San Joaquin, a Corporation Sole, the Episcopal Conference Center Oakhurst (ECCO), be renamed to **Protestant Episcopal Bishop of San Joaquin a Corporation Sole, Restricted Funds Account – Clipper Trust Sub-account as per Treasurer’s instruction of January 17, 2020. This change is effective from December 31, 2019.**

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
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Adopted on: Jun 11, 2020

FIN 103 Assisting Honduras

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council affirms the Diocese of Honduras' intention to return to its path of sustainability as soon as possible by i.) providing the Diocese a grant of \$50K and ii) by asking the presiding officers to appoint a short-term task force to work with the diocese to develop strategic management plans that can enhance their sustainability business plan.

The Rev. Canon Michael Barlowe

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Adopted on: Jun 11, 2020

FIN 104 2020 Budget Adjustments

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved that, Executive Council approves the cost savings and budget adjustments found in green boxes in the 2020 Budget Adjustments spreadsheet, attached. And be it further,

Resolved that, DFMS and GCO staff are authorized to implement these cost savings as soon as possible.

Resolved that the Executive Council commits to continued conversation and timely decisions about those budget areas that are still to be determined, represented by the gray cells in the 2020 Budget Adjustments attached.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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EC BUDGET 2020 adjustments June 2020 proposed							
2019-2021 TRIENNIUM							
SUMMARY							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
1	INCOME						
2							
3	Diocesan Commitments	30,052,000	30,052,000	-	30,052,000	-	
4	Diocesan expected waivers	(1,533,950)	(1,533,950)	-	(1,533,950)	-	\$1.1 mil already approved. See bottom line 701
5	Income from Unrestricted Assets for General budget	10,706,086	10,706,086	-	10,706,086	-	Dividend income established end of 2018
6	Income from Outside trusts where DFMS is beneficiary	225,000	225,000	-	225,000	-	Dividend income established end of 2018
7	Economic Justice Loan income	210,000	200,000	(10,000)	200,000	(10,000)	Slow payment deferred until 2021; not eliminated
8	EMM Non-Govt Fundraising	200,000	200,000	-	200,000	-	Donor cultivation continues
9	Annual Appeal Campaign	350,000	350,000	-	350,000	-	
10	Income from Unrestricted Assets to support the	-	-	-	-	-	
11a	Short-term reserves for Racial Reconciliation	333,333	333,333	-	333,333	-	Using the reserves reduces the potential shortfall
11b	Short-term reserves for Title IV Website and GC	-	-	-	-	-	
12	Unrestricted reserves for additional Evangelism	-	-	-	-	-	
13a	Unrestricted reserves for committees established by Executive Council late in 2015	-	-	-	-	-	
13b	Restricted reserves for pension improvements	317,793	317,793.00	-	317,793.00	-	
14	Rental Base Income (incl CUAC, ERD, NAES)	2,954,434	2,954,434.14	-	2,854,000.00	(100,434)	Slow payment deferred until 2021; not eliminated
15	Program and Event Related Fees:			-		-	
16	General Convention Income	-	-	-	-	-	
17	Multimedia Services Income			-		-	
18	Episcopal Digital Network Income	200,000	210,000	10,000	210,000	10,000	
19	Episcopal Migration Min N-G Income			-		-	
20	College for Bishops Reimbursement Income			-		-	
21	Refugee Loan Collection Income	650,000	650,000	-	650,000	-	No decline in early 2020
22	Mission Technology Income	44,520	44,520	-	44,520	-	
23	ECF Reimbursement for Services	-	-	-	-	-	
24	NAES Reimbursement for Services	-	-	-	-	-	
25	Facilities Management Income	220,000	220,000	-	210,000	(10,000)	Tenants continuing to use services
26	Total Program and Event Fees	1,114,520	1,124,520	10,000	1,114,520	-	
27							
28	Other Income						

EC BUDGET 2020 adjustments June 2020 proposed							
2019-2021 TRIENNium							
SUMMARY							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
29	House of Bishops reimbursements	100,000	-	(100,000)	-	(100,000)	
30	Episcopal Youth Event fees	-	-	-	-	-	Income was budgeted in 2019; expenses in 2020.
31	General Board of Exam. Chaplains	132,000	132,000	-	132,000	-	
32	TOTAL INCOME	45,161,217	45,061,217	(100,000)	44,950,782	(210,434)	
34	EXPENSES						
35-65	Evangelism	1,831,506	1,424,504	(407,002)	671,172	(18,667)	
66-162	Reconciliation & Justice	3,228,957	2,539,457	(667,000)	1,465,272	(70,499)	
163-174	Creation Care	363,731	234,563	(129,168)	152,731	(35,000)	
175-218	PB Office	4,378,788	4,213,121	(165,667)	4,098,621	(280,167)	
219-410	Mission Within the Episcopal Church	9,641,451	8,892,042	(727,459)	8,880,392	(690,442)	
411-511	Mission Beyond the Episcopal Church	6,039,821	5,077,129	(962,692)	5,105,129	(830,359)	
512-	Governance	6,696,896	6,145,905	(550,991)	6,111,046	(585,850)	
568-611	Finance and Development	6,682,775	6,416,215	(266,560)	6,416,215	(266,560)	
612-623	Legal	1,210,786	1,179,241	(31,545)	1,179,241	54,770	
624-695	Operations (HR, IT, Facilities, Purchasing)	6,885,816	6,734,966	(150,850)	6,739,966	(75,850)	
696a	Adjustments in Finance, Legal, Operations to balance	-	-				
700	Undetermined GC2018 Resolutions (e.g., Prayer Book Revisions)	-	-				
700	TOTAL EXPENSES	46,960,528	42,857,144	(4,058,934)	40,819,786	(2,798,625)	
701	SURPLUS/(DEFICIT)	(1,799,312)	2,204,073	3,958,934	4,130,996	2,588,190	

EC BUDGET 2020 adjustments June 2020 proposed					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: EVANGELISM							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
							green areas are cost savings to be voted by EC and implemented by staff ASAP
35	Starting New Congregations						All grey areas are subject to further discussion
36	Mission Enterprise Zones and New Church Start Grants and Redevelopment	833,333	541,666	(291,667)			35% reduction. \$242,000 allocated at Feb Exec Co meeting. If follow policy of no additional grants for 2020, would realize additional \$300,000 in savings.
37	Congregational Redevelopment	166,667	108,333	(58,334)			Look at what 2nd and 3rd tranche commitments are
38	Starting New Congregations	1,000,000	649,999	(350,001)	-	-	
39							
40	Evangelism Initiatives						
41	Miscellaneous						
42	Church Planting Training & Resources: Partnerships	66,667	43,333	(23,334)			
43	Program, travel, budget - Church Planting and Missional Initiatives Staff	53,333	34,666	(18,667)	34,666	(18,667)	staff to check for further reductions
44	Formation and leadership development resources and programs (formerly "Academia for Lay Leadership Formation & Development")						
45	Congregational development and redevelopment for diocesan staff, clergy, laity exploring Latino/Hispanic ministry (formerly "Education for Ministry Bilingual/Bicultural Program")						
46	Mentoring and coaching clergy in Latino/Hispanic ministries (formerly "Developing a coaching network for planting clergy")						
47	Intensive cultural competency training for diocesan staff, seminarians, clergy, laity (formerly "Seminary continuing ed cultural competency program")						

EC BUDGET 2020 adjustments June 2020 proposed					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: EVANGELISM							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
							green areas are cost savings to be voted by EC and implemented by staff ASAP
48	Churchwide network of partners on Latino/Hispanic congregational development (formerly "Church planter training in partnership with ELCA")						
49	Annual evaluation of programs and resources (formerly "Scholarships for Spanish language immersion school")						
44-49	Lines reserved						
50	Latino Ministries						
51	Half-time Evangelist-Missioner (consultant work)						
52	Evangelists' Summit and Network	17,000	17,000	-	17,000	-	Evangelism Matters/Rooted in Jesus event in Jan.
53	Formation Resources for Evangelism	5,000	5,000	-	5,000	-	Used for Embracing Evangelism video series
54	"Episcopal Revival" Gatherings	75,000	60,000	(15,000)			20% reduction (2 revivals in January, contract w/ NYC revival event producer)
55	Program, travel, office - Evangelism Staff	45,000	29,000	(16,000)	29,000	(16,000)	staff to check for further reductions
56	Evangelism Grants Program	50,000	66,000	16,000	66,000	16,000	Granted at February Exec Council meeting (committee voted to distribute half of \$125,000 total grant funding. 1 more cycle in triennium, could be reduced.)SPENT
57	Evangelistic Work						
58	Grant to Diocese of Ft. Worth						
59	Evangelism & Church Planting						
60	Congregational Vitality						
61	Stewardship Development (TENS)						
62	Evangelism Initiatives	312,000	254,999	(57,001)	151,666	(18,667)	
63							
64	Staff Costs	519,506	519,506	-	519,506	-	
65	Evangelism Total	1,831,506	1,424,504	(407,002)	671,172	(18,667)	

EC BUDGET 2020 adjustments June 2020 proposed					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
66	Poverty and Social Justice						
67							
68	Asset Mapping						
69	Incarnational Encounter					-	
70	Asset Based Community Development Training (ABCD)	30,000	12,000	(18,000)	12,000	(18,000)	prior commitment to creating online ABCD training, but otherwise no events in 2020
71	Internships			-		-	
72	Jubilee Ministry Grants	60,000	39,000	(21,000)			35% reduction; Jubilee Ministries key to COVID response????
80	Jubilee Ministry Networking	12,500	5,000	(7,500)			60% reduction
73	New Materials			-		-	
74	Program, travel and office - Staff	38,000	20,000	(18,000)	20,000	(18,000)	nearly 50% reduction - staff to check for further reductions
75						-	
76						-	
77	Advocacy and Social Justice					-	
78	State Advocacy Networks Support	20,000	20,000	-	20,000	-	previously committed
79	Cross-class Congregational Engagement	12,500	-				can be eliminated???
80							
81	Event on Human Trafficking						
82	Total Poverty, Advocacy & Social Justice	173,000	96,000	(64,500)	52,000	(36,000)	45% reduction
83				-			
84a	Racial Justice and Reconciliation	200,000	-	(200,000)			\$350,000 approved at end of 2019; group planned to distribute another \$150,000 in grants and host a \$50,000 conference in 2020.
84b	Racial Justice and Reconciliation	100,000	60,000	(40,000)	100,000	-	MIN proposes \$100K in rapid response granAdvisory Council recommends \$100,000 in COVID-related grants
85	General Racial Justice and Reconciliation						
86	Census of The Episcopal Church						
87	Racial Injustice/Justice Audit	20,000	25,000	5,000	25,000	5,000	Already committed
88	Sacred Listening and Learning Events	25,000	20,000	(5,000)			Katrina Browne consulting (now reduced), plus events already hosted

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DETAIL: RECONCILIATION AND JUSTICE							
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89	Churchwide Story-sharing and Relationship-building	15,000	7,500	(7,500)			event-based work now moved online; support for storysharing efforts around COVID-19 and race
90	Lifelong Formation and Worship						
91	Resource development and distribution: essay collections, leadership resources, all-ages resources	5,000	5,000	-	5,000	-	small amount cannot be further reduced
92	Young Adult Pilgrimage	20,000	5,000	(15,000)	5,000		support for developing online pilgrimage platforms, in absence of physical travel
93	ERD-Reconciliation-Pilgrimage						
94	Program, travel and office - Staff Officers	60,000	32,000	(28,000)	32,000	(28,000)	47% reduction in travel and program - staff to check for further reductions
95	Partnering with Episcopal HBCUs		-			-	No additional funding
96	Racial Justice Engagement	55,000	20,000	(35,000)			\$10K committed to consultant; another \$10K for responding to racial implications of COVID
97	Networks, capacity building and racial justice engagement related to implementation of C019 - Officer for Social Justice and Advocacy Engagement					-	
98	Program travel and office - Canon	20,000	12,000	(8,000)	12,000	(8,000)	40% reduction - staff to check for further reductions
99	National Association of Episcopal Schools partnership		-			-	spreadsheet said \$220K approved for 2020, but that must've been a mistake. 0 in this line.
100	Staff Costs	478,180	478,180	-	478,180	-	72% reduction
101	Racial Justice Total	998,180	664,680	(333,500)	657,180	(31,000)	
102							37% reduction
103	Ethnic Ministries:						
104	Indigenous Ministries						
105	Clergy and Lay Leadership Development Project (requested title change: Support for Indigenous Theological Education and Training)	30,000	5,000	(25,000)			2020 program primarily online or funded in other lines
106	Church-wide Indigenous Winter Talk gathering	32,500	85,000	52,500	85,000	52,500	Winter Talk already happened
107	Native Youth Development Project					-	
108	Assessment study for outreach to and networking with Province 9					-	
109	Collaborative Projects	32,917	15,000	(17,917)	15,000	(17,917)	mostly travel-dependent programs
110	Program, office and travel	26,667	17,085	(9,582)	17,085	(9,582)	staff to check for further reductions
111	Consultants						

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DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
112	Indigenous Ministries Total	122,084	122,085	1,000	117,085	25,001	A large portion of Indigenous Ministries' budget was spent in January due to WinterTalk, and the remainder of the budget is only \$21,541.03. The other 3 missionaries agreed to adjust their budgets accordingly.
113							
114	Asiamerican Ministries						
115	Ethnic Convocational Leadership Gatherings	20,000	7,500	(12,500)	7,500		Events moved online
116	Asiamerica & Pacific Islanders Churchwide Consultation						
117	ANDREWS - Asiamerica Mentoring Program	30,000	10,000	(20,000)	10,000		online program with curriculum developer and trainer fees
118	Consultants	10,000	-		-		
119	Collaborative Projects	32,000	20,000	(12,000)	20,000		
120	Program, office and travel	25,000	15,000	(10,000)	15,000	(10,000)	staff to check for further reductions
121	Episcopal Asia America Ministries Total	117,000	52,500	(54,500)	52,500	(10,000)	55% reduction
122							
123	Black Ministries						
124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	30,000	30,000	-	30,000	-	\$6,200 expensed as of March 31,
125	African Diaspora Ministry Development [formerly Sudanese/African Ministry Development]	10,000	10,000	-	10,000	-	Event postponed until September (?) - small gathering
126	SOUL Conference	-	-				Event Cancelled
127	Black Women's Ministry Initiative						
128	International Black Clergy Conference	60,000	6,000	(54,000)	6,000		Event moved online
129	Historically Black Colleges Recognition Event	3,500	-	(3,500)	-		Event Cancelled
130	Program, office and travel	26,000	19,500	(6,500)	19,500	(6,500)	\$13,240 expensed as March 31, Revised budget reflects \$12,760 for remainder of the year. staff to check for further reductions

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2019-2021 TRIENNIUM				All grey areas are subject to further discussion			
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
131	Collaborative Projects	32,917	15,000	(17,917)	15,000		\$9,830 expensed as March 31 - Revised budget
132	Consultants	12,000	3,417	(8,583)	3,417	(8,583)	Expensed \$930 as March 31
133	Black Ministries Total	174,417	83,917	(90,500)	83,917	(15,083)	52% reduction - Total Expensed as of March 31 \$33,917
134							
135	Hispanic / Latino Ministries						
136	Academia	15,000	17,000	2,000	17,000	2,000	previously held; also online components
137	New Camino	15,500	10,000	(5,500)	10,000	(5,500)	33% reduction; previously held; also online components
138	Social Media/Digital Resource Training	3,000	3,000	-	3,000	-	
139	ABCD Training (Asset-based Community Development)			-			
140	Nuevo Amanecer	37,500	13,500	(24,000)	13,500		moved online - 64% reduction
141	Cultural Competency	20,000	8,000	(12,000)	8,000		60% reduction - mostly travel events
142	Coordinator for Latino Mission Development			-			
143	Staff Travel	46,667	20,000	(26,667)	20,000		58% reduction - staff to check for further reduct
144	Collaborative Projects	32,917	15,000	(17,917)	15,000		55% reduction

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DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
145	Consultants	40,000	30,000	(10,000)	30,000	(10,000)	25% reduction
146	Translation/Interpretation	-	10,083	10,083	10,083	10,083	
147	Hispanic/Latino Ministries Total	210,584	126,583	(84,001)	126,583	(3,417)	37% reduction
148							
149	Ethnic Ministry-Related Social Justice and Advocacy	40,000	-	(40,000)			
150	Staff Costs	1,017,684	1,017,684	-			
151	Total Ethnic Ministries	1,681,769	1,402,769	(269,000)	380,085	(3,499)	
152							17% reduction
153	Historically Black Episcopal Colleges + Universities	274,167	274,167	-	274,167	0	
154	Educational Enterprise Grants	50,000	50,000	-	50,000	-	
155				-			
156	United Thank Offering			-			
157	UTO Other	148,000	148,000	-	148,000	-	less travel
158	Staff Costs	253,840	253,840	-	253,840	(0)	staff vacancy
159	Less Offset from trust funds	(350,000)	(350,000)	-	(350,000)	-	
160	Total United Thank Offering	51,840	51,840	-	51,840	(0)	
161							
162	Total Racial Justice and Reconciliation	3,228,957	2,539,457	(667,000)	1,465,272	(70,499)	

EC BUDGET 2020 adjustments June 2020 proposed					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNium					All grey areas are subject to further discussion		
DETAIL: CREATION CARE					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
163	Creation Care						
164	Creation Care Green Initiatives						
165	EcoJustice site grants	25,000	20,000	(5,000)			Already disbursed \$20K for Asset Map development to track creation justice opportunities. Recommend no other spending from this area.
166	Other grants	116,000	61,832	(54,168)			\$179,832 approved by EC in Feb 2020. Covered by \$118K accrued from 2019 grant allocation. That total was added to the \$116K originally budgeted for 2020. If no additional grant cycle in 2020, savings of \$54K.??? Julia
167	Advisory Council meetings	15,000	-	(15,000)	-		April 2020 meeting to occur virtually
168	Regional Consultative Groups	20,000	-	(20,000)			Network gatherings and support to occur virtually
169	Other Initiatives		-	-	-		
170	Conference of Parties		-	-			Conference of Parties cancelled for 2020
171	Staff and Program Engagement	30,000	15,000	(15,000)	15,000	(15,000)	Staff travel and program will be held to 50% of total 2020 allocation - staff to check for further reductions
172	Staff costs	98,731	98,731	-	98,731	-	
173a	Additional Creation Care program	45,000	35,000	(10,000)	35,000	(10,000)	Exec Council approved \$30K in spending at Feb 2020 meeting. Recommend \$5,000 for other work in 2020. Also recommend not hiring consultant on carbon offsets for DFMS travel, a task force resolution approved by EC in Feb 2020.
173b	Office rental	14,000	4,000	(10,000)	4,000	(10,000)	Cancel Epiphany office rental for remainder of 2020
174	Total Creation Care	363,731	234,563	(129,168)	152,731	(35,000)	
				-			

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2019-2021 TRIENNUIUM				All grey areas are subject to further discussion			
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
175	Presiding Bishop's Office						
176	Governance-Related Costs	130,000	130,000	-	109,000	(21,000)	Reserve for Lambeth; CofA in December??
177	Title IV Disciplinary Actions relative to Bishops	125,000	100,000	(25,000)	100,000	(25,000)	
178	Convocation Episcopal Churches In Europe			-		-	
179	Bishop in Charge of Europe	66,000	66,000	-	66,000	-	
180	Bishop in Charge of Navajoland	266,667	266,667	-	266,667	-	
181	Hospitality and Entertainment	14,000	14,000	-	8,000	(6,000)	
182	Official & Discretionary Expenses	18,000	18,000	-	12,000	(6,000)	
183	Travel	270,000	270,000	-	270,000	-	This number is unlikely to rise during the remainder of the year. Includes Travel for all PB Office staff plus occasional staff from all other areas of ministry.
184	Haiti Partnership Committee	-	-	-	-	-	
185	Other departmental costs			-		-	
186	Staff Costs	1,816,344	1,816,344	-	1,816,344	-	
				-			
187	Total Presiding Bishop's Office	2,706,010	2,681,010	(25,000)	2,648,010	(58,000)	
188				-			
189	House of Bishops	155,000	120,000	(35,000)	120,000	(35,000)	Cancellation of Spring HOB; Camp Allen paid its staff
190	House of Bishops Theology Cte			-		-	
191	College for Bishops Grant	83,333	83,333	-	83,333	-	
192	Total House of Bishops	238,333	203,333	(35,000)	203,333	(35,000)	
193				-			

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DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
194	Pastoral Development			-			
195a	Pastoral Development Other Costs	163,667	70,000	(93,667)	70,000	(93,667)	
195b	Title IV Training Website (translation)	125,000	125,000	-	125,000	-	
				-		-	
				-		-	
196	Staff Costs	350,078	350,078	-	350,078	-	
197	Total Pastoral Development	638,745	545,078	(93,667)	545,078	(93,667)	
198							
199							
200	Armed Forces and Federal Ministries			-			
201	Departmental Costs			-			
202	Seminars/Conferences	73,500	67,500	(6,000)	30,000	(43,500)	per PBO
203	Selection of Chaplains	10,000	10,000	-	5,000	(5,000)	per PBO
204	Supplies/Services	1,500	1,500	-	1,500	-	per PBO
205	Chaplain Care	25,000	25,000	-	30,000	5,000	per PBO
206	Travel Bishop Suffragan	75,000	69,000	(6,000)	25,000	(50,000)	per PBO
207	Rent	26,666	26,666	-	26,666	-	
208	Office costs	6,500	6,500	-	6,500	-	per PBO
				-		-	
209	Staff Costs	434,340	434,340	-	434,340	-	
210	Total Federal Ministries	652,506	640,506	(12,000)	559,006	(93,500)	
211							
212	General Board of Exam. Chaplains						
213	GBEC Income						
214	GBEC Non-staff	42,916	42,916	-	42,916	-	Readers' conference preceded Cov-19 shutdown
215	GBEC Staff costs	100,278	100,278	-	100,278	-	

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LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
216	GBEC Total	143,194	143,194	-	143,194	-	
217							
218	Total PBO Ministry	4,378,788	4,213,121	(165,667)	4,098,621	(280,167)	

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DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH				All grey areas are subject to further discussion			
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
219	Communications						
220							
221	Director's Office						
222	Communication Operations						
223	General Convention travel and fees						
224	Freelancers	49,870	10,000	(39,870)	10,000	(39,870)	These are really Departmental Expenses. (travel, phone, postage, etc.)
225				-		-	
226	Conferences and Workshops	3,000	-	(3,000)	-	(3,000)	
227	Presiding Bishop's Installation Expenses	8,200	8,200	-	8,200	-	
228-231	Intentionally left blank			-		-	
232	Director's Office Total	61,070	18,200	(42,870)	18,200	(42,870)	
233							
234	Communications Creative Services						
235	Brand Strategy Support	10,000	5,000	(5,000)	5,000	(5,000)	
236	General Convention travel and fees			-		-	
237	Freelancers	20,000	20,000	-	20,000	-	
238	New Media Development	5,000	5,000	-	5,000	-	
239	Travel	7,000	2,000	(5,000)	2,000	(5,000)	Staff to check for further reductions
240	Conferences and Workshops	3,000	-	(3,000)	-	(3,000)	
241	Memberships and Subscriptions	2,000	2,000	-	2,000	-	
242	General Office Expenses	700	700	-	700	-	
243	Computer Hardware and Software	3,500	3,500	-	3,500	-	
244	Telephone telecom	1,500	1,500	-	1,500	-	
245	Communications Creative Services Total	52,700	39,700	(13,000)	39,700	(13,000)	
246				-			
247	Multimedia Services						Mike C.
248	General Convention travel and fees	-	-	-	-		
249	Consultants	99,792	56,528	(43,264)	56,528	(43,264)	43% reduction \$30K already spent
250	Travel	50,000	20,000	(30,000)	20,000	(30,000)	staff to check for further reductions
251	Conference & Registration Fees	2,000	-	(2,000)	-	(2,000)	
252	Equipment Support	10,000	10,000	-	10,000	-	
253	Website: Livestreaming	21,000	21,000	-	21,000	-	
254	Memberships & Subscriptions	2,500	2,500	-	2,500	-	
255	General Office Expenses	1,500	1,500	-	1,500	-	

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256	Computer Hardware and software	3,500	3,500	-	3,500	-	
257	Telephone telecom	2,000	2,000	-	2,000	-	
258	Multimedia Services Total	192,292	117,028	(75,264)	117,028	(75,264)	How might we increase help teaching dioceses and others to how to produce and communicate electronically?
259							
260	Public Affairs						
261	General Convention travel and fees						
262	Initiatives/Collaboration	1,500	1,500	-	1,500	-	
263	Freelancers	12,000	9,600	(2,400)	9,600	(2,400)	Will cover external PR firm
264	Travel	26,383	19,787	(6,596)	19,787	(6,596)	Reduction in PB travel carries through to Public Affairs - staff to check for further reductions
265	Conferences and Workshops	3,000	3,600	600	3,600	600	Already spent
266	Memberships and Subscriptions	13,500	13,500	-	13,500	-	
267	General Office Expenses	600	600	-	600	-	
268	Computer Hardware and Software	5,500	1,200	(4,300)	1,200	(4,300)	
269	Telephone telecom	4,000	4,000	-	4,000	-	
270	Public Affairs Total	66,483	53,787	(12,696)	53,787	(12,696)	
271							
272	Web & Social Media Services						Barry
273	General Convention travel and fees						
274	Travel	25,000	6,250	(18,750)	6,250	(18,750)	75% reduction - staff to check for further reductions
275	Conference & Registration Fees	2,500	-	(2,500)	-	(2,500)	
276	Website Development, Maintenance & Upgrades	221,850	180,000	(41,850)	180,000	(41,850)	Duo Consulting work has ended
277	Asset Mapping	30,000	30,000	-	30,000	-	
278	Memberships & Subscriptions	1,000	1,125	125	1,125	125	
279	General Office Expenses	300	300	-	300	-	
280	Computer Software	500	500	-	500	-	
281	Computer Hardware	7,000	3,500	(3,500)	3,500	(3,500)	
282	Telephone telecom	2,500	2,500	-	2,500	-	
283	Web & Social Media Services Total	290,650	224,175	(66,475)	224,175	(66,475)	
284							
285	Episcopal News Service						
286	General Convention travel and fees						

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DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH				All grey areas are subject to further discussion			
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287	Consultants	40,000	40,000	-	40,000	-	
288	Travel Expenses	68,000	57,800	(10,200)	57,800	(10,200)	staff to check for further reductions
289	Conferences and Workshops	3,900	1,000	(2,900)	1,000	(2,900)	
290	Postage	200	200	-	200	-	
291	Memberships and Subscriptions	3,000	3,000	-	3,000	-	
292	General Office Expenses	1,000	1,000	-	1,000	-	
293	Computer Software	1,000	1,000	-	1,000	-	
294	Computer Hardware	7,000	-	(7,000)	-	(7,000)	
295	Telephone telecom	6,300	6,300	-	6,300	-	
296	Episcopal News Service Total	130,400	110,300	(20,100)	110,300	(20,100)	
297							
298	Episcopal Digital Network						
299	General Convention travel and fees	-	-	-	-	-	
300	Consultants	-	-	-	-	-	
301	Travel	7,500	5,500	(2,000)	5,500	(2,000)	\$4,000 already spent - staff to check for further reductions
302	Conferences and Registration Fees	1,000	-	(1,000)	-	(1,000)	
303	Marketing & Advertising	26,700	26,700	-	26,700	-	
304	Web Hosting	-	-	-	-	-	
305	Memberships and Subscriptions	1,000	1,000	-	1,000	-	
306	General Office Expenses	-	-	-	-	-	
307	Computer Hardware and software	3,500	1,500	(2,000)	1,500	(2,000)	
308	Telephone telecom	3,000	3,000	-	3,000	-	
309	Episcopal Digital Network Total	42,700	37,700	(5,000)	37,700	(5,000)	
310							
311	Digital Evangelism						
312	Training materials and curricula for digital storytellers (A172)						
313	"Evergreen" content for download	5,000	3,250	(1,750)	3,250	(1,750)	
314		-	-	-	-	-	
315	1 part-time marketing specialist (contractor)	-	-	-	-	-	
316	Original images and art work	5,000	3,250	(1,750)	3,250	(1,750)	
317	Original video	10,000	7,500	(2,500)	7,500	(2,500)	
318	Software platforms	-	-	-	-	-	
319	Latino and Spanish-speaking digital evangelism efforts	18,311	18,311	-	18,311	-	
320	Advertising	-	-	-	-	-	
321	Additional initiatives	10,000	3,000	(7,000)	3,000	(7,000)	
322	General Convention travel and fees	-	-	-	-	-	
323	Printing Costs	2,000	500	(1,500)	500	(1,500)	
324	Consultants	50,000	25,000	(25,000)	25,000	(25,000)	

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2019-2021 TRIENNIUM				All grey areas are subject to further discussion			
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH				All grey areas are subject to further discussion			
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
325	Travel	95,000	45,000	(50,000)	45,000	(50,000)	\$24,000 already spent - staff to check for further reduction
326	Conferences and Registration Fees	2,000	-	(2,000)	-	(2,000)	
327	Marketing & Advertising (HubSpot, etc.)	7,000	3,500	(3,500)	3,500	(3,500)	
328	Web Hosting	-	-	-	-	-	
329	Memberships and Subscriptions	2,000	1,000	(1,000)	1,000	(1,000)	
330	General Office Expenses	8,500	8,500	-	8,500	-	
331	Computer Hardware and software	18,000	18,000	-	18,000	-	
332	Telephone telecom	2,500	2,500	-	2,500	-	
333	Sermons that Work (Eng. Sp)	13,000	13,000	-	13,000	-	
334	Bulletin Inserts	-	-	-	-	-	
335	Bible Study: Eng. Spanish	16,000	16,000	-	16,000	-	
336	Digital Evangelism Total	264,311	168,311	(96,000)	168,311	(96,000)	
337							
338	Language (Translation) Services						
339	General Convention travel and fees						
340	Translation Services	84,000	84,000		84,000	-	
341						-	
342	Travel	5,000	3,750	(1,250)	3,750	(1,250)	25% travel reduction - staff to check for further reductions
343	Equipment Purchases	30,200	10,000	(20,200)	10,000	(20,200)	
344	Conference and Registration Fees	500	-	(500)	-	(500)	
345	Memberships and Subscriptions	1,500	1,500	-	1,500	-	
346	General Office Expenses	1,000	1,000	-	1,000	-	
347	Computer Hardware and software	4,300	4,300	-	4,300	-	
348	Mobile Communication Devices	1,500	1,500	-	1,500	-	
349	Language Services Total	128,000	106,050		106,050		
350	Staff Costs	2,275,218	2,195,078	(80,140)	2,195,078	(80,140)	Defer of Copywriter/Editor position out of Deptmental Expenses
351	Communications - to be allocated						
352	Total Communications	3,503,823	3,070,329	(411,544)	3,070,329	(411,544)	
353							
354	Formation Department						
355	Grant for Forma						
356	Departmental Costs:						

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LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
357a	Resource Creation, Curriculum and Partnerships	93,333	40,000	(53,333)	60,000	(33,333)	Reduction in LPTW consultants, scaled back on print materials, some ESC resource funding covered by constable, C014 will not meet in person this year, but will meet online
357b	Safe Church Training	50,000	50,000	-	50,000	-	Cannot be reduced
358	Formation Networks and Leadership Development	48,667	31,650	(17,017)			
359	Campus Ministry Grants	133,333	132,638	(695)	132,638	(695)	Already spent
360	Young Adult & Campus Ministry Events and Gatherings	80,000	15,000	(65,000)	15,000	(65,000)	Moving the Annual Conference online. Moving creation YACM discernment curriculum work to 2021. Add \$20K to 2021 if possible.
361a	Episcopal Youth Event (triennial)	-		-		-	
361b	Episcopal Youth Event	832,000	832,000	-	832,000	-	Part is on deposit for next year, with balance to be spent then. Some funds will be needed in 2021.
361c	Evento de Jovenes Episcopales	100,000	-	(100,000)	-	(100,000)	Push Expense to FY2021
362	Youth Events and Gatherings			-		-	
363	Other Events and Gatherings	20,000	4,000	(16,000)	4,000	(16,000)	
364	Other Departmental Costs	67,000	42,000	(25,000)	42,000	(25,000)	Includes cutting travel budget from 55k to 35k - staff to check for further reductions
365	Staff Costs	551,895	551,895	0	551,895	-	
366	Total Formation & Vocation	1,976,228	1,699,183	(277,046)	1,687,533	(240,029)	
367							
368	Transition Ministries & Vocation						
369	Program/Tech (Transition Min)	34,869	34,000	(869)	34,000	(869)	
370	Research & Dev (Transition Min)	28,000	20,000	(8,000)	20,000	(8,000)	
371	Other OTM office, travel, training	45,000	15,000	(30,000)	15,000	(30,000)	staff to check for further reductions
372	Staff costs	265,823	265,823	0	265,823	-	
373	Total Transition & Vocation	373,692	334,823	(38,869)	334,823	(38,869)	
374							
375	TEC Block Grants						
376	Haiti	319,725	319,725	-	319,725	-	
377	Virgin Islands	171,171	171,171	-	171,171	-	
378	Province 2 Total	490,896	490,896	-	490,896	-	

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2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH					All grey areas are subject to further discussion		
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
379							
380	North Dakota	231,333	231,333	-	231,333	-	
381	South Dakota	763,550	763,550	-	763,550	-	
382	Province 6 Total	994,883	994,883	-	994,883	-	
383							
384	Alaska	433,333	433,333	-	433,333	-	
385	Navajoland	290,833	290,833	-	290,833	-	
386	Guam	50,000	50,000	-	50,000	-	
387	Taiwan	68,250	68,250	-	68,250	-	
388	Province 8 Total	842,416	842,416	-	842,416	-	
389							
390	Consultation & Planning Prov IX						
391	Implementation of Prov IX self-sustainability plan						
392							
393	Unallocated for Task Force and Consultants	21,333	21,333	-	21,333	-	
394	Colombia	127,400	127,400	-	127,400	-	
395	Dominican Republic	33,333	33,333	-	33,333	-	
396	Ecuador Central	334,930	334,930	-	334,930	-	
397	Ecuador Litoral	115,610	115,610	-	115,610	-	
398	Honduras	193,333	193,333	-	193,333	-	
399	Venezuela	131,670	131,670	-	131,670	-	
400	Province 9 Total Block Grants	957,610	957,610		957,610		
401							
402	Long-term Development Grants - Domestic Dioceses	155,690	155,690	-	155,690	-	
403	Block Grant to ERD	346,212	346,212	-	346,212	-	
404	Total TEC Block Grants	3,787,708	3,787,708	-	3,787,708	-	
405							
406	Director of Mission's Office						
407	Departmental Costs			-			
408	Total Director of Mission's Office	-	-	-	-		
409							
410	Total Mission Within the Episcopal Church	9,641,451	8,892,042	(727,459)	8,880,392	(690,442)	

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DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
411	Anglican Communion						
412	Inter-Anglican Budget/Secretariat	383,333	383,333	-	383,333	-	
413	International Visitors	12,500	500	(12,000)	500	(12,000)	Cancelling all international visitor support for 2020
414	Other departmental cost	128,000	30,000	(98,000)	30,000	(98,000)	cancelling all international travel - staff to check for further reductions
415	Global Mission Development	43,000	12,000	(31,000)			Cancelling all development programing. Ask Copley and Chuck
416	Staff costs	768,125	768,125	0	768,125	0	NOTE: There will be saving here if we do not hire an Africa officer in 2020
417	Total Anglican Communion	1,334,958	1,193,958	(141,000)	1,181,958	(110,000)	
418							
419	Block Grants w/in Anglican Communion						Maintaining all Block grants
420	Burundi	4,000	4,000	-	4,000	-	
421	Central Africa	3,000	3,000	-	3,000	-	
422	Congo	7,000	7,000	-	7,000	-	
423	Sudan	12,000	12,000	-	12,000	-	
424	Conf of Angl Prov in Africa (CAPA)	8,333	8,333	-	8,333	-	
425	African Network Theol Ed (ANITEPAM)	4,000	4,000	-	4,000	-	
426	Epis Church of Philippines	15,000	15,000	-	15,000	-	
427	Jt Cte Philippines			-		-	
428	Caribbean	2,000	2,000	-	2,000	-	
429	Cuba	116,667	116,667	-	116,667	-	Move to Mission Within
				-		-	
430	Other Angl Communion Costs			-		-	
431	Brazil Secretariat	14,000	14,000	-	14,000	-	
432	To be allocated	-		-		-	
433	Total Grants w/in Angl Communion	186,000	186,000	-	186,000	-	
434				-		-	
435	Covenants w/in Angl Communion						
436	Covenant Long-term Development Fund	61,333	-	(61,333)			Cancelling all granting for the year. Type of grants and to whom?
437	IARCA (Central America)	401,495	401,495	-	401,495	-	
438	Liberia	118,040	118,040	-	118,040	-	

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DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
439	Mexico	-		-		-	
440				-		-	
441	Covenant Committees	90,000	3,000	(87,000)	3,000	(87,000)	Cancelling all committee meetings for the year
442	Total Covenants Anglican Comm.	670,868	522,535	(148,333)	522,535	(87,000)	
443	Total Grants, Covenants w/in Anglican Communion	856,868	708,535	(148,333)	708,535	(87,000)	
444							
445	Internat'l Justice & Peacemaking/UN Presence						
446	Grants to Partner Organizations	3,333	3,333	-	3,333	-	
447	Anglican Peace & Justice Network			-		-	
448	Other departmental Costs	37,000	-	(37,000)	-	(37,000)	Cancelling all UN event funding for the year
449	Internat'l Justice & Peacemaking Total	40,333	3,333	(37,000)	3,333	(37,000)	
450							
451	Refugee Ministry (Non-Government)						
452	Departmental Costs Miami					-	
453	Departmental Costs New York					-	
454	Departmental Costs	50,000	32,000	(18,000)	32,000	(18,000)	Eliminate travel and limit printed resource materials - staff to check for further reductions
457	Refugee Non-Govt Staff Cost	257,950	257,950	-	257,950	-	
455	Refugee Loan Collection Other	120,000	110,000	(10,000)	110,000	(10,000)	
456	Refugee Loan Collection Staff Cost	263,669	263,669	-	263,669	-	
458	Staff Costs Miami			-		-	
459	Total Refugee Ministry (Non-Government)	691,619	663,619	(28,000)	663,619	(28,000)	
460							
461	Missionary Service						
462	Appointed Missionaries	90,000	70,000	(20,000)	70,000	(20,000)	
463	Volunteers for Mission	170,000	120,000	(50,000)	120,000	(50,000)	
464	Young Adult Service Corps	160,000	100,000	(60,000)	100,000	(60,000)	AHK will discuss with Copley Robertson
465	Other departmental costs	86,667	35,000	(51,667)	35,000	(51,667)	
466	Staff Costs	1,158,444	887,333	(271,111)	887,333	(271,111)	
467	Less Income	(112,333)	(112,333)	-	(112,333)	-	

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LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
468	Total Mission Personnel	1,552,778	1,100,000	(452,778)	1,100,000	(452,778)	Cancelling YASC for 2020 and no new EVIM for the year
469							
470	Office of Government Relations						
471	Program, office and miscellaneous	105,000	75,000	(30,000)	90,000	(15,000)	All program and office costs, intern stipends, consultants and coalition memberships
472	Rent	98,000	98,000	-	98,000	-	Fixed cost
473	EPPN	23,000	23,000	-	23,000	-	Fixed cost for EPPN software based on contract with service provider
474	Phones, telecommunications	5,000	5,000	-	5,000	-	Fixed costs for office internet and phones
475	Travel	45,000	15,000	(30,000)	15,000	(30,000)	Budgeting only \$5000 for 5 staff travel for the rest of the year - \$10,000 already spent - staff to check for
476	Staff Costs	633,315	633,315	-	633,315	-	Will be using consultants during 2H2020
477	OGR Total	909,315	849,315	(60,000)	864,315	(45,000)	
478							
479	Ecumenical, Interfaith, Global Relations						
480	Anglican Communion Reconciliation and Development Initiatives	50,000	5,000	(45,000)	30,000	(20,000)	Under Global Partnerships programming. Cancel all development initiatives for the year. Amounts agreed by MissBeyond
481	Global Networking	10,000	10,000	-	10,000	-	Under Global Partnerships Programming. Funds already allocated and mostly spent
482	Support for Ecumenical Reps	14,520	9,438	(5,082)	9,438	(5,082)	Largely travel for meetings
483	Coordinating Committees	8,463	4,463	(4,000)	4,463	(4,000)	
484	Interfaith Relations	12,497	8,497	(4,000)	8,497	(4,000)	
485	Dialogues	15,855	12,855	(3,000)	12,855	(3,000)	
486	Churches Uniting in Christ	5,000	5,000	(4,000)	1,000	(4,000)	

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LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
487	PB Deputy for Ecumenical Relations	30,000	23,000	(7,000)	23,000	(7,000)	
488	WCC Assembly	5,000	3,000	(2,000)	3,000	(2,000)	Accrual for meeting in 2021
489	Other Departmental Costs	5,000		(5,000)		(5,000)	
490	New projects	6,500	3,000	(3,500)	3,000	(3,500)	
491	Staff Costs	394,450	394,450	-	394,450	-	
492	Total Ecum., Interf., Global Relations	557,284	474,703	(82,582)	499,703	(57,582)	
493							
494	Ecumenical Dues						
495	World Council of Churches	33,667	33,667	0	33,667	0	Already paid
496	National Ministries Unit NCC			-		-	
497	NCC Ecumenical Commitment Fund	50,000	40,000	(10,000)	40,000	(10,000)	
498	Christian Churches Together US	10,000	10,000	-	10,000	-	Already paid
499	Ecumenical bodies on Climate Change	3,000	-	(3,000)	-	(3,000)	Will await engagement for 2021
500	Total Ecumenical Dues	96,667	83,667	(13,000)	83,667	(13,000)	
501							
502	Grants in form of Contributed Services Support to Affiliated Organizations						
503	Episcopal Relief & Development	1,037,286	1,037,286	-	1,037,286	-	
504	Anglican UN Office	27,128	27,128	-	27,128	-	
505	Coll/Universities Angl Communion	-	-	-	-	-	
506	Episcopal Church Foundation	1	1	-	1	-	
507	Natl Assoc. Episcopal Schools	-	-	-	-	-	
508	Ch Periodical Club/BCP Society	1	1	-	1	-	
509	Total Supp. Affiliated Organizations	1,064,416	1,064,416	-	1,064,416	-	
510	Less: Offset of Support	(1,064,416)	(1,064,416)	-	(1,064,416)	-	
511	Total Mission Beyond the Episcopal Church	6,039,821	5,077,129	(962,692)	5,105,129	(830,359)	

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DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
512	General Convention Office						
513	Meeting of the General Convention	325,000	325,000	-	325,000	-	Deposits for contracts
514	Executive Council	505,500	397,500	(108,000)	397,500	(108,000)	Cancelled meeting in Puerto Rico (deposit paid for meeting to be moved to 2022. Meetings converting to Zoom, less liaison travel. Staff to check for further savings if fall F2F meetings
515	EC Investment Committee			-		-	
519	Interim Bodies of the General Convention	950,000	630,000	(320,000)	630,000	(320,000)	Cancelled joint meeting in April and other fringe meetings. Still want to meet F2F in the fall. Staff to check for savings if no fall F2F
520-521	Intentionally left blank			-			
522	Board to assist Office of Pastoral Development for bishop calling	115,000	115,000	-	115,000	-	Work on best practices. GCO to identify potential savings
523	Accrual for PB Nomination, Election, Transition, Installation	30,000	30,000	-	30,000	-	
524-530	Left intentionally blank			-		-	
531a	SC SCLM Prayer Book Revision			-		-	
531b	Current Prayer Book Translation	110,000	110,000	-	110,000	-	Consultants under contract for this work, possible saving based on their work
532	Canonical Reporting	70,000	20,000	(50,000)	20,000	(50,000)	Plans on hold for the development of programs to support reporting

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DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
533	Technology for General Convention Governance	734,000	734,000	-	734,000	-	
534	Translation and Interpretation for Governance	108,500	121,500	13,000	121,500	13,000	Some savings in travel for interpreters to Executive Council and Interim Bodies meetings. Increase in the needs for interpretation and translations to support virtual meetings
535	Research (Parochial and Diocesan Reports)	25,000	10,000	(15,000)	10,000	(15,000)	
536	Operation and Other Expenses of the GC Office	163,500	148,500	(15,000)	148,500	(15,000)	Less travel - staff to check for further reductions
537	Staff Costs	1,739,603	1,739,603	-	1,739,603	-	
538	Other cost reductions	-	-	-	-	-	
539	Total Office of General Convention	4,876,103	4,381,103	(495,000)	4,381,103	(495,000)	
540							
541							
542	Provincial Coordination						
543	Support for Provinces I-VIII Coordination	5,000	5,000	-	5,000	-	
544	Support for Province IX Coordination	16,667	16,667	-	16,667	-	
545	Support for Provincial Coordination Total	21,667	21,667	-	21,667	-	
546							
547	House of Deputies						
548	Council of Advice	32,000	16,000	(16,000)	-	(32,000)	Per PHOD, Defer \$16,000 to 2021
549	Discretionary Fund	2,000	2,000	-	2,000	-	

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LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
550	Chancellor Consulting and expenses	89,500	89,500	-	89,500	-	
551	Communications Consultants	41,097	88,106	47,009	93,247	52,150	Original budget incorrect
552	Travel	60,000	48,000	(12,000)	24,000	(36,000)	Per PHOD, further travel reductions
553	GC 2021	0	0	-	0	-	
554	Phone/Telecom	6,500	6,500	-	6,500	-	
555	Parliamentarians	4,600	4,600	-	4,600	-	Might be more savings
556	Other Departmental Costs	4,550	4,550	-	4,550	-	
557	Staff Costs	336,114	336,114	-	336,114	-	
558	Total House of Deputies	576,361	595,370	19,009	560,511	(15,850)	
559							
560	Archives						
561	Digital Archives/Electronic Records	125,000	125,000	-	125,000		
562	Rent and storage	70,000	70,000	-	70,000	-	
563	Other costs	176,270	101,270	(75,000)	101,270	(75,000)	If includes travel, staff to check for further reductions
564	Staff costs	851,495	851,495	0	851,495	0	
565	Archives Total	1,222,766	1,147,765	(75,000)	1,147,765	(75,000)	
566							
567	Total Governance Expenses	6,696,896	6,145,905	(550,991)	6,111,046	(585,850)	

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DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
568	Development Office						
569	Other Cost						
570	Dedicated Work in Haiti						
571	Donor Cultivation	283,000	140,000	(143,000)	140,000	(143,000)	
572	Presentation Materials, postage, database management	55,000	40,000	(15,000)	40,000	(15,000)	
573	Research	22,000	22,000	-	22,000	-	
574	Grant Writing	3,500	1,000	(2,500)	1,000	(2,500)	Grant writing being done in-house
575	Special Events	30,000	20,000	(10,000)	20,000	(10,000)	
576	Annual Campaign	115,000	115,000	-	115,000	-	
577	Project Resource	15,000	-	(15,000)	-	(15,000)	
578	Cuba fundraising	5,000	-	(5,000)	-	(5,000)	
579	Conferences	5,000	4,000	(1,000)	4,000	(1,000)	
580	Technology, equipment	10,000	6,000	(4,000)	6,000	(4,000)	
581	Professional development	10,000	5,000	(5,000)	5,000	(5,000)	
582	Staff Cost	931,636	931,636	-	931,636	-	
583	Development Office to be allocated			-		-	
584	Total Development Office	1,485,136	1,284,636	(200,500)	1,284,636	(200,500)	
585							
586	Finance						
587	Controller's Office						
588	Travel	2,060	1,000	(1,060)	1,000	(1,060)	staff to check for further reductions
589	Audit	185,000	185,000	-	185,000	-	
590	Payroll Management	57,000	57,000	-	57,000	-	
591	Computer Software	25,000	25,000	-	25,000	-	
592	Other non-staff	23,000	23,000	-	23,000	-	
593	Controller's Office Department Total	292,060	291,000	(1,060)	291,000	(1,060)	
594				-			
595	Treasurer's Office			-			
596	Travel	20,000	10,000	(10,000)	10,000	(10,000)	staff to check for further reductions
597	Property, Casualty & Liability insurance	330,000	350,000	20,000	350,000	20,000	
598	D&O insurance	80,000	80,000	-	80,000	-	
599a	Banking Fees	9,000	9,000	-	9,000	-	
599b	Computer Software	15,000	10,000	(5,000)	10,000	(5,000)	Cancel Concur

EC BUDGET 2020 adjustments June 2020 proposed					green areas are cost savings to be voted by EC and implemented by staff ASAP		
2019-2021 TRIENNIUM					All grey areas are subject to further discussion		
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
600	Telephone & Telecom.	7,500	7,500	-	7,500	-	
601	Training, State registrations, misc.	11,000	11,000	-	11,000	-	
602	Consultants; temps	65,000	65,000	-	65,000	-	
603	Treasurer's Office Department Total	537,500	542,500	5,000	542,500	5,000	
604							
605	Debt Service Principal & Interest	2,192,381	2,192,381	-	2,192,381	-	
606	Controller's Office Staff Costs	983,653	913,653	(70,000)	913,653	(70,000)	Staff vacancy
607	Treasurer's Office Staff Costs	1,300,044	1,300,044	-	1,300,044	-	
608	Treas. Recovery from Unrestricted trust reserves	(108,000)	(108,000)	-	(108,000)	-	
609	Finance Other Costs	4,368,079	4,298,079	(70,000)	4,298,079	(70,000)	
610							
611	Total Finance	5,197,639	5,131,579	(66,060)	5,131,579	(66,060)	
612							
613	Legal						
614							
615	Miscellaneous Departmental Costs	30,000	25,000	(5,000)	25,000	(5,000)	
616	Legal Expense Churchwide Conflict Res.	200,000	150,000	(50,000)	150,000		Optimistic prediction of litigation costs; less use of outside counsel. Likely to rise
617	Chief Legal Officer firm contract	371,315	335,000	(36,315)	335,000		Interim legal counsel; search consultant. Likely to rise upon selection of CLO - GO suggests adding 1/4 of former CLO firm fee
618	External specialized counsel	70,000	150,000	80,000	150,000	80,000	New open windows in statutes of limitations have led to new suits; insurance coverage issues requiring outside counsel
619	Travel	60,000	20,000	(40,000)	20,000	(40,000)	staff to check for further reductions
620	Telecom	3,100	3,100	-	3,100	-	
621	Office expense	2,500	2,500	-	2,500	-	
622a	Staff Costs	506,871	526,641	19,770	526,641	19,770	PT assistance added
622b	Legal Recovery from Unrestricted trust reserves	(33,000)	(33,000)	-	(33,000)	-	
623	Total Legal	1,210,786	1,179,241	(31,545)	1,179,241	54,770	
624							
625	Chief Operating Officer						
626	Other departmental costs	80,000	30,000	(50,000)	30,000	(50,000)	No ftf In House; less travel - staff to check for further reductions

EC BUDGET 2020 adjustments June 2020 proposed				green areas are cost savings to be voted by EC and implemented by staff ASAP			
2019-2021 TRIENNUIUM				All grey areas are subject to further discussion			
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
627	Staff costs	547,650	547,650	-	547,650	-	
628	Total Chief Operating Officer	627,650	577,650	(50,000)	577,650	(50,000)	
629							
630	Human Resources						
631	Retiree Medical Costs	620,000	620,000	-	620,000	-	
632	Departmental Costs	285,000	215,000	(70,000)	215,000		Eliminate conferences, travel, freeze professional development funding to 2021. Check cost assumed - staff to check for further reductions
633	Staff Costs	532,794	532,794	-	532,794	-	
634	Total Human Resources	1,437,794	1,367,794	(70,000)	1,367,794	-	
635							
636	Information Technology						This keeps us connected
637	Total Departmental costs						
638	Consultants	100,000	100,000	-	100,000	-	
639	Travel	6,250	-	(6,250)	-	(6,250)	
640	Telephone telecom	60,480	60,480	-	60,480	-	
641	Maintenance	35,000	35,000	-	35,000	-	
642	Postage and delivery	1,500	1,500	-	1,500	-	
643	Supplies	10,000	10,000	-	10,000	-	
644	Software	35,000	35,000	-	35,000	-	
645	Hardware			-		-	
646	-- Infrastructure/Hardware - Reserve	15,000	15,000	-	15,000	-	
647	-- Hardware- Perishables	6,500	6,500	-	6,500	-	
648	Online	75,626	75,626	-	75,626	-	
649	Staff costs	882,594	882,594	-	882,594	-	

EC BUDGET 2020 adjustments June 2020 proposed				green areas are cost savings to be voted by EC and implemented by staff ASAP			
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DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
650	Total Information Technology	1,227,950	1,221,700	(6,250)	1,221,700	(6,250)	
651							
652	Facilities Management						
653	Building Service and Maintenance						
654	Building Management	218,000	218,000	-	218,000	-	
655	Cleaning contractor	292,000	292,000	-	292,000	-	
656	Engineers contract	389,000	389,000	-	389,000	-	
657	Security guard contract	272,000	272,000	-	272,000	-	
658	Security guard	59,000	39,000	(20,000)	44,000	(15,000)	Position eliminated probably need additional due to COVID-19
659	Utilities	460,000	460,000	-	460,000	-	
660	Office expense	2,000	2,000	-	2,000	-	
661	Decorating and remodeling	750,000	750,000	-	750,000	-	5th floor renovation; but add additional costs of distancing
662	Bulbs and lighting	5,000	5,000	-	5,000	-	
663	HVAC maintenance	120,000	139,000	19,000	139,000	19,000	Increased air flow required
664	Electrical contractors	5,000	5,000	-	5,000	-	
665	Plumbing contractors	15,000	15,000	-	15,000	-	
666	Carpentry and hardware	3,500	3,500	-	3,500	-	
667	Windows and glass	6,500	6,500	-	6,500	-	
668	Painting	4,320	4,320	-	4,320	-	
669	Fire Alarm & Safety maintenance and contractors	30,000	30,000	-	30,000	-	
670	Elevator contractors	39,500	39,500	-	39,500	-	
671	Building supplies	35,000	35,000	-	35,000	-	
672	Pest control	6,750	6,750	-	6,750	-	
673	Refuse collection	20,000	20,000	-	20,000	-	
674	Temporary staff (project work)	115,000	115,000	-	115,000	-	
675	Telephone telecom	6,000	6,000	-	6,000	-	
676	Miscellaneous services	44,000	44,000	-	44,000	-	
677	Carpet replacement			-		-	
678	Chiller repair or replacement	24,000	24,000	-	24,000	-	
679	Building Services Total	2,921,570	2,920,570	(1,000)	2,925,570	4,000	
680							
681	Mail Center						
682	Equipment rental	15,964	15,964	-	15,964	-	
683	Trucking pickup/delivery	105,000	105,000	-	105,000	-	
684	Mail and packaging	3,450	3,450	-	3,450	-	
685	Office expense	2,600	2,600	-	2,600	-	
686	Mail Center Total	127,014	127,014	-	127,014	-	
687							

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2019-2021 TRIENNUIUM				All grey areas are subject to further discussion			
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	DESCRIPTION	2020 approved Oct 2019	COVID-19 Staff Revision 3/26/20	Staff suggested savings	FIN Revisions for EC meeting	FIN Savings 06102020	Comment
688	Purchasing						
689	Equipment rental	28,000	28,000	-	28,000	-	
690	Supplies and lettershop	118,000	94,400	(23,600)	94,400	(23,600)	20% reduction mirrors fewer meetings
691	Purchasing Total	146,000	122,400	(23,600)	122,400	(23,600)	
692							
693	Staff Costs	397,838	397,838	-	397,838		
694	Total Facilities Management	3,592,422	3,567,822	(24,600)	3,572,822	(19,600)	
695	Total Operations	6,885,816	6,734,966	(150,850)	6,739,966	(75,850)	
696a	Other cost reductions						
696b	Total Finance, Legal and Operations	14,779,378	14,330,422	(448,955)	14,335,422	(287,640)	

EC BUDGET 2020 adjustments June 2020 proposed													
2019-2021 TRIENNIUM													
STAFFING													
Department	2019				2020				2021				2019-2021
	Salary	Medical	Other	Total	Salary	Medical	Other	Total	Salary	Medical	Other	Total	Total
Anglican Communion	476,299	138,451	120,397	735,147	490,588	150,912	126,625	768,125	505,305	164,494	130,329	800,129	2,303,401
Archives	556,450	148,512	105,701	810,662	573,143	161,878	116,474	851,495	590,337	176,447	123,278	890,062	2,552,220
Chief Operating Officer	387,521	43,628	95,557	526,706	399,146	47,555	100,949	547,650	411,121	51,834	103,937	566,892	1,641,248
Church Planting	304,632	116,416	74,498	495,546	313,771	126,893	78,841	519,506	323,184	138,314	81,153	542,650	1,557,702
Communication	1,448,656	367,042	289,625	2,105,323	1,526,449	421,756	327,013	2,275,218	1,572,242	459,714	336,581	2,368,537	6,749,077
Controller	607,036	205,658	121,316	934,009	625,247	224,167	134,239	983,653	644,004	244,342	138,172	1,026,518	2,944,181
Creation Care	58,000	23,868	11,740	93,608	59,740	26,016	12,975	98,731	61,532	28,358	13,351	103,241	295,580
Development Office	500,028	76,648	100,834	677,510	675,000	113,604	143,033	931,636	695,250	123,828	147,242	966,321	2,575,467
Ecumenical & Interfaith	254,845	60,996	61,725	377,567	262,491	66,486	65,473	394,450	270,365	72,469	67,397	410,232	1,182,248
EMM Government	791,507	237,224	159,025	1,187,756	815,253	258,574	175,876	1,249,703	839,710	281,846	181,004	1,302,560	3,740,018
Ethnic Ministries	642,619	158,860	176,306	977,785	661,897	173,157	182,630	1,017,684	681,754	188,742	188,014	1,058,510	3,053,979
Facilities (Bldg Svcs and Mail)	240,944	80,756	48,702	370,402	254,629	88,024	55,185	397,838	262,268	95,946	56,787	415,001	1,183,241
Federal Ministries	302,056	56,888	71,976	430,920	299,211	62,008	73,121	434,340	308,187	67,589	75,275	451,050	1,316,310
Formation	345,694	111,384	76,723	533,801	349,037	121,409	81,449	551,895	359,508	132,335	83,838	575,682	1,661,377
GBEC	59,408	23,868	11,812	95,089	61,191	26,016	13,071	100,278	63,026	28,358	13,450	104,834	300,201
General Convention	1,148,371	253,765	260,472	1,662,608	1,182,822	276,604	280,177	1,739,603	1,218,306	301,498	287,903	1,807,707	5,209,918
House of Deputies	89,821	6,500	17,935	114,256	92,516	7,085	19,847	119,448	95,291	7,723	20,429	123,443	357,146
Human Resources	352,295	84,864	69,928	507,087	362,864	92,502	77,428	532,794	373,750	100,827	79,710	554,287	1,594,168
Information Technology	599,708	121,732	119,439	840,879	617,699	132,688	132,207	882,594	636,230	144,630	136,092	916,952	2,640,425
Legal	363,441	50,388	70,859	484,688	392,544	54,923	79,175	526,641	404,320	59,866	83,836	548,022	1,559,351
Missionary Staff	605,084	413,648	179,452	1,198,184	617,237	441,876	109,429	1,168,542	635,754	481,645	143,061	1,260,460	3,627,185
OGR	365,632	97,992	72,631	536,255	434,237	106,811	92,266	633,315	447,264	116,425	94,953	658,642	1,828,211
Pastoral Development	226,950	50,388	59,130	336,468	233,759	54,923	61,397	350,078	240,771	59,866	63,212	363,849	1,050,396
Presiding Bishop	1,214,906	198,900	335,019	1,748,825	1,251,854	216,801	347,689	1,816,344	1,289,939	236,313	357,998	1,884,250	5,449,419
Rec & Justice	291,790	91,224	74,124	457,138	300,544	99,434	78,203	478,180	309,560	108,383	80,508	498,451	1,433,769
Refugee Loan Collection	172,621	43,628	35,228	251,477	177,800	47,555	38,315	263,669	183,134	51,834	39,424	274,392	789,538
Refugee Non-Govt	153,056	60,996	30,694	244,746	157,648	66,486	33,816	257,950	162,377	72,469	34,804	269,651	772,347
Title IV	0	0	0	0	0	0	0	0	0	0	0	0	0
Transition Ministries & Vocation	183,246	26,520	45,655	255,420	188,743	28,907	48,173	265,823	194,405	31,508	49,591	275,505	796,748
Treasurer	899,404	176,228	167,809	1,243,441	924,586	192,089	183,370	1,300,044	952,524	209,376	192,363	1,354,263	3,897,748
UTO	130,700	74,256	37,422	242,378	134,621	80,939	38,280	253,840	138,660	88,224	39,402	266,285	762,503
Total	13,772,720	3,601,228	3,101,732	20,475,681	14,436,264	3,968,076	3,306,726	21,711,067	14,870,082	4,325,203	3,443,092	22,638,377	64,825,125



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Jun 11, 2020

FINMW 001 Resolution to Provide Financial Support to the Dioceses of Kentucky and Minnesota for Dismantling Racism

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That Executive Council, meeting June 8-11, 2020, in response to the recent racist killings by officers of the law in their dioceses, authorizes the Treasurer to provide \$150,000 to the Diocese of Kentucky and \$150,000 to the Diocese of Minnesota to support their continuing work of dismantling the systemic racism we have created in this country and still permeates our church and society.

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: Jun 11, 2020

GO 016 Proposed Suspension of Sick Leave Policy for DFMS Employees

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council approves suspension of the DFMS sick leave policy as follows: For the period of March 1, 2020 through December 31, 2020, the DFMS policy of allowing up to 12 days of paid sick leave, and then requiring those employees to use vacation time is hereby suspended for employees who (1) have tested positive for the corona virus or COVID-19, or (2) asked or required to self-isolate or quarantine for 14 days due to their exposure to, or showing symptoms of, COVID-19, or (3) are required to self-isolate as a result of living with a sick family member; and be it further

Resolved, That the suspension of this policy may be extended for good cause by the Chief Operating Officer upon the advice and consent of the Executive Committee of the Executive Council.

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: Jun 11, 2020

GO 018 Proposed Privacy and Digital Millennium Copyright Act Notice

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church, meeting June 8-11, 2020, authorizes the use of the following Privacy Policy and Digital Millennium Copyright Act Notice, to be effective immediately, and be it further

Resolved, That the said policy and notice shall be used on all websites that are owned and/or managed by Domestic and Foreign Missionary Society, also known as The Episcopal Church.

Privacy Policy and Digital Millennium Copyright Act Notice

Privacy Policy

This privacy policy sets forth the privacy practices of The Episcopal Church and The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America (collectively, the “Episcopal Church”). This policy only applies to information we collect from visitors to EpiscopalChurch.org and its family of websites (including CollegeforBishops.org, DeputyNews.org, EpiscopalArchives.org, EpiscopalCommonPrayer.org, EpiscopalFederalChaplains.org, EpiscopalGBEC.org, EpiscopalMigrationMinistries.org, EpiscopalNewsService.org, EpiscopalServiceCorps.org, GeneralConvention.org, HouseofDeputies.org, Latinosepiscopales.org, OTMportfolio.org and TitleIV.org) and explains how we treat your personal information.

The Episcopal Church collects the personal information that you make available via our website, including first and last name, email address, phone number, other contact details, news stories, survey responses, photos, payment information, and cookie data. We also collect some information automatically about your computer hardware and software, which can include IP address, browser type, domain name, access times, and referring website addresses. The information that we automatically collect does not by itself identify specific individuals and is statistical data typically aggregated with other data to help us improve our website. The Episcopal Church collects your information when you provide consent; for purposes which are required by law; and for the purposes of responding to requests by government, a court of law or law enforcement authorities conducting an investigation.

The Episcopal Church uses your information where it is necessary to fulfill our legitimate interests, which include operating our websites, providing information and services described on our website, communicating with you via newsletters to which you subscribe, fulfilling contracts made with you, responding to your comments or questions, and informing you of areas of interest or services available.

The Episcopal Church retains your personal information for as long as is necessary to provide the services to you and to comply with legal

obligations. If you no longer want the Episcopal Church to use your personal information, you can request that we erase your personal information by contacting info@episcopalchurch.org; however, the Episcopal Church will retain information as is necessary for our legitimate business interests. If you have questions about our privacy practices, please contact webmaster@episcopalchurch.org.

Some functions on our website are managed by third parties, which have their own data privacy policies. The Episcopal Church encourages you to review the privacy statements of websites you choose to link to from EpiscopalChurch.org and its family of websites so that you can understand how those websites collect, use and share your information. The Episcopal Church is not responsible for the privacy statements or other content on websites outside of the Episcopal Church family of websites or the websites to which we provide a link.

Digital Millennium Copyright Act Notice

Please notify the Episcopal Church if you believe that any of your intellectual property rights have been infringed. Pursuant to Section 512 of the Copyright Act (“DMCA”), the Episcopal Church designates the following individual as its agent for receipt of notifications of claimed infringement: The Episcopal Church, Romy Mancini, rmancini@episcopalchurch.org, 815 Second Avenue, New York, New York 10017. To be effective, the notification should include: (i) a physical or electronic signature of the person authorized to act on behalf of the owner of the right being infringed; (ii) identification of the copyrighted work claimed to have been infringed, or if multiple copyrighted works at a single online site are covered by a single notification, a representative list of such works at the site; (iii) identification of the material that is claimed to be infringing or to be the subject of infringing activity, and information sufficient to permit us to locate the material; (iv) information sufficient to allow us to contact the complaining party; (v) a statement that the complaining party has a good faith belief that the use of the material in the manner complained of is not authorized by the copyright or intellectual property owner, agent, or the law; and (vi) a statement that the information in the notification is accurate and, under penalty of perjury, that the complaining party is authorized to act on behalf of the owner of the right being infringed. If you fail to comply with all of these requirements, your DMCA notification may not be valid.



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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Jun 11, 2020

MB 017 Policing Reform

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That in the wake of the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and the many others whose names and stories often go unreported, the Executive Council reaffirms General Convention Resolution 2018-A229, in which the Church “condemns the improper and violent actions of authorities against people of color”; and be it further

Resolved, That the Executive Council also acknowledges the deep pain and grief in Black communities and widespread multiracial protests across the nation due to the ongoing racialized killings; violence and discriminatory practices of individuals in law enforcement and civil authorities and legislation that unjustly and disproportionately impact Black, Latino and Indigenous Americans, systemically causing harm to individuals, families and whole communities, and in this, we confess that we as the Church, and as a society, have failed to respect the dignity of every human being; and be it further

Resolved that all Episcopalians, dioceses, institutions, in particular, the Office of Government Relations, push for police reform as part of overall efforts to address racial justice and criminal justice reform. We recommend the following proposals– or any incremental change in the direction of increased accountability, transparency, and responsiveness with the aim of making our communities safer; and be it further

Resolved, That the Executive Council urges the Church, its dioceses and institutions, clergy and lay leaders, and all Episcopalians to be reminded of, and to abide by, our Baptismal vow to strive for justice and peace for all God’s people; working for federal, state, regional, and local transformation of the criminal justice system; by urging elected officials, legislative bodies, government agencies and law enforcement entities to implement policies that:

1. Examine the purpose, efficacy and disproportionate use of force and emphasize de-escalation policies and practices that end the use of excessive force, especially when dealing with unarmed citizens or those in mental health crisis and distress. Advocacy should include but not be limited to banning the use of chokeholds and strangleholds, requiring warning before shooting, and banning shooting at moving vehicles.
2. Evaluate the hiring practices, equipment procurement, accountability measures and personal training of police departments and law enforcement agencies. Such evaluation should require transparency and accountability in the documenting and reporting of threats and use of force by members of law enforcement. Limit or end the transfer of military-grade weapons to state and local police departments; and ban the use of pretext stops that promote racial and ethnic profiling.
3. Establish and adopt policies that include duty-to-intervene policies, which require officers to stop excessive force used by other

officers and report the incidents immediately to a supervisor; requiring use of, and policies for, body cameras.

4. Promote the use of civilian review boards and other community and civilian oversight bodies;
5. Improve the length, quality, and frequency of police training, including in-service training, recognizing that better-trained police use force less often and more wisely;
6. Adopt statutory changes and policies to assure that a federal review by independent prosecutors be conducted of all deaths in law enforcement custody or in other encounters with law enforcement personnel, and that a statutory waiver of the statute of limitations be adopted so that all such deaths over the past ten years will be reviewed for appropriate action to redress civil rights violations;
7. Assure that where no federal investigation occurs, an independent state investigation is undertaken in all cases where people die in encounters with, or in the custody of, state or local law enforcement personnel, especially when a person of color dies in any such encounter or custody;
8. Initiate appropriate criminal prosecutions to address unjustified law enforcement violence resulting in death or injury of anyone;
9. Adoption of enforceable federal policing standards, the violation of which shall result in the abrogation of immunity defenses in federal civil rights actions against law enforcement personnel;
10. Resumption of federal civil rights reviews of law enforcement agency practices where data show a disproportionate number of deaths and injuries have occurred in a police agency's operations, or where data show a racially or ethnically disproportionate number of such incidents, and where warranted by evidence of significant civil rights violations, the use of appropriate judicial decrees, monitors and similar measures to assure that effective permanent reforms in police practices takes place.

Resolved, That working to enact these policies is not a means to an end but one part in addressing systemic racism and providing long overdue protections to communities of color, ensuring that we live in a society that recognizes, values, and empowers all of God's children; and be it further

Resolved, The Executive Council recognizes and commends the work of the great majority in law enforcement agencies who undertake their efforts conscientiously to improve and protect their communities, safeguarding the human rights of the citizens they serve, and striving to provide law enforcement equally and without discrimination; and be it further

Resolved, That this resolution be sent to the Dioceses of The Episcopal Church.



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: Jun 11, 2020

MB 018 Executive Council Ratification of the Election of members of the Board of Episcopal Relief and Development

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That The Executive Council of The Episcopal Church, meeting virtually from June 8, 2020, to June 11, 2020, received the report from Episcopal Relief and 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 and Development Board, Ms. Shirley Stover Allen, Dr. Robert McCouch, and the Rev. Steven Paulikas were re-elected to serve as members of the Board of ERD in the class of 2023, their term ending on December 31, 2023; and be it further

Resolved, That, after being duly nominated by The Presiding Bishop and Chair of the Episcopal Relieve and Development Board, the Rt. Rev. Jennifer Baskerville-Burrows, Mr. Michael Carscaddon, Mr. Kenneth Jones, and Ms. Karen Longenecker were elected to serve as members of the Board of ERD in the class of 2023, their term ending on December 31, 2023; and be it further

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

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Adopted on: Jun 11, 2020

MB 019 Courtesy resolution for Young Adult Service Corps & Episcopal Volunteers in Mission participants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That as all participants in the 2019-2020 year of the Young Adult Service Corps program and the Episcopal Volunteers in Mission program have been significantly impacted by the Coronavirus Pandemic; and be it further

Resolved, That the Executive Council gives its utmost thanks to all Young Adult Service Corps and Episcopal Volunteers in Mission participants, whether returned to their homes or remaining in their mission sites, and commends all participants for their continual excellence in fulfilling the duties of this ministry while sharing the love of God with people around the world; and be it further

Resolved, That the Executive Council further gives great appreciation to the Domestic and Foreign Missionary Society staff and all who support the Young Adult Service Corps program and the Episcopal Volunteers in Mission program, for their continual dedication, flexibility and steadfast leadership throughout extraordinarily challenging times.

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Adopted on: Jun 11, 2020

MB 020 Expression of Support for the Human Rights and Continued Existence of the Indigenous Peoples of Amazonia

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That The Executive Council, meeting virtually from June 8, 2020, to June 11, 2020, understands the historic aberration of imposing political boundaries on areas inhabited by indigenous peoples, the practice of which has caused untold suffering by native peoples around the world; and be it further

Resolved, That Amazonia, the area encompassing the Amazon River basin, is home to some 400 different tribes, each with its own unique language, culture, and territory, many of whom have had centuries of contact with outside cultures, and some of whom have had very little contact with outside peoples, which tribes represent a great repository of natural wisdom and cultural treasure, have been subjugated, oppressed, marginalized, and neglected by the political entities whose boundaries span the Amazon Basin, their lands being destroyed by deforestation and mining activities, their cultures being systematically decimated by the dominant culture, and their health being compromised by poor diets and ineffective, or nonexistent, health care systems; and be it further

Resolved, this present COVID-19 pandemic presents an existential threat to the indigenous peoples of Amazonia, as the virus spreads unchecked through their populations, as the nations in which they find themselves: Peru, Colombia, and Brazil, struggle to respond to this global crisis. The result of this crisis is that some of these tribes could cease to exist; and be it further

Resolved, That The Executive Council urges dioceses, congregations, and individuals to support, and recommit to, the United Nations Sustainable Development Goals, as embraced by Episcopal Relief and Development, and calls upon the Igreja Episcopal Anglicana do Brasil, the Episcopal Diocese of Colombia, and The Anglican Church of South America, to continue to work diligently with aid agencies, international organizations, and their respective governments, to support the indigenous population of Amazonia in whatever way possible during the COVID-19 pandemic and beyond, seeking to assure the continuation of their languages, culture, and very lives.

The Rev. Canon Michael Barlowe
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Adopted on: Jun 11, 2020

MB 021 A Recognition of the Global Implications of the COVID-19 Pandemic

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That The Executive Council, meeting virtually from June 8, 2020, to June 11, 2020, is mindful of the global effects of the COVID-19 pandemic and, through conversation, reflections, and presentations during this meeting, we have perceived anew the place of The Episcopal Church in the larger global community; and be it further

Resolved, That we express our deep and continued appreciation for the vital work being undertaken by the Anglican Alliance, of which Episcopal Relief and Development is a part, as it continues its mission of Development, Relief, and Advocacy, reaching out to all parts of the globe, particularly in communities that are isolated and marginalized; and be it further

Resolved, That The Episcopal Church, through its mission partnerships, expresses its profound concern for those areas of the world where COVID-19 is still in its early stages of infectious spread, particularly in Africa, and we express our thankfulness for the relationship with the Council of Anglican Provinces in Africa (CAPA) as we anticipate working together to address the tragedy and suffering that surging infection rates will bring; and be it further

Resolved, That we emphatically condemn the racial, socio-economic, and ethnic inequalities in the provision of health care, mental health support, food distribution, social and economic assistance, and education that the current pandemic has laid bare, both in the United States and throughout the world; and be it further

Resolved, That Native Americans in the United States, the First Nations people in Canada, and indigenous peoples throughout the Americas are bearing a disproportionate burden in this pandemic, due to historic and ongoing inequalities in the provision of health care, social support, and education, which we call upon governments to recognize and enact such legislation that will correct these inequalities;

Resolved, That The Episcopal Church has recognized the severity of this pandemic, its leadership having responded with careful and determined actions to safeguard the health of its people, and that as many communities begin to lift the public health restrictions applied at the beginning of the COVID crisis, the Executive Council calls upon that same leadership to remain committed to the health and wellbeing of its people, when initiating new and relaxed protocols, and carefully deliberate and consider public health protocols that continue to mitigate the spread of COVID-19.

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: Jun 11, 2020

MW 023 Police Violence

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting virtually from June 8-11, 2020, remembers and grieves for Mr. George Floyd, Ms. Breonna Taylor, and all other victims of police brutality; and be it further

Resolved, That the clergy and laity of the Episcopal Church commit to offering a prophetic response to these deaths and acts of injustice by committing to the ongoing, patient, determined, faithful, long-term ministry of anti-racism work; and be it further

Resolved, That the Executive Council praises the people and congregations of the Episcopal Church in Minnesota for their public calls for acts of justice in response to the murder of Mr. George Floyd by a white officer in the Minneapolis Police Department, and committing themselves to the long, steady work toward that justice by joining with activists and organizations already on the ground; and be it further

Resolved, That the Executive Council praises the people and congregations of the Episcopal Diocese of Kentucky for their public calls for acts of justice in response to the fatal shooting of Ms. Breonna Taylor by white officers of the Louisville Metro Police; the effective anti-racism work of their diocesan Racial Reconciliation Task Force; and their longstanding, transformative community ministry through the Louisville Urban Partnership; and be it further

Resolved, That the clergy, laity, and dioceses of the Episcopal Church be exhorted to carry out General Convention Resolution 2018-A229 (Acknowledge Police Violence and Confront Racism), by examining all incidents of police violence in their localities and working in concert with other advocates to organize, advocate, and dismantle systems, policies, and practices that reinforce police violence and brutality; and be it further

Resolved, That the clergy, laity, and dioceses of the Episcopal Church join community and grassroots leaders in advocating with local and state governments to bring about substantive and mandatory change in police departments and policing and to allocate resources for community-based models of safety, support, and prevention.

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Adopted on: Jun 11, 2020

MW 024 Becoming Beloved Community Rapid-Response Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from June 8-11, 2020, adopts the Becoming Beloved Community Rapid-Response Grants as was created by The Presiding Officers' Advisory Group on Becoming Beloved Community Implementation, authorizing a special grant cycle to address systemic racism and racial violence in two urgent areas: the racial disparities laid bare by the coronavirus pandemic, which disproportionately affects People of Color in terms of health outcomes, access to testing and treatment, safe work environments, and more. At the same time, there is also the pandemic of ongoing violence directed against Black People and other People of Color, especially at the hands of law enforcement personnel in communities in the Americas and beyond.

The BBC Rapid Response grants would come out of Line 84, with a budget of \$100,000.

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The Episcopal Church

Beloved Community Rapid-Response Grants

Summer 2020

Background

The Presiding Officers' Advisory Group on Becoming Beloved Community Implementation is making funds available for groups working specifically to address the racial disparities laid bare by the coronavirus pandemic and for groups working to respond to racist violence and police reform. Across America, COVID-19 is disproportionately affecting People of Color in terms of health outcomes, access to testing and treatment, safe work environments, and more. At the same time, there is also the pandemic of ongoing violence directed against Black People and other People of Color, especially at the hands of law enforcement personnel in communities in the Americas and beyond. These grants are part of the funds allocated by General Convention in order to build capacity and increase Episcopal engagement in four primary fields: telling the truth about our churches and race, proclaiming the dream of Beloved Community, practicing Jesus' way of healing and reconciliation, and repairing the breach in institutions and society. It is appropriate and urgent to expedite the granting of these funds in light of these two pandemics.

All proposed projects must demonstrate adherence to relevant local, diocesan and state public health guidelines for gathering and interaction.

Prior to applying, please reflect on The Episcopal Church's resource: [Becoming Beloved Community Where You Are](#), which describes specific ways to engage in this work. Consider how your proposal might further those goals, and contribute overall to dismantling racism and reducing the disproportionate suffering of communities of color in this unique time. The Office of Government Relations regularly provides updates on justice and policy issues associated with the pandemic. You may consult their site at <https://episcopalchurch.org/oqr/covid19>.

Eligibility

Episcopal entities (parishes, dioceses, provinces, schools, seminaries, monastic communities, or Episcopal organizations) are eligible to receive these funds. Partnerships with non-Episcopal entities are welcome and encouraged, but an Episcopal entity must serve as the project leader, active manager, and reporting agent.

Grant Type

Beloved Community Rapid-Response Grants up to \$10,000 — All proposed projects must demonstrate adherence to relevant local, diocesan and state public health guidelines for gathering and interaction.

Funding is available for programmatic and direct service activities, including but not limited to: ongoing partnership within underserved communities to provide protective supplies, equitable access to testing and treatment, and job training and other support for workers displaced by the coronavirus pandemic (including undocumented immigrants), programs that address the health consequences of ongoing racism for Communities of Color (depression, anxiety, substance use,

trauma recovery, etc.), community listening and learning sessions, speakers' series, racial reconciliation workshops and facilitated trainings, and other activities that promote the work of Becoming Beloved Community. We are also excited and willing to support established projects and initiatives when provided with evidence of an intentional and meaningful effort to meet the changing conditions of these dual pandemics.

Priority will be given to proposals that feature the following:

- Directly address the racial and class disparities exposed by the COVID-19 pandemic or address racist violence and police reform.
- Engage existing community partners and foster cooperation between communities of faith, civic, scientific and educational institutions
- Set out specific outcomes that lead to lasting impact
- Demonstrate capacity to achieve the stated goals of the grant
- Emphasize the experience and leadership of communities most impacted by structural racial inequities and racist violence
- Serve as a resource for other organizations/entities involved in similar efforts
- Enhance understandings of racial justice, healing and reconciliation as part of our spiritual formation
- Serve groups and/or regions that are vulnerable and on the front lines
- Encourage intergenerational and intercultural engagement
- Demonstrate innovation and creativity
- Promote churchwide learning, understanding and practical application

Your proposal will be strengthened by:

- Demonstration of strong partnerships and endorsements in writing, including clear support of this project as part of ongoing diocesan or congregational priorities.
- A clear budget that shows any additional sources of funding and use of grant funds
- A timeline for use of funds
- A clear set of anticipated outcomes
- A method for evaluating and reporting outcomes

The Granting Process

Grants will be invited, received and considered beginning June 15 through August 15, 2020. Subject to the action of Executive Council, awards will be made and applicants notified through the summer and fall. Grantees who receive Beloved Community Rapid-Response Grants are eligible to apply later in the triennium for IMPACT grants (funding for projects that are more mature and ready for further expansion).

Grant recipients will participate in a series of monthly virtual gatherings leading up to a Beloved Community Summit in early 2021 and join a growing network of practitioners willing to share their learnings and resources that they develop. Grantees must also provide a final report that includes documentation of the project's development and final outcomes for distribution and sharing with the wider church.



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Adopted on: Jun 11, 2020

MW 025 Disparate Impact of COVID-19 on Communities of Color

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from June 8-11, 2020, urges the Church, its dioceses and institutions, clergy and lay leadership, and all Episcopalians to join with their communities in actively removing barriers and addressing the social determinants of health. Some of those barriers and social determinants are detailed here:

- The current COVID-19 pandemic has laid bare long-standing inequities in communities of color, including Indigenous communities, which have resulted from centuries of institutional oppression and persistent systemic inequities in access to healthcare, housing, employment, quality of physical living environment, education and criminal justice.
- Research shows social determinants of health are related to economic status (40%), healthy behaviors (30%), access to and quality of care (20%) and physical environment including air and water quality, housing and transit (10%).
- People of color disproportionately experience poverty, homelessness, poor access to health care and nutritional food, increased risk of underlying health conditions such as asthma, and imprisonment under the current criminal justice system.
- People of color disproportionately find themselves living in multi-generational households in densely populated neighborhoods where preventative measures like social distancing are more difficult, with greater exposure to environmental hazards and more distant access to grocery stores and healthcare facilities – conditions which cause increased stress and anxiety.
- People of color disproportionately work in low-wage and essential service jobs with greater exposure to the public where work from home is less possible, paid sick leave benefits are fewer and, thus, pressure to balance economic survival versus risk of exposure to Covid-19 is greater
- Available data document that people of color disproportionately become sick and suffer greater severity of illness and death from Covid-19.

Sources: Centers for Disease Control and Prevention, NAACP, National Law Center on Homelessness & Poverty

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Adopted on: Jun 11, 2020

MW 026 Approve UTO Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from June 8-11, 2020, 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 grant funds.

Seth Stradling Diocese of Central Florida	Young Adult Christian Development	\$5,000
Rowan Larson Diocese of Massachusetts	We Are All Wonderfully Made	\$5,000
Evangeline Warren Diocese of Ohio Increasing	Young Adult Involvement in the Diocese of Ohio	\$5,000
Kevin Neil Diocese of Massachusetts	MANNA Housing Recovery Group	\$2,800

Cynthia Moore Diocese of Northern Indiana	Dove Faith Café	\$5,000
Charlotte Dalwood Diocese of South Dakota	Pine Ridge Commons	\$5,000
Meghan Mazur Diocese of Texas	Prison Choir	\$2,800
Presiding Bishop	Rooted in Love: A Way of Love Small Group Experience for an Evangelistic, Discipling, Relational Church	\$96,900
UTO Companion with Massachusetts	Julia Chester Emery Internship	\$39,852.11
Camino Challenge Grant La Iglesia Española Reformada Episcopal	The Anglican Pilgrim Centre in Santiago de Compostela	\$114,232.80
Global Partnerships Emery Trust #335 Award:	Values & Tools for Mission Engagement	\$63,320

Diocese of the Central Gulf Coast	Beloved Community Outreach Center of Mobile	\$50,000
Diocese of Chicago	St. Paul's Sustainable Food Project	\$62,000
Diocese of Delaware	The Pain and Prayer Scale Project: a prayer tool for drugfree pain control	\$47,975
Diocese of Lexington	Calling a Community Evangelist	\$24,925
Diocese of Minnesota Companion with Belize	Water to Bless and Build Upon	\$101,000
Diocese of Missouri	Grace Gathering: a worship service celebrating diverse abilities	\$11,320
Diocese of New York Companion with Asaba, Nigeria	St. Luke's Idumuje-Unor: Anglican Children's Ministry & Young Widows Program	\$45,000

Diocese of North Carolina	Flying Lion Transition to Employment	\$72,777
Diocese of Northern California	The Playground	\$145,000
Diocese of Northern Indiana	Elkhart Ministry Partnership	\$26,625
Diocese of San Joaquin	Community Mission Centers of San Joaquin	\$82,361.01
Diocese of Southeast Florida Companion with Haiti	Water and Sanitation for Bondeau, Haiti	\$75,541.54
Diocese of South Dakota	Earth & Altar Magazine	\$20,700
Diocese of Southern Ohio	Sharing Stories of Blessing in Southern Ohio	\$33,800

Diocese of Tennessee	Healthy Roots	\$21,159.07
Diocese of Upper South Carolina	The Church Street Choral Academy	\$53,000
Diocese of Washington Companion with Masai, Tanzania	St. Catherine's Secondary School for Girls	\$66,868
Diocese of Western Massachusetts	Big Blue Drop-In Center	\$36,948
Diocese of Wyoming	And a Little Child Shall Lead Them!	\$70,000
Covenant Partner: Philippines, Diocese of Davao	Blingkong Center for Sharing, Peace and Development	\$23,306.60
Bangladesh, Diocese of Dhaka	Building Blessings: Two New and Needed Churches	\$80,000
Burundi, Diocese of Muyinga	Muyinga Hope Center	\$51,980

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The Rev. Canon Michael Barlowe
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Adopted on: Jun 11, 2020

MW 027 Approve Constable Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from June 8-11, 2020 approve and authorize the following, as recommended and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church; and be it further

Resolved, That grants listed below totaling \$209,500.00 are approved for payment from available Constable Fund grant funds; and be it further

Resolved, That the grantees shall submit financial and narrative reports as required, and be it further

Resolved, That the grantees shall comply with any church or civil social distancing requirements that may be in effect.

Office of Indigenous Ministry - Doctrine of Discovery Training, \$34,000.00

According to the 2018 General Convention Resolution D-011, “That the 79th General Convention direct the Indigenous Missioner of the Presiding Bishop’s Office to identify and appoint indigenous representatives to provide training on the Doctrine of Discovery to those seeking ordination, such that the Office of Indigenous Ministries provide direction to and oversight of the Doctrine of Discovery training program” (see Appendix A). This project will help carry out these objectives through a partnership with Bexley-Seabury Seminary, which has a history of serving the needs of Indigenous theological education dating back to the 19th century and Seabury Divinity School and has the capacity and facilities to provide trainings and workshops to a significant number of Episcopal theological students (see Appendix B for a detailed description on how the two parties will work together).

The trainings would be directed by the Indigenous Missioner and the Indigenous Theological Education Coordinator, with assistance from Indigenous presenters from various Indigenous communities in TEC, such as the four principal dioceses of Navajoland, Alaska, North Dakota, and South Dakota, and additional regions. To help facilitate the trainings, a Power Point presentation with imbedded videos will be created, as well as a uniform curriculum. “

Office of Global Partnerships – Global Mission Toolkit, \$50,000.00

“This proposal, submitted by the DFMS Office of Global Partnerships (OGP) in collaboration with the Global Episcopal Mission Network (GEMN) and the Standing Commission on World Mission (SCWM), recommends biblically-based studies via webinars, videos, and resources for group discussion of the theology of global mission, which is God's mission in the world. Currently neither the DFMS, OGP nor GEMN have sufficient financial resources to develop and distribute formational materials throughout The

Episcopal Church and the Anglican Communion to inform and inspire Christians to walk and live the Way of Love-the Gospel, the Good News of Jesus Christ- in a global context.”

Standing Commission on Liturgy and Music - Liturgical Gathering, \$2,500.00

“The Standing Commission on Liturgy and Music has redesigned the nature of our proposed Gathering for Liturgical Formation to be entirely virtual event, using a combination of webinars and Zoom break-out sessions. Coordinating with the Virginia Theological Seminary’s department of Lifelong Learning to host the virtual gathering.

Fortunately, the move to a virtual platform will allow us to better invite the church to our gathering, increasing the likelihood of a higher participation from dioceses, and certainly increasing the likelihood that other guests would join in. This platform also will easily allow us to record, save, and share the content and conversations.

The dates of the gathering will remain the same, as will the topics and the speakers. However, we will condense the schedule to abide by best practices for videoconferencing. This new design reduces our budget significantly; we only ask for \$2,500, funding honoraria for our ten speakers.”

Standing Commission on World Mission – Military Chaplains Just War Education Project, \$43,000.00

“This project fulfills an unfunded resolution of General Convention (2015-A048) to advance the study of Just War principles, and extends this religious teaching to the formation of the Episcopal Church's military chaplains for meeting the pastoral needs of current members of the Armed Services and veterans, including those coping with moral injury and other forms of combat-related trauma. Resources would be focused on "teaching the teachers" by developing trainings and tools for military chaplains on Just War principles relevant to their active ministry and global mission. The religious education this project fosters could also benefit the Episcopal Church in updating its Just War policy framework for advocacy purposes; contributing to conflict resolution initiatives and ministry to victims of violence within and beyond the Church; and engaging congregations on war and peace issues from the perspective of Christian ethics. To administer the project, the Standing Commission for World Mission would collaborate with the office of the Bishop Suffragan for Armed Forces and Federal Ministries and coordinate with the Episcopal Church's Office of Government Relations; requested funding would leverage resources currently devoted to convene military chaplains annually and to update the Episcopal Church's Chaplains Handbook: Guidelines for Ministry and Worship.

Province I-Preparing Lay Leaders, \$19,000.00

“Province I, in collaboration with Bexley Seabury Seminary Federation, seeks to create an affordable, accessible, and adaptable process to prepare licensed ministers for the church. Those who are identified to be licensed ministers need both a solid understanding of our faith as well as specialized training in the licensing area. This grant will enable the creation of 11 online courses (synchronous and asynchronous) to ensure leaders have both a grounding in the fundamentals of our faith as well as the specialized training”.

Province III – Understanding Substance Abuse, \$7,500.00

“This program melds our baptismal commitment “to seek and serve Christ in all persons” and “to respect the dignity of every human being” with a longing to increase understanding about those who are predisposed to addictions and to offer them a path to recovery. Grounded in faith, this training helps individuals and faith communities to reflect critically on the current state of substance use and addiction, to prepare to minister as Recovery Allies and/or Rapid Response Teams, and to be Christ present for those struggling with substance use.”

Comment: Province III will be working with Bexley-Seabury Seminary to develop the training and materials for the program.

Province IV – Pilgrimage to the Fields (Outreach to Migrant Farmworkers), \$15,000.00

“Pilgrimage to the Fields seeks to provide latinx agricultural workers with the opportunity to get involved with the Episcopal Church and the Episcopal Farmworker Ministry (EFWM). EFWM has been working with farmworkers and immigrants in rural Eastern North Carolina since 1982. We respond to the physical, emotional, and spiritual needs of migrant and seasonal farmworkers and their families, and actively supporting opportunities for them to become self-directive. We seek to minister to farmworkers in three principal ways: through direct services; through the development and support of programs that work towards the empowerment of farmworkers; and by encouraging leadership development, advocacy, and education aimed toward a systemic change of agricultural policy at local and state levels.

Province VII – Rural & Small Church Summit, \$4,500.00

“Our “contingency plan” is to divide our small and rural church summit into two parts –depending, in part, on funding. Part one will consist of Webinars and small group meetings. We have not yet priced this, but anticipate contracting with tech professionals to film our speakers’ presentations in each of the communities where they live. The small group meetings can be accomplished at little or no cost by using Zoom.

Part two of the program will be the face-to-face meetings originally planned, when it is safe to hold such a conference. We anticipate a need to scale back the budget for this to accommodate the tech costs for the web conferencing. What we learn during the small group meetings, however, will help us to focus on the areas of greatest concerns for our participants.”

Province VIII – Play, Pray & Sparkle (St. John’s Episcopal Church, Indio, CA), \$34,000.00

“Our mission has not changed; methods to accomplish it and vehicles to facilitate results, have.

“Play, Pray & Sparkle!” will teach children and youth the Gospel, and help them experience the love of Christ by taking them on a musical journey through the Liturgical Calendar Year.”

“Effective educators are resilient and resourceful. With a little brainstorming, our team has adapted new teaching strategies to replace physical classrooms and re-designed our project’s performance goals based on technology and the most stringent compliance with COVID-19 safety. Almost everyone yearns for a return to “the norm,” however, we believe the advantages from implementing technology present awesome and sustainable possibilities.”



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: Jun 11, 2020

MW 028 Church Planting and Redevelopment Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from June 8-11, 2020, approve and authorize the following, as recommended by the Task Force on Church Planting and Redevelopment and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church.

New Episcopal Community Plant & Grant Budget for 2019-2021	\$2,500,000.00
Grants awarded in October, 2019	(\$694,500.00)
Genesis Training Event, 2019	(\$30,000.00)
Grants awarded in February, 2020	(\$428,500.00)
Total remaining in triennium budget	\$1,347,000.00

The Task Force for Church Planting and Redevelopment reviewed grant applications received by the third deadline, February 15. We request that grant funding be approved for these ministries which have already launched and for which the funding is vital to their continued success. While hoping that the Executive Council will approve funding for all of these grants, we further prioritized funding for New Episcopal Communities in three tiers:

1. Top Priority - Communities that have already launched, and were previously funded with NEC grants, and whose leaders are active in the Genesis community.

2. High Priority - Small Discernment grants for new communities who will use these funds to discern what kind of community will best meet the needs of their neighborhood and context in the aftermath of the COVID crisis.
3. Priority - New communities that have already launched, whose leaders are in communications with the Genesis community and staff members, but that have not previously received NEC funding.

There were a significant number of other grant applications which are not being recommended to you for funding because the church plant has not yet started, its need is less significant, and/or it does not fit the definition of a new Episcopal community.

TOP PRIORITY FOR FUNDING IN 2020

Llamados Para Mision - Cuba - \$5,000 Discernment Grant

This application was reviewed by the Task Force in August 2019, and Ministry within TEC wanted to fund this ministry, but the grant could not be approved because Cuba had not yet formally been admitted as a Diocese of the Episcopal Church.

Bridges Reentry - Arizona - \$20,000 Growth Grant

Bridges Reentry nurtures community, worship, wellness and mentoring initiatives with and among women who are reentering society after being incarcerated. This ministry is in active relationship with the Genesis Community, having received funding in the 2016-2018 triennium. Their leaders have attended previous Genesis Gatherings and online trainings.

Chaplains on the Harbor - Olympia - \$40,000

An Episcopal ministry that offers pastoral care, worship, job training and advocacy with homeless and underserved populations. They have received two previous NEC grants, in the 2016-18 triennium, and in October, 2019. The Genesis community has much to learn from their values, commitments and best practices in this work.

Halau Wa'a - Hawaii - \$30,000

A new worshipping community launched in Fall, 2019, with help from a New Episcopal Community discernment grant. Their core group continues to worship together and nurture community online throughout the COVID crisis. Their leadership has been very active in attending Genesis events and online trainings.

Mother of the Savior - Michigan - \$30,000 Seed Grant

One of the only (very possibly the only) Arab-American plant in The Episcopal Church. The Task Force recommended a Discernment grant in October, 2019, and they are continuing to nurture and grow the community. Their point leader is present and active in online Genesis training events.

Total Top Priority: \$125,000

HIGH PRIORITY FOR FUNDING IN 2020

Urbana Church Plant - Maryland - \$5,000 Discernment Grant

A possible mother-daughter plant in Urbana, Maryland that is several years away from launch. Their potential church planter has been

assessed through a Discerning Missional Leadership Retreat. The team considers him an excellent fit for this work, and he is active in Genesis Gatherings, online trainings, and the developing circle of wisdom around missional leadership.

Episcopal Mission of Bedford/Amherst - New Hampshire - \$5,000 Discernment Grant

A vision to discern a church plant or missional community in a growing suburb, in a highly “un-churched” part of the country. The visionary leader is asking what a bold and generous ministry in this area would look like. She is an active participant in Genesis online training events, and has been in frequent contact with Task Force members to learn more about values and best practices.

Total High Priority: \$10,000

PRIORITY FOR FUNDING IN 2020

Creator’s Table - Spokane - \$30,000 Seed Grant

A new worshipping community started at the end of 2018, which emphasizes liturgy and the arts, story telling, and communion. The neighborhood is diverse, and many residents are at or near the poverty line. The Episcopal point leader has attended a Discerning Missional Leadership Retreat through Genesis.

Episcopal Mission of Franklin - New Hampshire - \$18,551 Seed Grant

A new community that is seeking to serve the blue-collar town that the Episcopal Church “left” over twenty years ago. Currently convening small groups for dinner church and bible study, story telling and service. The point leader has attended a Discerning Missional Leadership Retreat through Genesis.

The Benedictine Way - Nebraska - \$30,000 Seed Grant

A New Episcopal Community offering three paths: a Service Corps for young adults, an Oblate way and a Monastic Way. In addition, they offer regular worship and prayer to the wider community, feeding ministries, advocacy for the poor, and work with other parishes and the Diocese of Nebraska.

Total Priority Funding: \$78,551

TOTAL GRANT FUNDING REQUESTED: \$213,551



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MW 029 Regarding Death of Ahmaud Arbery

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8 – 11, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from June 8-11, 2020, recalling the learnings of the day of pilgrimage of the Executive Council to The Legacy Museum and the National Memorial for Peace and Justice during its meeting in October, 2019 which highlighted for us our history of African Americans terrorized by lynching, humiliated by racial segregation and Jim Crow, burdened with contemporary presumptions of guilt and police violence; the Council remembers Ahmaud Arbery, the victim of violent racial vigilantism on February 23rd of this year in Glynn County, Georgia, and condemns the failure of local police and prosecutors responsible for a troubling delay in engaging an appropriate and timely process to achieve impartial justice in Ahmaud's case; and be it further

Resolved, The clergy and laity of this Church offer a prophetic response to Ahmaud Arbery's death, a modern embodiment of racial terror that has no place in any community, and which cannot be tolerated by those who walk The Way of Love; and be it further

Resolved, While deploring any and all efforts that have occurred, or may yet occur to silence voices calling for justice in Ahmaud's case, the Council praises the prompt response of the Episcopal people and churches in the Dioceses of Georgia and Atlanta to publicly call for justice in response to this heinous crime, and who have called for and offered prayers for Ahmaud, for his family and friends in their grieving, for his enemies, his abusers and his killers; and be it further

Resolved, That The Episcopal Church build on the framework of Becoming Beloved Community created in response to General Convention Resolution 2015-C019 Establish Response to Systemic Racial Injustice to enhance the capacity of The Episcopal Church to work in communities to organize; advocate; and dismantle systems, policies and practices that reinforce racialized violence and vigilante acts and perpetuate the sin of racism.

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