



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: Feb 15, 2020

ECEC 017 Approve Emery Trust Grant

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That The United Thank Offering Board, upon the recommendation of the Global Partnerships Office, approves \$3,960 to be paid from the Emery Trust (335) to the Diocese of Northern Indiana to fund a one-time training and educational experience for Dawn Baity regarding her new placement working to promote and fund the Anglican Center in Santiago.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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ECEC 018 Approve Evangelism Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Committee approves the Evangelism Grants as recommended by the JSC on Mission Within TEC. (See Attached).

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2019 Evangelism Grants

Applicant	Diocese	Title of Grant	Amount Granted
Anthony Keller	Los Angeles	That Deacon on Youtube	1,200.00
Vicki Zust	Clarence, NY	The Church that Children Built	1,000.00
Nic Mather	Olympia	Connecting the Episcopal Church to the Millennial Generation	2,000.00
Suzanne Ray	Northern Michigan	Barrier Free Labyrinth - Peace Pole & Outdoor Library	2,000.00
Joseph Britton	Rio Grande	A Solitary Place	5,000.00
Michael Wallens	Rio Grande	Big Bend Episcopal Mission	8,000.00
Joseph Forther	Vermont	Green Mountain Witness	8,000.00
Hillary Raining	Pennsylvania	The Hive	2,000.00
Justine Kmiecik	Panama City , FL	Spiritually Homeless - LGBTQ+	2,000.00
Laurie Anzilotti	Missouri	Rhythms of Grace	2,000.00
Nurya Parish	East & West Michigan	Plainsong Farm & Ministry	2,000.00
Robyn Szoke-Coolidge	Central PA	Thriving in Christ	5,800.00
Leeann Culbreath	Province IV	The Episcopal Tent at the Wild Goose,"	8,000.00
Bill Petersen	New Hampshire	Festival of Saints and Stories	8,000.00
Sarah Hedgis	Pennsylvania	The People's Summer	5,200.00
Lydia Johnson	Alabama	CCC- Evangelism 101	2,000.00
		Total	66,200.00



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ECEC 019 Election of Delegates to WCC Assembly

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Committee elects the following persons as World Council of Churches delegates:

Elected delegates to the World Council of Churches:

- Julia Ayala Harris
- Deborah Jackson

Nominated as additional delegates:

- Yoimel Gonzalez Hernandez
- Milquella Mendoza

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ECEC 020 Clergy Housing Allowance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 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 Council 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.

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FIN 070 Trust Fund #1213

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1213, St. Mark's Episcopal Church be established as an investment account for The Rector, Wardens and Vestrymen of St. Mark's Episcopal Church of Berkeley, CA, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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FIN 071 Trust Fund #1214

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1214, Capital Maintenance Reserve 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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FIN 072 Trust Fund #1215

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1215, Haywood, Thompson, Williams Estate 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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FIN 073 Trust Fund #1216

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1216 RG - Fund for Military Chaplaincy be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 074 Trust Fund #1217

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1217 RG - Endowment Fund be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 075 Trust Fund #1218

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1218 RG - Advancement Fund be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 076 Trust Fund #1219

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1219 RG - Wellspring Fund be established as an investment account for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 077 Trust Fund #1159.01

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1159.01, the Edward Jr. & Carol Cowell Fund, be established as an investment account for All Saints Episcopal Church in Southern Shores, NC, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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FIN 078 Trust Fund # 1220 through # 1228 - Rio Grande Investments

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Funds # 1220 through # 1228 - all prefixed Rio Grande, be established as investment accounts for the Diocese of the Rio Grande in Albuquerque, NM, which may withdraw principal and/or income upon request, and may add to the principal funds at its discretion.

TF #	Trust Fund Name	Amount	Beneficiary
1220	RG – Bishop’s Ridge Growth Fund	\$495,603.35	Diocese of the Rio Grande
1221	RG – Bosque Center Growth Fund	\$930,223.23	Diocese of the Rio Grande
1222	RG – Deanery Reserve	\$9,995.93	Diocese of the Rio Grande
1223	RG – Diocesan Tithe	6,098.60	Diocese of the Rio Grande

1224	RG – Future Mission Development	\$1,840.41	Diocese of the Rio Grande
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1225	RG – Grace Camp	\$41,952.35	Diocese of the Rio Grande
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1226	RG – Bishop Howden Fund	\$1,701.37	Diocese of the Rio Grande
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1227	RG – Indian Ministry	\$29,642.40	Diocese of the Rio Grande
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1228	RG – Native American Trust	\$2,387.37	Diocese of the Rio Grande
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FIN 079 Trust Funds # 1229 through # 1256 - Diocese of the Rio Grande - Parish and Mission Investment Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1229 through # 1256 - all prefixed Rio Grande, be established as investment accounts for the Diocese of the Rio Grande in Albuquerque, NM, on behalf of its parishes. The Diocese may withdraw principal and/or income upon request and may add to the principal funds at discretion.

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FIN 080 Request from The Episcopal Church in Liberia - Trust Fund Class 9

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That, upon receiving written request from the Rt. Rev. Jonathan B. Hart and the Standing Committee of the Episcopal Church of Liberia (ECL), the Executive Council authorizes that \$10,500 from Trust Funds 351.00 and 423.02 be distributed to ECL; and be it further

Resolved, That the Executive Council extends its prayers for the health of the Bishop.

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FIN 081 Update Shareholder Proxy Voting Recommendations

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Salt Lake City, Utah, accept and adopt the updated proxy voting recommendations made by the Executive Council Committee on Corporate Social Responsibility (see attachment).

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TEC PROXY VOTING POLICY

ISSUE CODE / POLICY ITEM	Glass Lewis Policies	
	GL GENERAL	GL SRI
2000-SHP Regarding Board Independence [shareholder proposal requesting that the board establish a policy whereby director nominees have no existing business or personal relationships, either directly or indirectly, with the senior management or the Company, and all qualifying board members be paid fees and awards for board service only]	FOR	
2010-SHP Regarding Director Tenure	AGAINST	
2015-SHP: Director Retirement Age	AGAINST	
2020-SHP Minimum Stock Ownership by Directors or Executives	CASE-BY-CASE	
2025-SHP Regarding Board Composition [shareholder proposal requesting that the board take every reasonable step to ensure that women and minority candidates are in the pool from which board nominees are chosen, and publicly commit itself to a policy of board inclusiveness. The board should report by September 2012 to shareholders on its efforts to encourage diversified representation on the board.]	CASE-BY-CASE	
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example resolution found]	CASE-BY-CASE	
2040-SHP Regarding Nominating a Lead Director	FOR	
2050-SHP Regarding Independent Board Chairman/Separation of Chair and CEO	FOR	
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy	CASE-BY-CASE	
2070-SHP Regarding Double Board Nominees [shareholder proposal seeking to require that the nomination and governance committee nominate two candidates for each directorship to be filled by shareholder vote at annual meetings. The proxy statements should include the candidates' background and a statement by each candidate as to why he or she believes they should be elected.]	CASE-BY-CASE	
2075-SHP Regarding Director Liability [shareholder proposal seeking to amend the Company's bylaws and certificate of incorporation, in compliance with applicable law, by inserting the following section: "Section 59h. Notwithstanding other provisions of these bylaws, the Company shall not indemnify any director for any liability resulting from alleged harm to the natural environment, public health or human rights incurred in his or her capacity as a director, except to the extent such indemnification is required by Delaware Law. The provision, consistent with Section 59g, shall not adversely affect any right or protection of a director existing with respect to any act or omission occurring prior to or at the time of enactment of this provision, and any change in indemnity limits pursuant to this provision shall only be applied to an individual director upon subsequent establishment or renewal of his or her directorship. In the event of a conflict between this provision and other corporate governance documents, applicability shall be determined pursuant to Delaware Law."]	CASE-BY-CASE	
2080-SHP Regarding Director Training [shareholder proposal requesting that as the terms of current directors expire at least one candidate be recommended who is a recognized authority on environmental matters relevant to hydrocarbon exploration and production, as well as independent by NYSE standards]	CASE-BY-CASE	
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE	
2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal requesting that an independent director with a high level of expertise and experience in environmental matters be selected and nominated for election to the board]	AGAINST	
2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy	CASE-BY-CASE	
2084-SHP Regarding Adoption and Disclosure of Business Ethics and Conduct [shareholder proposal resolving that the board of directors be instructed to implement a Company Insider Trading Policy containing certain restrictions on when insiders can trade Company securities]	CASE-BY-CASE	FOR
2090-SHP Regarding Including Social and Environmental Performance in Director Evaluations	CASE-BY-CASE	FOR
2100-SHP Regarding Creation of a Shareholder Committee	CASE-BY-CASE	
2110-SHP Regarding Key Committee Independence	CASE-BY-CASE	
2130-SHP Regarding Creation of Compensation Committee	FOR	
2140-SHP Regarding Creation of Nom/Gov Committee	FOR	
2155-SHP Regarding formation of Environmental/Social Committee of the Board	CASE-BY-CASE	FOR
2200-SHP Regarding Approval of Auditor	CASE-BY-CASE	
2210-SHP Regarding Limitations on Auditor Services [amend by-laws to prohibit paying auditors for non-audit services]	CASE-BY-CASE	
2220-SHP Regarding Rotation of Auditor	CASE-BY-CASE	
2230-SHP Regarding Auditor Attendance at Annual Meeting	CASE-BY-CASE	
2300-SHP Regarding Restricting Executive Compensation	CASE-BY-CASE	
2301-SHP: Commonsense Compensation	CASE-BY-CASE	FOR
2302-SHP Regarding Change / Opposition to Director Compensation	CASE-BY-CASE	
2305-SHP Regarding Allowing Shareholders to Vote on [Some Aspect] of Compensation	CASE-BY-CASE	FOR
2306-SHP Regarding Advisory Vote on Compensation (Say on Pay)	FOR	FOR
2307-SHP Regarding Linking Executive Pay to Social Criteria	AGAINST	FOR

The Episcopal Church Policies	
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR women and minorities and board inclusiveness; otherwise vote with GL	FOR women and minorities and board inclusiveness; otherwise vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	FOR
Vote with GL	FOR
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL
AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL
Vote with GL	Vote with GL
FOR	FOR
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI

TEC PROXY VOTING POLICY

ISSUE CODE / POLICY ITEM	Glass Lewis Policies		The Episcopal Church Policies	
	GL GENERAL	GL SRI	Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
2310-SHP Regarding Disclosure of Executive Compensation	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2311-SHP Regarding Report on Ratio Between CEO and Employee Pay	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2312-SHP Regarding Race and/or Gender Pay Equity Report	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2313-SHP Report on Executive Retirement Benefits [seeking shareholder approval of any future extraordinary retirement benefits for senior executives. This policy would be implemented in a manner that does not violate any existing employment agreement or vested pension benefit.]	FOR		Vote with GL	Vote with GL
2315-SHP Regarding Stock Option Policy [shareholder proposal requesting that the board take the necessary steps to ensure that no future new stock options are awarded to senior executives and that no current stock options are repriced or renewed]	CASE-BY-CASE		Vote with GL	Vote with GL
2320-SHP Regarding Restricting Director Compensation	AGAINST		FOR	FOR
2325-SHP Regarding Paying Directors in Stock (GL had no analyses for this issue code)	CASE-BY-CASE		FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise	FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise
2330-SHP Regarding Golden Parachutes	FOR		Vote with GL	Vote with GL
2331-SHP Recoupment of Unearned Bonuses (Clawback)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2340-SHP Regarding Performance-Based Equity Compensation	CASE-BY-CASE		Vote with GL	Vote with GL
2341-SHP Pay for [superior] Performance	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2350-SHP Regarding Pension Fund Surplus [shareholder proposal requesting that the board obtain approval of any future supplemental executive retirement plan ("SERP") or individual retirement arrangement for senior executives that provides preferential benefit formulas or supplemental pension benefits that are not provided to other managers under the Company's regular tax-qualified pension plan. This policy should not violate any existing employment agreement or vested pension benefit.]	CASE-BY-CASE		Vote with GL	Vote with GL
2370-SHP Regarding Compensation Consultants [shareholder proposal seeking approval to request the board of directors to adopt a policy stating that any consultant retained to advise the board or the board's compensation committee on executive compensation matters, or any affiliate of a compensation consultant, should not be retained to provide any other services to the Company, to any affiliate of the Company, or to any of the Company's senior executive officers]	FOR		Vote with GL	Vote with GL
2380-SHP Regarding Repricing Options	CASE-BY-CASE		Vote with GL	Vote with GL
2390-SHP Regarding Expensing Stock Options [shareholder proposal requesting that the board of directors adopt a policy that a significant portion of future equity compensation grants to senior executives shall be shares of stock that require the achievement of performance goals as a prerequisite to vesting]	FOR		Vote with GL	Vote with GL
2395-SHP Regarding Misc. Compensation	CASE-BY-CASE		Vote with GL	Vote with GL
2500-SHP Regarding Cumulative Voting	CASE-BY-CASE		Vote with GL	Vote with GL
2502-SHP Regarding Confidential Voting	CASE-BY-CASE		Vote with GL	Vote with GL
2503-SHP Regarding Recapitalization	CASE-BY-CASE		Vote with GL	Vote with GL
2505-SHP Regarding Discretionary Voting (GL had no analyses for this issue code)	CASE-BY-CASE		Vote with GL	Vote with GL
2510-SHP Regarding Counting Shareholder Votes [shareholder proposal requesting that the board take steps to adopt a recapitalization plan for all of the Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]	CASE-BY-CASE		FOR independent vote tabulator; GL otherwise	Vote with GL
2515-SHP Regarding Majority Vote for Election of Directors	FOR		Vote with GL	Vote with GL
2520-SHP Regarding Allowing Shareholder Input on Proxy [shareholder proposal requesting that the Company includes a binding amendment to the Company's bylaws which requires that shareholders that hold over 5% of the Company's common stock for a period of two years have the right to access the Company's proxy statement and make director nominations, are allowed to vote for nominees on the proxy card and are allowed to make certain qualification disclosures regarding nominees in the proxy statement]	CASE-BY-CASE		Vote with GL	Vote with GL
2521-SHP Reimbursement of Solicitation Expenses	FOR		Vote with GL	Vote with GL
2522-SHP Shareholder Access to the Nomination Process	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2530-SHP Regarding Improvements to Meeting Reports (GL had no analyses for this issue code)	CASE-BY-CASE		Vote with GL	Vote with GL
2535-SHP Regarding Removal of Directors	CASE-BY-CASE		Vote with GL	Vote with GL
2540-SHP Regarding Preemptive Rights	CASE-BY-CASE		AGAINST preemptive rights; GL otherwise	AGAINST preemptive rights; GL otherwise
2550-SHP Regarding the Declassification of the Board	FOR		Vote with GL	Vote with GL
2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills	FOR		Vote with GL	Vote with GL
2560-SHP Regarding Reducing Supermajority Provisions	FOR		Vote with GL	Vote with GL
2565-SHP Regarding Eliminating Supermajority Provisions	FOR		Vote with GL	Vote with GL
2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover measure)	CASE-BY-CASE		Vote with GL	Vote with GL
2575-SHP Regarding Right to Call a Special Meeting	CASE-BY-CASE		FOR with a minimum 10 percent share threshold	Vote case-by-case Vote For to increase shareholder rights FOR (10% threshold)
2580-SHP Regarding Right to Act by Written Consent	FOR		Vote with GL	Vote with GL
2585-SHP Regarding Antigreenmail Provisions (deterrence AGAINST board passing a share buyback)	FOR		Vote with GL	Vote with GL

TEC PROXY VOTING POLICY

ISSUE CODE / POLICY ITEM	Glass Lewis Policies	
	GL GENERAL	GL SRI
2765-SHP Regarding Military Contracts/Sales	AGAINST	FOR
2768-SHP Regarding Offering Existing Participants Option To Retain Pension Plan	AGAINST	FOR
2770-SHP Regarding Plant Closings	AGAINST	FOR
2773-SHP Regarding Report on How Workers' Rights Will be Respected During Downsizings	AGAINST	FOR
2774-SHP Regarding Freeze Executive Pay During Layoffs	AGAINST	FOR
2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy	CASE-BY-CASE	FOR
2780-SHP Regarding Report on Effect of Health Pandemics on the Company and Its Response	AGAINST	FOR
2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this issue code)	CASE-BY-CASE	FOR
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)	CASE-BY-CASE	FOR
2795-SHP Regarding Misc. Human/Political Rights Policies (create a board committee on human rights)	CASE-BY-CASE	FOR
2800-SHP Regarding Tobacco/Alcohol	CASE-BY-CASE	FOR
2810-SHP Regarding Drug Pricing/Distribution	AGAINST	FOR
2815-SHP Regarding Animal Welfare	AGAINST	FOR
2820-SHP Regarding Fair Lending Policy	AGAINST	FOR
2825-SHP Regarding Pregnancy/Abortion Issues	AGAINST	
2830-SHP Regarding Reviewing Charitable Spending	CASE-BY-CASE	FOR
2835-SHP Regarding Limiting or Ending Charitable Spending	AGAINST	
2840-SHP Regarding Reviewing Political Spending or Lobbying	CASE-BY-CASE	FOR
2845-SHP Regarding Limiting or Ending Political Spending	CASE-BY-CASE	FOR
2850-SHP Regarding Affirmation of Political Nonpartisanship	AGAINST	FOR
2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR
2860-SHP Regarding Refraining from Challenging Government Laws	AGAINST	FOR
2870-SHP Regarding Oil&Gas Transparency Initiative	AGAINST	FOR
2885-SHP Regarding Participation in Funding of Micro-Finance Groups	AGAINST	FOR
2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes	AGAINST	FOR
2895-SHP Regarding Misc. Social Issue (use of conflict minerals)	CASE-BY-CASE	
2905-SHP Regarding Identification of Proponents Of SHPs (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR
2910-SHP Regarding Reports on Legal Expenditures Related To Legal Compliance/Lawsuits	CASE-BY-CASE	FOR
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	
2950-SHP Regarding Company Compliance with Corporate Governance Codes (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR
2995-SHP: Misc. Issues (SH request to list company stock on a national securities exchange)	CASE-BY-CASE	

The Episcopal Church Policies	
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
FOR reports on processes and procedures for foreign military sales; otherwise vote with GL	FOR reports on processes and procedures for foreign military sales; otherwise vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol	FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI	FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI
Vote with GL SRI	Vote with GL SRI
AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients	AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients
AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI	AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL SRI	Vote with GL SRI
Vote with GL	Vote with GL



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
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Adopted on: Feb 15, 2020

FIN 082 Fundraising Procedures

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council wishes to enable fundraising for ministry from a wide variety of sources; and be it further

Resolved, That fundraising approval and accountability should be consistent across all sources of funds; and be it further

Resolved, That the Executive Council agrees that the procedures outlined in Exhibits A and B are applicable to all forms of fundraising by staff and officers of the Society, members of Executive Council, and members of all Interim Bodies that are part of the General Convention.

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

Procedure: Fundraising and Grantseeking by Staff of ECC

Step	Person	Content
1.	Originator	Written proposal should include: <ul style="list-style-type: none"> • Description of project (e.g., dates, scope, people served, personnel involved) • Goal and measurable results • How will this benefit the church as a whole? • Estimated cost (provide detail) • Why are funds being sought (e.g., why not included in the operating budget?) • Identify potential donors who will be asked
2.	Canon or Chief	<ul style="list-style-type: none"> • Review with Originator • Review with CFO for accuracy and clarity of funding sought
3.	Executive Leadership Team	<ul style="list-style-type: none"> • Review and approve • If rejected by ELT, no further action shall be initiated by Originator, Canon or Chief
4.	Executive Council	<ul style="list-style-type: none"> • Present to EC if over \$10,000 • If rejected by EC, no further action

Procedure: Fundraising and Grantseeking by Members of General Convention Activities
(including General Convention Office; Executive Council; Interim Bodies; Archives; General Board of Examining Chaplains)

Step	Person	Content
1.	Originator	Written proposal should include: <ul style="list-style-type: none"> • Description of project (e.g., dates, scope, people served, personnel involved) • Goal and measurable results • How will this benefit the church as a whole? • Estimated cost (provide detail) • Why are funds being sought (e.g., why not included in the operating budget?) • Identify potential donors who will be asked • Present to Executive Officer of GC and Chair of an appropriate EC Standing Committee (copying the PB and PHOD)
2.	Executive Officer GC and Chair of EC Standing Committee	<ul style="list-style-type: none"> • Review with Originator • Review with Treasurer of General Convention for accuracy and clarity of funding sought • Review with appropriate Chief or Canon to ensure adequate staffing • Discuss with Chair of Finance Committee who shall provide, in writing, any serious objections or questions
3.	EC Finance Committee	<ul style="list-style-type: none"> • Approve, reject or further question the EC SC Chair and modify
4.	Executive Council	<ul style="list-style-type: none"> • If FIN rejects, Originator and SC Chair may appeal and seek consideration by full Executive Council • If rejected by EC, no further action shall be initiated by Originator or SC Chair

GENERAL CONVENTION / DFMS FUNDRAISING GUIDELINES						
Unsolicited Donations						
	Cash			Bequest		
	Unrestricted	Restricted		Unrestricted	Restricted	
		Existing budgeted expense item	Non-budgeted area		Existing budgeted expense item	Non-budgeted area
Acceptable	OK	OK	OK	OK	OK	OK
Prior Approval required	NA	NA	NA	NA	NA	NA
Deposited where	Checking	Checking	Short-term Custodial account	TF 927	Existing or New TF if needed	Existing or New TF if needed
How Used	Immediately available for general budget; credited to appropriate income line	Immediately available for general budget; credited to appropriate income line	Available for the specific unbudgeted purpose IF approved by ELT	Dividends available for budget	Dividends available for budget	Dividends available for non-budgeted area
Notes		Will not increase current spending in specific department.				
Examples	NA	Staff costs	Sharing Way of Love; Cuba pensions; Emergency assistance for refugees; Treasurer-approved discretionary funds			
Donations Solicited by Staff						
	Cash			Bequest		
	Unrestricted	Restricted		Unrestricted	Restricted	
		Existing budgeted expense item	Non-budgeted area		Existing budgeted expense item	Non-budgeted area
Acceptable	OK	OK	OK	OK	OK	OK
Prior Approval required	ELT	ELT	ELT	ELT	ELT	ELT
Advise EC if > \$10,000	Yes	Yes	Yes	N/A	Yes	Yes
Deposited where	Checking	Checking	Short-term Custodial account	TF 927	Existing or New TF if needed	Existing or New TF if needed
How Used	Immediately available for general budget; credited to appropriate income line	Immediately available for general budget; credited to appropriate income line	Available for the specific unbudgeted purpose pre-approved by ELT	Dividends available for budget	Dividends available for budget	Dividends available for non-budgeted area
Notes		Will not increase current spending in specific department.				
Examples		Staff costs	Sharing Way of Love; Cuba pensions; Emergency assistance for refugees			
Donations Solicited by Members of Executive Council or Interim Bodies						
	Cash			Bequest		
	Unrestricted	Restricted		Unrestricted	Restricted	
		Existing budgeted expense item	Non-budgeted area		Existing budgeted expense item	Non-budgeted area
Acceptable	OK	OK	OK	OK	OK	OK
Prior Approval required from EC	FIN	FIN	FIN	FIN	FIN	FIN
Deposited where	Checking	Checking	Short-term Custodial account	TF 927	Existing or New TF if needed	Existing or New TF if needed
How Used	Immediately available for general budget; credited to appropriate income line	Immediately available for general budget; credited to appropriate income line	Available for the specific unbudgeted purpose pre-approved by EC	Dividends available for budget	Dividends available for budget	Dividends available for non-budgeted area
Notes		Will not increase current spending in specific department.				
Examples		Staff costs	OOD focus areas			



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Adopted on: Feb 15, 2020

FIN 083 Trust Fund # 1257 Whalon Fund for the Creative Arts (2019)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1257, Whalon Fund for the Creative Arts be established as an investment account for The Convocation of Episcopal Churches in Europe in Paris, France, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Feb 15, 2020

FIN 084 Withdrawal Request from The Diocese of Cuba - Trust Funds Class 99

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That having received a written request from the Rt. Rev. Griselda Delgado del Carpio, the Executive Council authorizes that \$14,000 from Trust Funds #275 and #522 of Class 99 be distributed to the Diocese of Cuba.

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Adopted on: Feb 15, 2020

FIN 085 Trust Fund 1258, Mision El Buen Pastor – Ecuador Central

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 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: Feb 15, 2020

FIN 086 Trust Fund #1259, Building Reserves Investment Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 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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Secretary of Executive Council and

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Adopted on: Feb 15, 2020

FIN 087 Sale of Property in Guam - Update

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council of the Domestic & Foreign Missionary Society, a New York not-for-profit corporation, approves the sale of the following properties

Lot 2-3, Block 2, Tract 172, Dededo for sale to Donald Davis and Imal Scott for the sales price of \$80,000

Lot 2-R3, Block 2, Tract 172, Dededo for sale to James Manoto or designee for the sales price of \$575,000; and be it further

Resolved, That Geoffrey Todd Smith, Chief Operating Officer, or N. Kurt Barnes, the Treasurer are authorized to sign the deed and other conveyance documents on behalf of the Society; and be it further

Resolved, That proceeds of the sale shall be remitted to the Society's account at U. S. Bank but shall benefit the operations of the Episcopal Church in Micronesia.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Feb 15, 2020

FIN 088 Request from The Diocese of Nicaragua

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That upon receiving written request from The Rt. Rev. Harold Gustavo Dixon Reynales and the Standing Committee of the Episcopal Diocese of Nicaragua, the Executive Council authorizes the distribution of \$115,668.06 from Trust Fund #874 for payment of clergy pension assessments to the Church Pension Fund, and be it further

Resolved, That \$62,040.00 from Trust Fund #824 be authorized for distribution to the Diocese of Nicaragua to address immediate and special operating expenses.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Feb 15, 2020

FIN 089 2019 Request for Waiver of the 15% Assessment

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council grants a waiver of payment of the full 15% Assessment for the 2019 to the Diocese of Alabama.

The Rev. Canon Michael Barlowe

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Adopted on: Feb 15, 2020

FIN 090 Waiver application process

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council approves the waiver application process as follows:

Applications for 2020 waivers are due to Executive Council through the Treasurer's office by August 31st of 2020 so they may be considered at its October 2020 meeting.

For every year thereafter, beginning in 2021, waiver applications are due to Executive Council through the Treasurer's office by January 31st of that calendar year, so they may be taken up at its next meeting.

In the case of unforeseeable financial hardship, waiver applications may be submitted at any time. Notification of financial hardship should be made to the Treasurer's office as soon as possible to ensure that a waiver can be applied for after the annual deadline.

Failure to make full payment or to receive a waiver in one year shall render the diocese ineligible to receive grants, including scholarships, or loans from the DFMS in the following year. Any grant, including scholarship or loan application, which requires the signature of a bishop or ecclesiastical authority, falls under this policy.

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Adopted on: Feb 15, 2020

GO 013 Chief Legal Officer Job Description

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That

1. The job description for Chief Legal Officer (CLO), attached as Exhibit One to the Resolution, is adopted for the use in the search for next CLO.
2. The retention of a professional legal search firm is authorized for the purpose of conducting a nationwide search for candidates for the CLO position. The details of the retention, including the price, are to be negotiated by appropriate personnel at DFMS with advice as needed from the CLO working group.
3. The Executive Committee, in consultation with the search firm, is authorized to make non-substantive editorial changes to the job description in order to facilitate the dissemination of information about the open position.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Chief Legal Officer Job Description– February 14

The primary objective of the Chief Legal Officer (CLO) position is to protect the integrity of TEC, responsibly managing the secular legal risks in support of the work of TEC. The CLO shall be ultimately responsible for the supervision of all secular legal matters in which TEC shall be a party or have an interest, and for keeping the relevant clients reliably and timely informed about such secular legal matters, TEC's options in upcoming secular legal matters, and the secular legal basis for TEC decisions about them.

The CLO shall be responsible for assuring the reliable and timely provision of high quality legal advice and services to the Presiding Bishop, the President of the House of Deputies, the Executive Officer of the General Convention, the Domestic and Foreign Missionary Society ("DFMS") and Executive Council (collectively defined "TEC").

Where the secular legal interests of TEC implicate ecclesiastical and/or canonical provisions or proceedings, the CLO shall coordinate closely with the appropriate Chancellor, including the Chancellor to the Presiding Bishop, the Chancellor to the President of the House of Deputies, and/or Diocesan Chancellors, to assure that TEC's secular legal interests are properly protected.

The CLO reports to and is accountable to the Presiding Bishop. The CLO attends meetings of the Executive Leadership Team and staff members as directed by the Presiding Bishop.

The CLO need not be based in New York, but must be able to spend a week to ten days per month at the Church Center in New York City for appropriate meetings and consultations. The CLO is expected to attend Executive Council meetings that occur several times a year at various locations, and to attend the triennial General Convention.

The CLO will:

1. Serve as key legal advisor regarding the legal infrastructure for the organization domestically and internationally; define and develop legal policies and procedures, legal operating guidelines, and legal compliance review;
2. In support of (and in coordination with) the appropriate officers and staff of TEC, provide secular legal advice and obtain outside legal services appropriate to the legal matters being managed;

3. Participate appropriately in planning the work of TEC in order to identify and timely address the secular legal issues involved in such plans, and serve as advisor and resource on secular legal issues and risks;
4. Provide information on emerging trends in the law that may significantly affect TEC's interests, and advice on options for responding to such trends.
5. Manage the budget for all secular legal work including that done in house and for outside counsel; propose the budget for legal work with supporting documentation for use in preparing the upcoming triennial budget for secular legal work, including funding for legal contingencies. This budgeting work includes the preparation of the budget request for the draft triennial budget and preparation and management of proposed annual adjustments to the legal budget for Executive Council consideration. Where the attorney serving as the Chancellor to the Presiding Bishop or to the President of the House of Deputies is also serving as paid counsel for TEC in a specific secular legal matter, that time and those invoices shall be considered by the CLO to be part of the secular legal budget.
6. Develop an effective system to track requests from TEC clients for secular legal advice and the status of these efforts, and promptly identify circumstances where the requests either cannot be met either in the time requested or where the level of effort requested exceeds reasonably available budgeted resources unless new funds are obtained to underwrite such additional work.
7. Manage attorneys and other legal department staff, including the conduct of their evaluations, hiring and dismissal, but not the Chancellor to the Presiding Bishop or the Chancellor to the House of Deputies in their capacities as chancellors.
8. Select, manage, coordinate and oversee the work of all outside counsel for secular legal work. Use, where appropriate, reasonable and periodic competition. Review their work product and invoices for compliance with budgets and sound legal practice. This supervision will include all engagement of outside counsel for advice, litigation or investigations, including that for allegation of misconduct (as defined by secular law) by any TEC officer, Executive Council member, or staff member.
9. Provide legal advice for the acquisition, development, protection or divestiture of all TEC real property and intellectual property assets.
10. Within six months of Executive Council's confirmation of the CLO's appointment, the CLO shall develop appropriate standard written procedures to propose to Executive Council to govern the provision of and financial accountability of separate counsel for TEC officers, Executive Council members, or staff where such separate counsel are required to avoid conflicts of interest under appropriate law, canon, or by-law.
11. Manage review of TEC contracts and assist in appropriate efforts by the Executive Officer of General Convention, Chief Operations Officer (COO), and Chief Financial

Officer (CFO) to formulate standardized contractual language for procurement of products and services. Take steps to assure ongoing government contract compliance.

12. Oversee compliance matters with other TEC officers and provide training for TEC staff on legal aspects of issues and compliance matters encountered in the operations of TEC.
13. Advise on human resource procedures, policies and issues in coordination with Human Resources and the Chief Operating Officer.
14. Protect TEC interests by working with the Chief Financial Officer (CFO) and other staff to manage risk, liability and financial exposure including the provision of insurance coverage,
15. Protect TEC's interests by working with the CFO and other staff to seek and maintain lawful exemptions from federal, state and local taxes, and to identify additional jurisdictions, if any, where it is in the TEC's best interests to seek such exemptions.
16. Work with the CFO and COO to assure that TEC complies with business registration and charitable registration requirements of states and localities that require such registration.
17. Maintain mutual working relationships with all TEC diocesan chancellors and the Episcopal Chancellors Network.
18. Develop a working relationship with the Chancellors to the Presiding Bishop and the President of the House of Deputies through regularly scheduled discussion and consultation.
19. Provide legal advice regarding the potential impact on TEC's legal interests of the filing (or refraining from filing) of amicus briefs in litigation, the filing of comments in connection with federal or state administrative proceedings, and in partnership with the CFO, shareholder resolutions regarding publicly traded companies. The CLO will report regularly to Executive Council about any such briefs, comments, or resolutions, the secular legal issues they involve, and the secular legal objectives to be served by such public filings.
20. Give legal advice to the Presiding Bishop and the Executive Council's (or its designees) about whether and when to intervene in litigation (including administrative proceedings) involving dioceses, bishops, parishes, other clergy, and related church organizations;
21. Report in writing at each meeting of Executive Council about pending and anticipated legal matters, including the legal work in support of significant

transactions and donations, the status of litigation (including threatened litigation) in which TEC is, or may be, a party (including upcoming decisions needed by TEC and legal options of various courses of action in any such litigation), and any important regulatory, tax, property (including intellectual property), or insurance coverage matters that may affect TEC's budget, financial soundness, operations or reputation for integrity. Where appropriate, the CLO will identify upcoming significant legal decisions, and TEC's legal options and likely results in connection with such decisions.

KEY ATTRIBUTES AND EXPERIENCE

The Episcopal Church seeks a lawyer of the highest integrity as shown by consistent exemplary conduct in law practice, including unquestioned candor towards tribunals and the fair and courteous treatment of opponents, clients, other parties in transactions and litigation, as well as towards colleagues and staff. The CLO must be able to balance demands for legal advice from multiple TEC clients this officer serves, and work with them to anticipate reasonably foreseeable legal issues likely to arise within the scope of their duties and to resolve conflicting demands for such services.

Essential

- ✚ Learned in the law
- ✚ Member of or the ability to become member of the New York bar within 18 months of hire; currently an active member of the bar in good standing of some state, territory, or the District of Columbia in the United States.
- ✚ Ten or more years of experience in legal practice
- ✚ Demonstrated success in solving problems within complex systems and with multiple constituencies



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Adopted on: Feb 15, 2020

GO 014 Consent to site for 2024 General Convention

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Salt Lake City, Utah, from February 13-15, 2020, gives consent to the Joint Standing Committee on Planning & Arrangement's selection of Louisville in the Diocese of Kentucky as the site for the 81st General Convention in the year 2024.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
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Adopted on: Feb 15, 2020

GO 015 La Iglesia Episcopal de Cuba

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That in accordance with Article V of the Constitution, the Executive Council approves the duly adopted Constitution of the Diocese of Cuba; and, in accordance with General Convention Resolution A238 (2018), accepts and approves the certification to it by the Secretary of the General Convention that he has received from the La Iglesia Episcopal de Cuba the following:

- (1) A certified copy of the Constitution of the Diocese that contains an unqualified accession to the Constitution and Canons of The Episcopal Church and otherwise conforms in essential part to such Constitution and Canons;
- (2) A certified copy of the Canons of the Diocese that conform in essential part to the Constitution and Canons of The Episcopal Church;
- (3) An annual diocesan parochial report as required by Canon I.6 for the last full year prior to compliance with this resolution;
- (4) A commitment by the Diocese to a contribution to the budget of The Episcopal Church for the year in which the Diocese is to come into union with the General Convention;
- (5) An accounting of any funds received by the Diocese from the General Convention budget in the last full year prior to compliance with this resolution; and
- (6) Evidence that all clergy in the Diocese have complied with the requirements of Canon III.10, except in the case of the requirement that all clergy subscribe to the declaration required in Article VIII and in Canon III.10, and that this particular requirement is expected to be satisfied no later than the conclusion of the next Synod of the Diocese, currently scheduled for March 2020, which certification the Executive Council finds to be satisfactory.

The Rev. Canon Michael Barlowe

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Adopted on: Feb 15, 2020

MB 015 Antimicrobial Resistance (AMR)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council of the Episcopal Church, meeting in Salt Lake City February 13-15, 2020, acknowledges that the Church has an important role to play in taking action against the global threat of antimicrobial resistance (AMR); and be it further

Resolved, That “Antimicrobial Resistance is one of the biggest threats to global health, food security, and development today” (World Health Organization, 2018), leading to more than 2.8 million infections and 35,000 deaths in the United States annually, and over 700,000 deaths annually around the world, and be it further

Resolved, That, as no new classes of antibiotics have been formulated since the 1980s, and the indiscriminate use of antibiotics in the food industry has risen dramatically world-wide, contributing significantly to the dramatic surge in AMR, education of governments, industry, healthcare professionals, and individuals for the proper use of antibiotics is one of the highest priorities in the battle against AMR, and be it further

Resolved, that the Executive Council sees the 2020 Lambeth Conference as an ideal opportunity to raise the issue of AMR as a critical issue that can be addressed by cooperation between Anglican Provinces, mobilizing diocesan and parochial structures to further the work of non-governmental organizations and health providers as they seek to reduce the threat of AMR, and be it further

Resolved, That the Executive Council urges the Church to work with other faith-based groups to respond to this crisis and to take action to address related crises, partnering when possible to develop responses jointly that will help people around the world; and be it further

Resolved, That the Executive Council urges support for funding of antimicrobial resistance research, responsible use of antibiotics, and public health systems that provide assistance for all people.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
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FOUNDED 1821 ■ INCORPORATED 1846

Adopted on: Feb 15, 2020

MB 016 Misinformation and Elections

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council of The Episcopal Church, meeting in Salt Lake City, Utah, February 13-15, 2020, reaffirms its recognition that the process of voting and political participation is an act of Christian stewardship, and that such processes must be fair, secure, and just; and be it further

Resolved, That given the reality of foreign interference and widespread misinformation campaigns in elections in the U.S. and around the globe, the Executive Council recognizes the need for policy and appropriate safeguards to reduce content that is false and designed to cause harm (also known as disinformation); be it further

Resolved, That the Executive Council urges individual Episcopalians, congregations and dioceses in all provinces of The Episcopal Church to be vigilant as they engage with information, especially information shared through online platforms, and encourages fact-checking and source identification so as not to spread disinformation; and be it further

Resolved, That the Executive Council directs the Office of Government Relations to advocate for policy to ensure free and fair elections and to promote government accountability in providing this necessary service, including:

Closing loopholes in current laws that allow for interference in elections

Developing policies that prohibit interference in ballot initiatives

Reducing the risk of electronic voting machines being hacked or other means of interference or manipulation

Reducing the risk of voter personal information data breaches

Requiring paper back-up copies of cast ballots

Reducing the spread of content that is false and designed to cause harm.

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Adopted on: Feb 15, 2020

MW 013 Care of Creation Seed Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the following grants, having been reviewed and recommended by the Task Force on Care of Creation and Environmental Racism and by the Joint Standing Committee on Mission Within the Church, are approved in the total amount of \$179,824.00, to be paid out of budget line item 166, Other grants; and be it further

Resolved, That the grantees shall submit program and financial reports as required by the Finance Office and/or the Task Force on Care of Creation and Environmental Racism.

List of approved grants is attached in supporting document.

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SEED Grants to be Funded

Diocese	Name of File	Requesting Body	Grant amount
Western Massachusetts	Appalachian Trail Mini-Mission Day Trips	Christ Trinity Church	\$3,000.00
Long Island	Reflect, Renew, Respond	St. Thomas' Church, Farmingdale, New York	\$6,000.00
Maryland	Filbert Street Extended Inner Garden & Sheep Project	Memorial Episcopal Church (Creation Care Team/Justice Committee)	\$1,324.00
Atlanta	Holy Cross Community Garden & Fellowship	The Episcopal Church of the Holy Cross	\$9,000.00
Central Gulf Coast	Muscogee Cultural Continuity Project	St. Christopher's Episcopal Church, Pensacola FL.	\$7,500.00
East Tennessee	Uncovering Hidden Rivers	The School of Theology, The University of the South (Sewanee)	\$7,000.00
Mississippi	Seeds of Love	Episcopal Church of the Resurrection	\$1,000.00
Michigan	Living Water, Living In Lenawee	St. John's Church	\$1,500.00
Ohio	Connecting with God's Creation, Creating Harmony in the World	The Diocese of Ohio	\$2,900.00
Minnesota	Episcopal Climate Justice Congregations	St. Mark's Episcopal Cathedral	\$8,600.00
West Texas	God's Creation: A Tapestry of Stewardship	St. Paul's Episcopal Church	\$4,000.00
El Camino Real	Epiphany/Lent Study	St. Benedict's Episcopal Church, Los Osos	\$1,500.00
Spokane	Nuturing Spiritual, Relational, and Physical Growth through Creation Care	Episcopal Church of the Resurrection, Roslyn Washington	\$5,000.00
El Camino Real	Good Karma Bikes Partnership	Trinity Episcopal Cathedral, San Jose	\$6,000.00
San Joaquin	Greening San Joaquin	Episcopal Diocese of San Joaquin	\$5,000.00

Supporting Documentation for MW 013

n/a	Earthkeeping: Creation Care in Global Mission, a churchwide and international conference to catalyze creation care in global mission	Global Episcopal Mission Network (GEMN)	\$7,500.00
Virginia	Visualizing the Invisible: Revealing Environmental Racism through Art, Science, and Religion	St. Andrews Episcopal Church, Arlington	\$5,000.00
West Tennessee	Muddy Hands Outdoor School	St Columba Episcopal Camp & Retreat Center	\$5,000.00

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IMPACT Grants

North Carolina	Trees4Trash	ST. MARY'S EPISCOPAL CHURCH	\$11,000.00
Southern Ohio	The Gleaners of Greater Cincinnati	Diocese of Southern Ohio / VITALITY Cincinnati a 501(c)3	\$12,000.00
Indianapolis	Growing Common Ground	St. Peter's Episcopal Church	\$12,000.00
Texas	Campo de Estrellas Conservation Cemetery: Community Engagement & Education	St. Hildegard's Community	\$12,000.00
Kansas	Kansas 2 Kenya Creation Care	Episcopal Diocese of Kansas	\$11,000.00
Alaska	Promotion of Earth Care for Fairbanks Churches	Bishop of Alaska	\$12,000.00
California	Indigenous Resiliency Schools	Episcopal Diocese of the Amazon, Indigenous Resiliency Schools	\$11,000.00
Eastern Oregon	Ascension School Land Restoration and Trail Project	Ascension School Camp and Conference Center	\$12,000.00

Discussion:

Current total to be distributed: \$179,824.00. We were able to fund 26 grants (18 Seed and 8 Impact) at partial funding.

Background:

The Task Force on Care of Creation and Environmental Racism opened the grant application process in September 2019 with a closing deadline of November 3, 2020. We provided a live and recorded webinar for potential applicants to learn about the process and ask questions. During this open application time, potential applicants also sent written questions about the process or the grant application to staff at the Episcopal Church Office.

55 applications were received with over \$668,000 in requested grant funding. Applicants could apply for a Seed Grant (\$1,000 to \$10,000) or an Impact Grant (\$11,000 to \$25,000). Applications were evaluated with specific emphasis on projects addressing climate change and

Supporting Documentation for MW 013

care of creation in ways that are led or supported by people most directly impacted by environmental racism and potential for replication/sharing throughout the church. We also sought to make sure there was diverse geographic and project type representation. The remaining funding will be set aside another round to be launched on April 20, 2020.



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Adopted on: Feb 15, 2020

MW 014 Funding for Stewardship of Creation of Church owned lands (D035)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the request of the Task Force on the Care of Creation and Environmental Racism, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, to use \$20,600 from budget line item 173a (D035 Stewardship of Church Owned Lands) for a grant to Plainsong Farm, is approved; and be it further

Resolved, That the grantee shall submit program and financial reports as required by the Finance Office and/or the Task Force on Care of Creation and Environmental Racism.

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Adopted on: Feb 15, 2020

MW 015 Request for re-allocation of Ecojustice Funds

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the request of the Task Force on the Care of Creation and Environmental Racism, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, to use \$45,000 from budget line item 165 (Ecojustice) for an Ecojustice program per the attached request, is approved.

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Adopted on: Feb 15, 2020

MW 016 Church Planting and Redevelopment: New Episcopal Community Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the following New Episcopal Community grants, having been recommended by the Task Force on Church Planting and Redevelopment and having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, are approved in the total amount of \$242,000.00, to be paid out of budget line item 27a; and be it further

Resolved, That the grantees shall submit program and financial reports as may be required by the Finance Office and/or the Task Force on Church Planting and Development:

Beloved in the Desert - Arizona

Grant Level: Discernment

Amount Awarded: \$5,000

Program Summary: Currently an Episcopal Service Corps community, they believe that there is opportunity to expand and gather larger groups of people. Grant would fund stipend for a leader to facilitate discernment work around creating a path forward and exploring potential partnerships (refugee communities, more).

Community Outreach Center - Central Gulf Coast

Grant Level: Discernment

Amount Awarded: \$5,000

Program Summary: To develop a community outreach center created by and with the community. In the beginning, they will likely incorporate a meal component and day shelter. Very preliminary in discernment work.

Edible Hope - Olympia

Grant Level: Seed

Amount Awarded: \$5,000

Program Summary: Operating soup kitchen wants to develop a weekly dinner church drawing participants from the clients and neighborhood millennials. Goal is to spur this new “congregation” off of St. Luke’s, Seattle, who operates the soup kitchen. Grant would fund staff person to coordinate the liturgy, meal, planning, etc. for the weekly service.

Episcopal Church of the Epiphany - Georgia

Grant Level: Growth

Amount Awarded: \$30,000

Program Summary: Church start began by Kelly Steel, now led by Michael Chaney, meeting in LGBT space. Received a Seed Grant previously.

Gathering on Main Street - Fort Worth

Grant Level: Discernment

Amount Awarded: \$5,000

Program Summary: Gathering on Main with the EC in Arlington wants to work with the city to redevelop two downtown blocks, making the church “less island, more town square”, will include community space and worship space. Grant funds would pay for coaching, mentorship, and consulting around adaptation in this space.

Green Church - Massachusetts

Grant Level: Discernment

Amount Awarded: \$2,000

Program Summary: Boston area new church would develop community with creation and climate as primary mission using non-Sunday worship and discipleship practice, mostly lay facilitated, no owned property.

Grovetown Mission - Georgia

Grant Level: Growth

Amount Awarded: \$30,000

Program Summary: 2-year old growing church plant on a new military post using dinner church model. Hoping to launch a Sunday service while continuing midweek dinner church. They have received \$100,000 in prior triennium.

Halau Wa'a - Hawaii

Grant Level: Discernment

Amount Awarded: \$5,000

Program Summary: Husband (priest)/Wife (lay) team planting literal church without walls in Hawaii. Will meet in a park to begin and hope to eventually build a “canoe house” for gathering. Grant would fund coach, assessment, and marketing materials. Diocese is contributing a full-time salary for the clergy person.

Holy Family HTX - Texas

Grant Level: Seed

Amount Awarded: \$10,000

Program Summary: UMC church becoming an Episcopal Church in aftermath of LGBT decision. Majority of members identify as LGBT. Pastor will be received as an Episcopal priest. Has been worshipping with Episcopal liturgy for a long time.

Micah - Virginia

Grant Level: Discernment

Amount Awarded: \$5,000

Program Summary: Micah is an ecumenical service provider addressing homelessness in Fredericksburg, VA. Grant would fund development of a Sacred Space in the community, developing a worshipping community alongside Micah - Episcopal and ecumenical. The leaders and some members hope to visit homeless worshipping communities in Atlanta and Boston to learn from similar gatherings.

New Hope Church - Southern Ohio

Grant Level: Seed

Amount Awarded: \$30,000

Program Summary: Multi-ethnic, multi-cultural church plant in suburb of Dayton, OH led by husband/wife team from Rwanda. Currently in relationship building stage, meeting at a local restaurant. Goal is to officially launch in Summer 2020. Diocese is paying planter's

salary, grants for operations.

Saint Peter's Episcopal - New York

Grant Level: Seed

Amount Awarded: \$30,000

Program Summary: New church start in Chelsea out of a folded congregation. This is a re-application from being denied in the previous round - they have done the work necessary to receive the TF's full support.

San Joaquin Latino Ministry - San Joaquin

Grant Level: Seed

Amount Awarded: \$30,000

Program Summary: Funding a missionary from Colombia to come develop and lead a new latino congregation out of the cathedral as well as to support and resource other congregations in latino ministry in the diocese. This is a re-application from being denied in the previous round - they have done the work necessary to receive the TF's full support.

Warrior Church - Texas

Grant Level: Growth

Amount Awarded: \$30,000

Program Summary: Spin-off community from St. Isidore's (Sean Steele) that gathers military community, especially those experiencing PTSD/moral injury, for a community bridging exercise with spirituality. The grant would fund the team to go share their model with other communities to replicate.

Wild Church UP - Northern Michigan

Grant Level: Seed

Amount Awarded: \$20,000

Program Summary: Community (predominantly young families) gathering for worship based around themes of creation care and climate. Meets in local parks or in borrowed space during the winter. Applied and was awarded in the last round but EC denied due to confusion over NEC grants/Roanridge Grants.



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MW 017 Young Adult and Campus Ministry Grants, Grant Cycle 2020-21

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the following Young Adult and Campus Ministry grants recommended by the Young Adult and Campus Ministry Council, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Church, are approved in the total amount of \$132,638.00, to be paid out of budget line item 359:

Campus Ministry Grant (\$1-5,000)

Canterbury Club of Troy University/Saint Mark's Campus Ministry Grant, Diocese of Central Gulf Coast, \$4,988.00

Canterbury Episcopal Campus Ministry at Texas Tech, Diocese of Northwest Texas, \$2,000.00

Canterbury Episcopal Campus Ministry in Flagstaff, Diocese of Arizona, \$5,000.00

Chapel of the Good Shepherd Campus Ministry Grant, Diocese of Indianapolis, \$2,850.00

Episcopal Chaplaincy at Harvard, Diocese of Massachusetts, \$5,000.00

Lamar University Episcopal College Community, Diocese of Texas, \$5,000.00

Recovery Ministry at PSU / Canterbury@Plymouth, Diocese of New Hampshire, \$4,500.00

St. Francis House, Diocese of Milwaukee, \$2,500.00

Leadership Grant (\$5-30,000)

Canterbury House at the University of Michigan, Diocese of Michigan, \$15,000.00

Episcopal Campus Ministry at Old Dominion University, Diocese of Southern Virginia, \$10,000.00

From Cornhole to Care and Community: Campus Ministry at Feather River College, Diocese of Northern California, \$8,000.00

La Iglesia Episcopal at UCF, Diocese of Central Florida, \$30,000.00

Lutheran-Episcopal Campus Ministry at San Diego State University, Diocese of San Diego, \$15,000.00

Project Grant (\$100-1,000)

Beloved in the Desert, Diocese of Arizona, \$1,000.00

Campus Ministry of the Diocese of Western North Carolina, Diocese of Western North Carolina, \$1,000.00

Church of the Resurrection, Diocese of New Jersey, \$1,000.00

Young Adult Ministry Grant (\$1-5,000)

Colorado Episcopal Service Corps, Diocese of Colorado, \$5,000.00

Dinner and Compline: Young Adult Fellowship, Diocese of Eastern Michigan, \$1,800.00

Grace Year, Diocese of New York, \$5,000.00

Seekers at St. Paul's, Diocese of Southeast Florida, \$3,000.00

The Episcopal Church of the Epiphany, Diocese of Arizona, \$5,000.00



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Adopted on: Feb 15, 2020

MW 018 Covenant for Care of Creation

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the recommendation of the Task Force on Care of Creation, having been reviewed and approved by the Joint Standing Committee for Mission Within the Church and the Joint Standing Committee for Mission Beyond the Church, to adopt the attached Covenant for Care of Creation, is approved.

[See Covenant for Care of Creation, attached]

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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EPISCOPAL COVENANT TO CARE OF CREATION – PUTTING IT INTO PRACTICE

In Jesus, God so loved the *whole* world. We follow Jesus, so we love the world God loves. Concerned about the global climate emergency, drawing from a range of approaches for our diverse contexts, we commit to form and restore loving, liberating, life-giving relationships with all of Creation.

- ✚ **LOVING FORMATION:** For God’s sake, we will grow our love for the Earth and all of life through preaching, teaching, storytelling, and prayer.
- ✚ **LIBERATING ADVOCACY:** For God’s sake, standing alongside marginalized, vulnerable peoples, we will advocate and act to repair Creation and seek the liberation and flourishing of all people.
- ✚ **LIFE-GIVING CONSERVATION:** For God’s sake, we will adopt practical ways of reducing our climate impact and living more humbly and gently on Earth as individuals, households, congregations, institutions, and dioceses.

INTERNAL STRATEGY: In order to encourage engagement with the Care of Creation Covenant in ever-widening circles – among individuals, in our congregations/communities, our dioceses, and across the Church – the Task Force, Staff and allied leaders commit to the following ...

- ✚ **Frame and Name** Episcopal action around the Care of Creation.
 - The covenant serves as a compelling frame for understanding the why, what and how of our ministries and the collective impact we can make.
 - Reconciliation, Justice and Creation Care (RJCC) Department will maintain a list serve of individual, congregational, and diocesan adopters of the Covenant.
 - The Communications Department and Task Force will revamp the website by spring 2020 to gather and celebrate stories, and will develop the current Asset Map to feature vulnerable communities and climate crises.
- ✚ **Equip and Connect** a community of practitioners and leaders, especially across dioceses, contexts, and cultures.
 - The Task Force and RJCC will leverage the Grants program, online gatherings, the Asset Map and the website to share the financial, personal and formation resources necessary to build capacity, identify partners and deepen commitment.
- ✚ **Invite and Expand** the range and commitment of people/groups engaged in Care of Creation.
 - The Task Force, RJCC and Communications will partner with allies (Episcopal Communicators, Episcopal Camps and Conference Centers, FORMA, National Association of Episcopal Schools, etc.) to invite covenant engagement in a way that welcomes people to take their own next best step.
 - Special attention to communities with 1) greatest need for resources and 2) economic and political challenges regarding creation care.

EXTERNAL STRATEGY: Individuals, congregations/ministries/communities, dioceses, and Church-wide leaders can use this helpful grid to guide engagement with the Covenant for Care of Creation and its three commitments to *Loving Formation, Liberating Advocacy* and *Life-Giving Conservation*.

Individual	Congregation/Ministry/Community	Diocese	Church-wide
<ul style="list-style-type: none"> - Commit to Covenant and network - Use Asset Map, formation/liturgy resources, etc. on TEC website - Use Carbon Tracker to learn about and adapt energy use - Become a Climate Champion or Blessed Tomorrow Ambassador - Sign up for monthly newsletter and Episcopal Public Policy Network - Learn and practice simple, grateful living – TURN and BLESS - Make conscious choices about food and land use; employ carbon offsets 	<ul style="list-style-type: none"> - Commit to Covenant and join church-wide network - Use Asset Map, formation/liturgy resources, etc. on TEC website - Apply for Creation Care Grant - Identify Climate Champion and form committee or task force - Teach and practice simple, grateful living – TURN and BLESS - Make conscious choices about food and land use - Employ carbon offsets 	<ul style="list-style-type: none"> - Commit to Covenant and network - Discern long-term ambition for stewarding creation and resources - Use Asset Map, formation/liturgy resources, etc. on TEC website - Form group of Climate Champions/ Animators from each congregation - Support youth engagement, esp. via diocesan youth ministries - Teach and practice simple, grateful living – TURN and BLESS - Make conscious choices about food and land; employ carbon offsets 	<ul style="list-style-type: none"> - Develop website for formation/liturgy resources, communication and conversation - Develop Asset Map to track climate impact and vulnerable communities - Maintain monthly newsletter to inform and connect leaders - Activate youth via Youth/Young Adult Ministries and COP26 - Teach and practice simple, grateful living – TURN and BLESS - Make conscious choices about food and land; employ carbon offsets
<p>See full Covenant below for more specific actions related to Loving Formation, Liberating Advocacy and Life-giving Conservation at All 4 Levels</p>			

Individual	Congregation/Ministry/Community	Diocese	Church-wide
LOVING FORMATION: For God's sake, we will grow our love for the Earth and all of life through preaching, teaching, storytelling, and prayer.			
<ul style="list-style-type: none"> - Tell your own story, using social media and StorySharing resources - Explore online formation and learning opportunities - Participate in the World Day of Prayer for Care of Creation (9/1) 	<ul style="list-style-type: none"> - Use online creation resources for preaching and liturgy - Organize formation opportunities - Support youth engagement - Organize pilgrimages and hands-on engagement with nature, inc. gardens, farms, and tree-planting 	<ul style="list-style-type: none"> - Focus clergy conferences and diocesan conventions on creation - Encourage use of Episcopal liturgical resources for Season of Creation and Rogation Days - Organize pilgrimages and hands-on engagement 	<ul style="list-style-type: none"> - Craft and communicate a theology of Creation and deepen biblical insights - Encourage liturgical resource development as part of Prayer Book renewal
LIBERATING ADVOCACY: For God's sake, standing alongside marginalized, vulnerable peoples, we will advocate and act to repair Creation and seek the liberation and flourishing of all people.			
<ul style="list-style-type: none"> - Sign up for Episcopal Public Policy Network (EPPN) alerts - Affect policy through such means as advocacy, voting, community organizing, and trained civil disobedience 	<ul style="list-style-type: none"> - Use Asset Map to learn about nearby climate crises and vulnerable communities - Learn about environmental racism, eco-justice and environmental justice - Consult EPPN and Office of Government Relations (OGR) to learn and support church policy - Support just transition and global climate resilience with partner groups 	<ul style="list-style-type: none"> - Use Asset Map to learn about nearby climate crises and vulnerable communities - Send leaders to DC for Ecumenical Advocacy Days - Consult EPPN and OGR to learn and support Episcopal policy - Support just transition and global climate resilience with partners - Affect policy through such means as advocacy, voting, community organizing, and trained civil disobedience 	<ul style="list-style-type: none"> - Enact Episcopal policy through EPPN and OGR - Provide resources for recognizing indigenous land - Share Eco-Justice Glossary for understanding terms and issues - Connect eco-justice leaders across Episcopal organizations - Stand in solidarity with targeted and vulnerable communities, especially urban, indigenous, Province IX, Pacific Islanders and women
LIFE-GIVING CONSERVATION: For God's sake, we will adopt practical ways of reducing our climate impact and living more humbly and gently on Earth as individuals, households, congregations, institutions, and dioceses.			
<ul style="list-style-type: none"> - Use Carbon Tracker in household - Use online resources to learn about practicing simple, grateful living, especially Way of Love practices of TURN (confession, repentance, amendment of life) and BLESS (sharing and using resources responsibly) - Use carbon offsets for travel - Make conscious choices about food and land use 	<ul style="list-style-type: none"> - Organize ministry-wide use of Carbon Tracker - Perform energy audit and set energy consumption goals - Reduce energy consumption and waste, including eliminating disposable plastic bottles - Use carbon offsets for travel - Responsibly steward ministry-owned lands - Make conscious food choices 	<ul style="list-style-type: none"> - Designate diocesan contact ("Climate Champion") to encourage use of Carbon Tracker (www.SustainIslandHome.org) - Set energy consumption goals - Assist congregations in understanding land stewardship - Use carbon offsets for travel - Make conscious choices about food and land use at diocesan level 	<ul style="list-style-type: none"> - Set ambitious conservation and energy consumption goals - Design conscious carbon offset options: <ul style="list-style-type: none"> o Purchase offsets for churchwide staff travel o Develop offset programs with partners - Declare church-wide energy sabbath at Lent - Make conscious choices about food and land use across DFMS

LONG-TERM CHURCH-WIDE AMBITION FOR SAFEGUARDING CREATION AND STEWARDING RESOURCES

We will encourage dioceses to determine their own contextually appropriate approaches to the just transition to clean, safe, renewable energy (understood in some contexts as “net carbon neutrality”) through the following:

- ✚ Focus on diocesan commitments and connect with Bishops and Diocesan Champions
- ✚ Form three cohorts of dioceses, with two dedicated leaders responsible for convening cohort
- ✚ Gather cohorts via web
- ✚ Cohorts will encourage and resource member dioceses as they set and achieve their *respective* goals around energy use, land use, clean water, food waste, environmental justice, investment, etc.
 1. *Getting Started*: Group of dioceses with combination of interest and economic/political challenges to care of creation. Together name hopes and roadblocks, share about bright spots and leading edges within diocese, resource each other for pastoral care and unique strategies. Encourage each other to take next best step and determine areas for partnership.
 2. *On the Way*: Group of dioceses engaged but still developing commitment. Together name hopes, explore what tried so far, what is working, current ambition or strategy. Challenge and encourage each other to take next best step and determine areas for partnership.
 3. *Leading Edge*: Group of dioceses with existing and deep commitments. Together name ambitions, share resources and strategies, challenge and encourage to take next best step, determine areas for partnership.

TIMELINE

By April 2020	<ul style="list-style-type: none"> - Complete website and Asset Map updates by April 2020 - Establish leadership for three cohorts
April 22, 2020 (50th anniversary of Earth Day)	<ul style="list-style-type: none"> - Launch Creation Care Covenant via social media and - Begin ongoing process of sign-ups, network development and engagement
October 4, 2020 (St. Francis Sunday)	<ul style="list-style-type: none"> - Celebrate Covenant engagement with special worship services across church - Support minimum 1,000 adopters at the four levels - Continue ongoing network development and engagement around individual, congregational/institutional, diocesan and church-wide goals and ambitions

BRIEF GLOSSARY OF TERMS

- ✚ **Climate Crisis:** Severe problems that arise as human activity increases the level of carbon dioxide and other heat-trapping gases in the atmosphere, and the world's average global temperature soars.
- ✚ **Climate Emergency:** A situation in which urgent action is required to reduce or halt climate change and avoid potentially irreversible environmental damage.
- ✚ **Clean, Safe, and Renewable Energy:** *Clean energy* is energy produced by methods that do not release greenhouse gases or other pollutants. *Safe energy* is energy produced with minimal harm to the environment and/or human health (for example, it does not require the disposal of radioactive waste or coal ash). *Renewable energy* is energy that comes from sources that are naturally regenerated over a short period of time (as opposed to the 300 million years required for fossil fuels). It is derived directly or indirectly from the sun or from Earth's natural movements and mechanisms, and it is appropriate in scale to work symbiotically with its ecological surroundings. *Clean, safe, and renewable energy* might be sourced from wind, solar, or geothermal power; it is not sourced from large-scale biofuel, biomass, mega-hydro dams, nuclear energy, or energy derived from burning waste.
- ✚ **Eco-Justice:** The well-being of humankind on a thriving earth. The condition or principle of being just or equitable with respect to ecological sustainability and protection of the environment, as well as social and economic issues.
- ✚ **Environmental Justice:** 1. Fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations and policies (EPA). 2. The universal right to collective environmental, political, economic self-determination.
- ✚ **Environmental Racism:** 1. Environmental injustice that occurs in practice and in policy within a racialized context (*Benjamin Chavis*). 2. Any policy, practice, or directive that differentially affects or disadvantages (whether intended or unintended) individuals, groups, or communities based on race or color (*Robert Bullard*).
- ✚ **Fair Treatment:** No group should bear a disproportionate share of the negative environmental consequences of industrial, governmental, commercial operations or policies.
- ✚ **Just Transition:** 1. The principle that a healthy economy and a clean, safe environment can and should co-exist. 2. The process for achieving this vision should be fair and should not cost workers or community residents their health, environment, jobs, or economic assets; losses should be fairly compensated. 3. The practice whereby people who are most affected by pollution – the frontline workers and the fence-line communities – should be in the leadership of crafting policy solutions.
- ✚ **Net Carbon Neutrality:** Achieving net zero carbon emissions either by balancing carbon emissions with carbon removal (often through carbon offsets) or by eliminating carbon emissions.
- ✚ **StorySharing:** The practice of telling and receiving stories around things that matter most, including faith, race, difference, creation, and justice.
- ✚ **Triple Emergency/Triple Urgency:** The intersection of climate change, poverty and inequality, and biodiversity loss.



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: Feb 15, 2020

MW 019 Paid Family Leave

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Salt Lake City from February 13-15, 2020, affirms the teaching that the birth or adoption of a child is a cause of celebration for parents, family and the entire community and that an entire community has responsibility for supporting a family in raising a child; and be it further

Resolved, That we recognize the federal government has a responsibility to establish minimum standards of living for all people, including access to food, housing, and healthcare; and be it further

Resolved, That we call on the federal government to establish and provide a funding mechanism for new parents to take parental leave to care for their child, recognizing the benefits to the child, parents, and community; and be it further

Resolved, That we call on the Office of Government Relations to advocate to the Congress for the establishment of a paid family leave program, in particular for workers who do not have access to paid leave from their employers.

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: Feb 15, 2020

MW 020 Vaccination Policy for DFMS Youth Events

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That the recommendation of the Joint Standing Committee on Mission Within the Church, to adopt a policy on vaccination for DFMS youth events, is approved, as follows:

2020 Model DFMS Vaccination Policy for Youth Events:

In response to the Executive Council resolution of June 2019, the DFMS has developed a model vaccination policy for its youth events, which dioceses and Episcopal institutions are encouraged to adapt locally. The primary purpose of this policy is to ensure the safety of all children at Episcopal Church youth events.

All participants, chaperones, volunteers and staff persons who are 18 years and younger at youth events sponsored by the DFMS shall be required to be vaccinated in accordance with the United States Centers for Disease Control and Prevention's (CDC) Immunization Schedule.

All chaperones, volunteers and staff persons who are 19 years and older at youth events sponsored by the DFMS are required to have the following vaccinations: Tdap (every 5-10 years) and the current flu vaccine (during flu season).

Prior to participation at any DFMS youth event, all participants, chaperones, volunteers and staff persons must submit a certification stating that they are in compliance with the vaccination schedule or vaccinations listed above. In the case of a minor, such certification must be signed by a licensed physician, a parent, or a legal guardian. In the case of an adult, such certification must be signed by the adult or by a licensed physician.

A participant, chaperone, volunteer or staff person may be exempted from this vaccination requirement only by presenting a certificate from a licensed physician to the event staff stating that, due to the physical condition of the individual, one or more specified immunizations would endanger the individual's life or health. Claims of religious or philosophical exemption from vaccination shall not be recognized.

The DFMS commits to ensure that funding is available or to partner with charities to ensure that vaccinations can be made available so that no child is prevented from participation due to the financial burden of vaccination.

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

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



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Adopted on: Feb 15, 2020

MW 021 Approval of Ethnic Ministries Grant Application

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That on the recommendation of the Joint Standing Committee for Mission Within the Church, the Executive Council supports and approves the application by the Department of Ethnic Ministries to the Lilly Foundation for a “Thriving In Congregations” grant in the amount of \$1,000,000 for a new and innovative ministries program designed to assist congregations to achieve financial sustainability.

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Adopted on: Feb 15, 2020

MW 022 Roanridge Trust Fund Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Salt Lake City from February 13 – 15, 2020, at which a quorum was present and voting.

Resolved, That grants listed below totaling \$209,110.00 are approved for payment from available Roanridge Trust grant funds; and be it further

Resolved, That the grantees shall submit program and financial reports as required.

Program	Applicant	Grant
Formados para Transformar	Cuba	\$ 5,940
Transformational Opportunities	ECF/Minnesota	\$ 10,000
Leadership Coaching	Fon du Lac	\$ 19,000
Theological Education in Honduras	Honduras	\$ 20,000
Rural Church Summit and Learning Communities	Iowa	\$ 15,750
Healing Trauma through Healing of Memories	Kansas	\$ 10,000
Workshop in Congregational Singing	Maryland	\$ 2,880
A.C. Marble School for Theological Formation	Mississippi	\$ 10,000
Special Needs of Underserved Children	Missouri	\$ 8,000
Creating Sa' a naghái bik'e hózhó	Navajoland	\$ 19,540
Broad-Spectrum Bi-Vocational Ministry	New Hampshire	\$ 16,000
Free Range Priest	North Carolina	\$ 7,000
ROCSTARS	Oregon	\$ 10,000
Development of lay pastoral care team	Spokane	\$ 15,000

Training of Karen Catechists and Deacons	Staff/Tennessee	\$ 20,000
Keystone-Northfork Kinship Care	West Virginia	\$ 10,000
Backstory Preaching Mentorship	Western Kansas	\$ 10,000
Total		\$ 209,110



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