

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.

Michael Barlowe



Adopted on: Feb 15, 2020 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).

Michael Barline

2019 Evangelism Grants

			Amount
Applicant	Diocese	Title of Grant	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	Pennsylvannia	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	Pennsylvannia	The People's Summer	5,200.00
Lydia Johnson	Alabama	CCC- Evangelism 101	2,000.00
		Total	66,200.00



Adopted on: Feb 15, 2020 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

Michael Barline



Adopted on: Feb 15, 2020 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.

Michael Barline



Adopted on: Feb 15, 2020 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.

Michael Barline

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 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.

Michael Barline



Adopted on: Feb 15, 2020 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.

Michael Barline



Adopted on: Feb 15, 2020 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.

Michael Barline

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 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.

Michael Barline

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 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.

Michael Barline

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 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.

Michael Barline



Adopted on: Feb 15, 2020 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.

Michael Barline

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 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
1225	RG – Grace Camp	\$41,952.35	Diocese of the Rio Grande
1226	RG – Bishop Howden Fund	\$1,701.37	Diocese of the Rio Grande
1227	RG – Indian Ministry	\$29,642.40	Diocese of the Rio Grande
1228	RG – Native American Trust	\$2,387.37	Diocese of the Rio Grande

Michael Barlone



Adopted on: Feb 15, 2020 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.

Michael Barline



Adopted on: Feb 15, 2020 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.

Michael Barline



Adopted on: Feb 15, 2020 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).

Michael Barline

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ISSUE CODE / POLICY ITEM	Glass Lewi	S POLICIES GL SRI
Glass Lewis changes since 2015		
100-Election of Directors	CASE-BY-CASE	
101-Election of Subsidiary Directors	CASE-BY-CASE	
110-Change in Board Size	FOR (5-20)	
115-Authorization of Board to Set Board Size	FOR	
120-Removal of Director(s)	CASE-BY-CASE	
130-Authority to Fill Director Vacancy w/out Shareholder Approval 140-Director & Officer Liability/Indemnification	FOR FOR	
140-Director & Onicer Liability/Indeminication	FUR	
200-Ratification of Auditor	FOR	
300-Adoption of Equity Compensation Plan	CASE-BY-CASE	
Sub-Adoption of Equity Compensation Plan	CASE-BI-CASE	
310-Amendment to Equity Compensation Plan	CASE-BY-CASE	
312-Adoption of Restricted Stock Plan	CASE-BY-CASE	
242 Amondment to Destricted Otesta Disc		
313-Amendment to Restricted Stock Plan	CASE-BY-CASE	
320-Adoption of Employee Stock Purchase Plan	CASE-BY-CASE	1
330-Amendment to Employee Stock Purchase Plan	CASE-BY-CASE	
340-Stock Option Grants	CASE-BY-CASE	
350-Option Exchange/Repricing 370-Adoption of Deferred Compensation Plan	CASE-BY-CASE CASE-BY-CASE	
370-Adoption of Deferred Compensation Fian	CASE-BI-CASE	
375-Amendment to Deferred Compensation Plan	CASE-BY-CASE	
400-Bonus/162(m) Plan	FOR	
410-Amendment to Bonus/162(m) Plan 500-Adoption of Director Equity Compensation Plan	FOR CASE-BY-CASE	
Sou-Adoption of Director Equity Compensation Fian	CASE-BI-CASE	
510-Amendment to Director Equity Compensation Plan	CASE-BY-CASE	
595-Misc. Proposal Regarding Director Pay [seeking shareholder approval of	CASE-BY-CASE	
the Company's director compensation] 600-Limit of Annual Awards [Re-approval of performance measures and	CASE-BY-CASE	
award limits in the 2004 Executive Officer Cash Bonus Plan]	0.102 21 0.102	
605-Advisory Vote on Executive Compensation	CASE-BY-CASE	
	CASE-BY-CASE	
610-Approval of Employment Agreements	CASE-BY-CASE	
695-Miscellaneous Proposal Regarding Executive Pay [seeking shareholder	CASE-BY-CASE	
approval of the 2011 Senior Executive Warrant Plan]	0.102 0.102	
700-Transaction of Other Business [seeking shareholder approval to transact	AGAINST	
any and all other business properly brought before the meeting]		
710-Right to Adjourn Meeting	CASE-BY-CASE	
800-Increase in Authorized Common Stock	CASE-BY-CASE	
805-Amendment to Authorized Common Stock	CASE-BY-CASE	
810-Decrease in Authorized Common Stock 820-Increase in/Authorization of Preferred Stock	FOR CASE-BY-CASE	
825-Amendment to Authorized Preferred Stock	CASE-BT-CASE	
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830-Decrease in Authorized Preferred Stock	FOR	
835-Cancellation of Authorized Preferred Stock	FOR	
840-Increase in/Authorization of Dual Class Stock	CASE-BY-CASE	
845-Elimination of Dual Class Stock	FOR	
850-Amendment to Dual Class Stock	CASE-BY-CASE	
860-Issuance of Common Stock	FOR	
870-Issuance of Warrants	CASE-BY-CASE	1
880-Issuance of Preferred Stock	CASE-BY-CASE	
1993 loouanas of Daht Instruments		
883-Issuance of Debt Instruments	FOR	
884-Conversion of Debt Instruments	FOR	
884-Conversion of Debt Instruments 885-Amendment to Provisions of Debt Instruments	FOR FOR	
884-Conversion of Debt Instruments 885-Amendment to Provisions of Debt Instruments 890-Stock Split 895-Reverse Stock Split 896-Share Repurchase	FOR FOR FOR FOR FOR	
884-Conversion of Debt Instruments 885-Amendment to Provisions of Debt Instruments 890-Stock Split 895-Reverse Stock Split	FOR FOR FOR FOR	

	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
Vote with GL (Exception "withhold votes	Updates since 2015 Vote with GL (Exception "withhold votes
for all-male boards")	for all-male boards")
•	
Vote with GL	Vote with GL
AGAINST giving management discretion to alter size outside of a range without	AGAINST giving management discretion to alter size outside of a range without
shareholder approval; otherwise vote with	shareholder approval; otherwise vote with
GL	GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL AGAINST indemnification for actions that	Vote with GL AGAINST indemnification for actions that
could beconsidered fraudulent, illegal, or	could beconsidered fraudulent, illegal, or
willful misconduct; otherwise vote with GL	willful misconduct; otherwise vote with GL
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
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
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Vote with GL	Vote with GL
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Vote with GL	Vote with GL
FOR resolutions seeking more frequent	FOR resolutions seeking more frequent
votes by shareholders (for example, from	votes by shareholders (for example, from
three years to two years or one year, or two	three years to two years or one year, or two
years to one year)	years to one year)
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Vote with GL	Vote with GL
Vote with GL	Vote with GL
Vote with GL	Vote with GL
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1175-Conversion of Fund to Open-End Investment Company CASE-BY-CASE 1180-Technical Amendments to Charter/Bylaw FOR 1184-Amendments to Charter/Bylaw - Bundled CASE-BY-CASE 1185-Misc. Article Amendments CASE-BY-CASE 1186- Article Amendments - Proxy Access CASE-BY-CASE 1190-Misc. Charter Amendments CASE-BY-CASE 1190-Misc. Charter Amendments CASE-BY-CASE 1195-Misc. Delaration of Trust Amendments CASE-BY-CASE 1200-Merger/Acquisition CASE-BY-CASE 1210-Recapitalization CASE-BY-CASE 1220-Restructuring/Reorganization CASE-BY-CASE 1230-Liquidation of the Company CASE-BY-CASE 1240-Buyout CASE-BY-CASE 1270-Sale of Assets CASE-BY-CASE 1280-Corporate Action (Conversion Rights) CASE-BY-CASE			
1100-Adoption of Cumulative Voting FOR 1102-Adoption of Cumulative Voting FOR 1103-Adoption of CuseNited Source FOR 1104-Adoption of CuseNited Source FOR 1103-Adoption of CuseNited Source FOR 1111-Adoption of Police DP III FOR 1111-Adoption of Police DP III FOR 1112-Adoption of Police DP III FOR 1113-Adoption of Right to Call a Special Meeting AGAINST 1114-Adoption of Right to Call a Special Meeting AGAINST 1112-Adoption of Right to Call a Special Meeting AGAINST 1112-Adoption of Right to Call a Special Meeting AGAINST 1112-Adoption of Right to Call a Special Meeting AGAINST 1112-Adoption of Right to Call a Special Meeting AGAINST 1112-Adoption of Right to Call a Special Meeting AGAINST 1112-Adoption of Right to Call a Special Meeting AGAINST 112-Adoption of Right Regulament CASE-RY-CASE 112-Adoption of Prime P			
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1390-Misc. Proposal Regarding the Board [seeking election of named CASE-BY-CASE individual as a clerk of the bank]	to amend the Fund's management contract to include: • Adding a performance adjustment component to the Fund's management fee that would reward Fidelity Management and Research Company ("FMR") by increasing management fees when the Fund outperforms its benchmark index and would penalize FMR by decreasing management fees when the Fund underperforms its benchmark index; and • Giving the board the authority to change the Fund's performance adjustment index going forward, without shapedor concent 1		
	1390-Misc. Proposal Regarding the Board [seeking election of named	CASE-BY-CASE	
	individual as a clerk of the bank] 1395-Misc. Proposal	CASE-BY-CASE	

	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
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	Glass Lew			Church Policies
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI	Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
2000-SHP Regarding Board Independence [shareholder proposal requesting	FOR		Vote with GL	Vote with GL
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]				
2010-SHP Regarding Director Tenure	AGAINST		Vote with GL	Vote with GL
2015-SHP: Director Retirement Age	AGAINST		Vote with GL	Vote with GL
2020-SHP Minimum Stock Ownership by Directors or Executives	CASE-BY-CASE		Vote with GL	Vote with GL
2025-SHP Regarding Board Composition [shareholder proposal requesting	CASE-BY-CASE		FOR women and minorities and board	FOR women and minorities and board
that the board take every reasonable step to ensure that women and minority	CACE DI CACE		inclusiveness; otherwise vote with GL	inclusiveness; otherwise vote with GL
candidates are in the pool from which board nominees are chosen, and			inclusiveness, otherwise vote with OL	inclusiveness, otherwise vote with OE
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.]				
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example	CASE-BY-CASE		Vote with GL	Vote with GL
resolution found]				
2040-SHP Regarding Nominating a Lead Director	FOR		Vote with GL	Vote with GL
2050-SHP Regarding Independent Board Chairman/Separation of Chair and	FOR		Vote with GL	Vote with GL
CEO				
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy	CASE-BY-CASE		Vote with GL	Vote with GL
2070-SHP Regarding Double Board Nominees [shareholder proposal seeking	CASE-BY-CASE		Vote with GL	Vote with GL
to require that the nomination and governance committee nominate two	CACE DI CACE			
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.]				
2075-SHP Regarding Director Liability [shareholder proposal seeking to	CASE-BY-CASE		Vote with GL	Vote with GL
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."]				
2080-SHP Regarding Director Training [shareholder proposal requesting that	CASE-BY-CASE		Vote with GL	FOR
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]				
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE		Vote with GL	Vote with GL
2081-SHP Regarding Disclosure of Director Training Programs 2082-SHP Regarding Trained, Qualified Directors on Environment, Health and			Vote with GL Vote with GL	Vote with GL FOR
2081-SHP Regarding Disclosure of Director Training Programs 2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal				
2081-SHP Regarding Disclosure of Director Training Programs 2082-SHP Regarding Trained, Qualified Directors on Environment, Health and				
2081-SHP Regarding Disclosure of Director Training Programs 2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal				
2081-SHP Regarding Disclosure of Director Training Programs 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				
2081-SHP Regarding Disclosure of Director Training Programs 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				
2081-SHP Regarding Disclosure of Director Training Programs 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				
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2081-SHP Regarding Disclosure of Director Training Programs 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] 2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy	AGAINST	FOR	Vote with GL Vote with GL	FOR Vote with GL
2081-SHP Regarding Disclosure of Director Training Programs 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] 2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy 2084-SHP Regarding Adoption and Disclosure of Business Ethics and	AGAINST	FOR	Vote with GL	FOR
2081-SHP Regarding Disclosure of Director Training Programs 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] 2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy 2084-SHP Regarding Adoption and Disclosure of Business Ethics and Conduct [shareholder proposal resolving that the board of directors be	AGAINST	FOR	Vote with GL Vote with GL	FOR Vote with GL
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	Glass Lew GL GENERAL	GL SRI
SSUE CODE / POLICY ITEM 2310-SHP Regarding Disclosure of Executive Compensation	AGAINST	FOR
2310-SHP Regarding Disclosure of Executive Compensation 2311-SHP Regarding Report on Ratio Between CEO and Employee Pay	AGAINST	FOR
312-SHP Regarding Race and/or Gender Pay Equity Report	CASE-BY-CASE	FOR
313-SHP Report on Executive Retirement Benefits [seeking shareholder	FOR	
pproval of any future extraordinary retirement benefits for senior executives.		
his policy would be implemented in a manner that does not violate any		
xisting employment agreement or vested pension benefit.]		
315-SHP Regarding Stock Option Policy [shareholder proposal requesting	CASE-BY-CASE	
hat the board take the necessary steps to ensure that no future new stock		
ptions are awarded to senior executives and that no current stock options		
re repriced or renewed]		
320-SHP Regarding Restricting Director Compensation	AGAINST	
S20-SHP Regarding Restricting Director Compensation	AGAINST	
2325-SHP Regarding Paying Directors in Stock (GL had no analyses for this	CASE-BY-CASE	
ssue code)		
,		
330-SHP Regarding Golden Parachutes	FOR	
331-SHP Recoupment of Unearned Bonuses (Clawback)	CASE-BY-CASE	FOR
340-SHP Regarding Performance-Based Equity Compensation	CASE-BY-CASE	
341-SHP Pay for [superior] Performance	CASE-BY-CASE	FOR
350-SHP Regarding Pension Fund Surplus [shareholder proposal requesting	CASE-BY-CASE	
hat the board obtain approval of any future supplemental executive		
etirement 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		
inversion panty s regular tax-quained pension plan. This policy should not violate		
370-SHP Regarding Compensation Consultants [shareholder proposal	FOR	
seeking approval to request the board of directors to adopt a policy stating		
hat any consultant retained to advise the board or the board's compensation	1	1
committee on executive compensation matters, or any affiliate of a	1	1
compensation consultant, should not be retained to provide any other		1
services to the Company, to any affiliate of the Company, or to any of the		
Company's senior executive officers]		
2380-SHP Regarding Repricing Options	CASE-BY-CASE	-
2390-SHP Regarding Expensing Stock Options [shareholder proposal	FOR	
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]		
	1	1
2395-SHP Regarding Misc. Compensation	CASE-BY-CASE	1
2500-SHP Regarding Cumulative Voting	CASE-BY-CASE	
2502-SHP Regarding Confidential Voting	CASE-BY-CASE	
2503-SHP Regarding Recapitalization	CASE-BY-CASE	
2505-SHP Regarding Discretionary Voting (GL had no analyses for this issue	CASE-BY-CASE	
code)		
		-
2510-SHP Regarding Counting Shareholder Votes [shareholder proposal	CASE-BY-CASE	
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	•	
ights)]	1	1
·····//		
2515-SHP Regarding Majority Vote for Election of Directors	FOR	
520-SHP Regarding Allowing Shareholder Input on Proxy [shareholder	CASE-BY-CASE	
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		
he Company's proxy statement and make director nominations, are allowed		
o vote for nominees on the proxy card and are allowed to make certain		
qualification disclosures regarding nominees in the proxy statement]		
2521-SHP Reimbursement of Solicitation Expenses	FOR	1
2522-SHP Shareholder Access to the Nomination Process	CASE-BY-CASE	FOR
530-SHP Regarding Improvements to Meeting Reports (GL had no analyses	CASE-BY-CASE	
or this issue code)		
2535-SHP Regarding Removal of Directors	CASE-BY-CASE	1
	1	1
	1	1
	CASE-BY-CASE	1
2540-SHP Regarding Preemptive Rights		1
2540-SHP Regarding Preemptive Rights		1
	FOR	
550-SHP Regarding the Declassification of the Board	FOR FOR	
550-SHP Regarding the Declassification of the Board 555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills		
550-SHP Regarding the Declassification of the Board 555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills 560-SHP Regarding Reducing Supermajority Provisions	FOR	
550-SHP Regarding the Declassification of the Board 555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills 565-SHP Regarding Reducing Supermajority Provisions 565-SHP Regarding Eliminating Supermajority Provisions	FOR FOR	
2550-SHP Regarding the Declassification of the Board 2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills 2560-SHP Regarding Reducing Supermajority Provisions 2565-SHP Regarding Eliminating Supermajority Provisions 2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover	FOR FOR FOR	
Son-SHP Regarding the Declassification of the Board Son-SHP Regarding Redemption of / Shareholder Vote on Poison Pills Son-SHP Regarding Reducing Supermajority Provisions Son-SHP Regarding Eliminating Supermajority Provisions Son-SHP Regarding Repealing Fair Price Provisions (an anti-takeover measure)	FOR FOR FOR	
S50-SHP Regarding the Declassification of the Board S55-SHP Regarding Redemption of / Shareholder Vote on Poison Pills S50-SHP Regarding Reducing Supermajority Provisions S56-SHP Regarding Eliminating Supermajority Provisions S70-SHP Regarding Repealing Fair Price Provisions (an anti-takeover neasure)	FOR FOR FOR CASE-BY-CASE	
550-SHP Regarding the Declassification of the Board 555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills 560-SHP Regarding Reducing Supermajority Provisions 565-SHP Regarding Eliminating Supermajority Provisions 570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover neasure)	FOR FOR FOR CASE-BY-CASE	
S50-SHP Regarding the Declassification of the Board S55-SHP Regarding Redemption of / Shareholder Vote on Poison Pills S50-SHP Regarding Reducing Supermajority Provisions S56-SHP Regarding Eliminating Supermajority Provisions S70-SHP Regarding Repealing Fair Price Provisions (an anti-takeover neasure)	FOR FOR FOR CASE-BY-CASE	
S50-SHP Regarding the Declassification of the Board S55-SHP Regarding Redemption of / Shareholder Vote on Poison Pills S55-SHP Regarding Reducing Supermajority Provisions S56-SHP Regarding Eliminating Supermajority Provisions S70-SHP Regarding Repealing Fair Price Provisions (an anti-takeover neasure) S75-SHP Regarding Right to Call a Special Meeting	FOR FOR CASE-BY-CASE CASE-BY-CASE	
2540-SHP Regarding Preemptive Rights 2550-SHP Regarding Redemption of / Shareholder Vote on Poison Pills 2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills 2560-SHP Regarding Reducing Supermajority Provisions 2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover neasure) 2575-SHP Regarding Right to Call a Special Meeting 2580-SHP Regarding Right to Act by Written Consent 2580-SHP Regarding Right to Act by Written Consent 2585-SHP Regarding Antigreenmail Provisions (deterrence AGAINST board	FOR FOR FOR CASE-BY-CASE	

	Church Policies
Approved by Exec Council - Jan 2015)	Recommended by EC CCSR - Jan 2020)
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	Vote with GL
	502
FOR	FOR FOR requirements that at least twenty-five
FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise	percent of payments to directors be in stock; AGAINST otherwise
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
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
Vote with GL	Vote with GL
Vote with GL	Vote with GL
FOR independent vote tabulator; GL 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 SRI	Vote with GL SRI
Vote with GL	Vote with GL
Vote with GL	Vote with GL
AGAINST preemptive rights; GL otherwise	Vote with GL AGAINST preemptive rights; GL otherwise
AGAINST preemptive rights; GL otherwise Vote with GL	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL
AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL
AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL
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AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL
AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL FOR with a minimum 10 percent share	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL Vote For to increase shareholder rights
AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL FOR with a minimum 10 percent share threshold	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL Vote case-by-case Vote For to increase shareholder rights FOR (10% threshold)
AGAINST preemptive rights; GL otherwise Vote with GL Vote with GL Vote with GL Vote with GL Vote with GL FOR with a minimum 10 percent share	Vote with GL AGAINST preemptive rights; GL otherwise Vote with GL Vote For to increase shareholder rights

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ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI
2587-SHP Regarding Sale of the Company or Assets	CASE-BY-CASE	
2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers	AGAINST	FOR
or Acquisitions on Company Stakeholders		
	CASE-BY-CASE	
2590-SHP Regarding Reincorporation	CASE-BY-CASE	
	4 0 4 IN 0 T	
2593-SHP Regarding Annual Meeting Date	AGAINST	
2594-SHP Regarding Annual Meeting Location 2595-SHP Regarding Misc. Board/Shareholder Rights Issue (GL had no	AGAINST CASE-BY-CASE	-
	CASE-BT-CASE	
analyses for this issue code)		
2600-SHP Regarding Ceres Principles (a 10-point code of corporate	CASE-BY-CASE	FOR
environmental ideals)	CASE-DI-CASE	FUR
2605-SHP Regarding Report/Action on Climate Change	CASE-BY-CASE	FOR
2610-SHP Regarding Sustainability Report	CASE-BY-CASE	FOR
2611-SHP Regarding Sustainability Report	FOR	FOR
2615-SHP Regarding Review Energy Efficiency & Renewables	CASE-BY-CASE	FOR
2620-SHP Regarding Bioengineering / Nanotechnology Safety	AGAINST	FOR
2640-SHP Regarding Review Nuclear Facility/Waste	AGAINST	FOR
2040-Offic Regarding Review Nuclear Facility Waste	AGAINGT	
2645-SHP Regarding Report on Power Plant Construction (GL had no	AGAINST	FOR
analyses for this issue code)		
2650-SHP Regarding Report on Nuclear Weapons Production	AGAINST	FOR
2655-SHP Regarding Ending Nuclear Weapons Production	AGAINST	FOR
2660-SHP Regarding Space Weapons (SH proposal requesting a report on	AGAINST	FOR
space weapons with the long term goal of reducing or eliminating space		
weapons.)		
moupono.j		
2661-SHP Regarding Firearms	CASE-BY-CASE	CASE-BY-
2001-011 Negarang Preams	OAGE-DI-OAGE	CASE
2670-SHP Regarding Improving Elimination of Dioxin Formation	AGAINST	FOR
2671-SHP Regarding Report on Financial Risks of Cyanide Leaching	AGAINST	FOR
2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs	AGAINST	FOR
2680-SHP Regarding Phasing Out PVC Products in Medical Products	AGAINST	FOR
2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP	AGAINST	FOR
2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste	AGAINST	FOR
Stream		
2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers	AGAINST	FOR
2684-SHP Regarding Adoption of Comprehensive Recycling Strategies	AGAINST	FOR
2685-SHP Regarding Company Product Responsibility	AGAINST	FOR
		505
2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	CASE-BY-CASE AGAINST	FOR
2690-SHP Regarding Report on Antibiotics in Animal Agriculture	AGAINST	FOR
0000 OUD Descedar Mice Extension (5 - 100 - 000 - 100		500
2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on	CASE-BY-CASE	FOR
recycling electronic waste)		
		505
2700-SHP Regarding Report on EEO	CASE-BY-CASE	FOR
2705-SHP Regarding Monitoring/Adopting ILO (International Labor	CASE-BY-CASE	FOR
Organization) Conventions		
2740 SHD Departing Deview of Clockel Labor Department	CARE BY CARE	FOR
2710-SHP Regarding Review of Global Labor Practices	CASE-BY-CASE CASE-BY-CASE	FOR FOR
2711-SHP Regarding Reporting on Company's Compliance with International	CASE-BY-CASE	FOR
Human Rights Standards		
2713-SHP Regarding Independent Verification of Contractors' Compliance	AGAINST	FOR
with Labor and Human Rights Standards		1
		505
2715-SHP Regarding MacBride Principles (fair employment)	AGAINST	FOR
2720-SHP Regarding Support of Fair Trade Coffee	AGAINST	FOR
2725-SHP Regarding Review Mexican Work Force Conditions	CASE-BY-CASE	FOR
2730-SHP Regarding Adopting Standards for Mexican Operation	CASE-BY-CASE	FOR
2735-SHP Regarding Prohibiting Forced Labor in China	CASE-BY-CASE	FOR
		FOR
2737-SHP Regarding Adoption and Implementation of the China Business	CASE-BY-CASE	
	CASE-BY-CASE	
2737-SHP Regarding Adoption and Implementation of the China Business Principles		
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China	CASE-BY-CASE	FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE CASE-BY-CASE	FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan 2755-SHP Regarding Reviewing Operations' Impact on Local Groups	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR FOR FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2755-SHP Regarding Limiting or Ending Operations' Impact on Local Groups 2757-SHP Regarding Adoption of Equator Principles	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE AGAINST	FOR FOR FOR FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan 2755-SHP Regarding Reviewing Operations' Impact on Local Groups 2757-SHP Regarding Adoption of Equator Principles 2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR FOR FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2755-SHP Regarding Limiting or Ending Operations' Impact on Local Groups 2757-SHP Regarding Adoption of Equator Principles	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE AGAINST	FOR FOR FOR FOR
2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan 2755-SHP Regarding Reviewing Operations' Impact on Local Groups 2757-SHP Regarding Adoption of Equator Principles 2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE AGAINST	FOR FOR FOR FOR

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reports on the risks associated with
liated fuel rods; AGAINST resolutions
ng for an end to nuclear power-related
vities
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e by case. Support any proposal that
to reduce the illegal use of firearms.
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ISSUE CODE / POLICY ITEM	Glass Lewi GL GENERAL	s Policies GL SRI
2765-SHP Regarding Military Contracts/Sales	AGAINST	FOR
2/05-SHP Regarding Military Contracts/Sales	AGAINST	FUR
2768-SHP Regarding Offering Existing Participants Option To Retain Pension	AGAINST	FOR
Plan	AGAINST	FUR
Fian		
2770-SHP Regarding Plant Closings	AGAINST	FOR
2773-SHP Regarding Report on How Workers' Rights Will be Respected	AGAINST	FOR
During Downsizings		
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	AGAINST	FOR
and its Response		
2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this	CASE-BY-CASE	FOR
issue code)		
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)	CASE-BY-CASE	FOR
0700 OLID Descarding Mine Human/Deliffed District Delivity (sector)		500
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	
0000 CUD Depending Deviewing Obstitutes Consuling	CASE-BY-CASE	FOR
2830-SHP Regarding Reviewing Charitable Spending	CASE-BI-CASE	FUR
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 2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR FOR
2860-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR
2870-SHP Regarding Cil&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	
0005 OUD Depending Identification of Dependent Of OUD, (OL 1997)		500
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	CASE-BY-CASE	FOR
several years)		
2910-SHP Regarding Reports on Legal Expenditures Related To Legal	CASE-BY-CASE	FOR
Compliance/Lawsuits		
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	
2950-SHP Regarding Company Compliance with Corporate Governance	CASE-BY-CASE	FOR
Codes (GL could provide no examples for this issue code because it hasn't		
appeared on a proxy in several years)		
	0405 BY 010-	
2995-SHP: Misc. Issues (SH request to list company stock on a national	CASE-BY-CASE	
securities exchange)		
L		I

	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
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding investment	FOR resolutions regarding investment
company avoidance of tobacco investments	company avoidance of tobacco investments
and making company facilities smokefree,	and making company facilities smokefree,
FOR resolutions regarding the creation of industry standards for limiting smoking in	FOR resolutions regarding the creation of industry standards for limiting smoking in
movies, FOR resolutions regarding reviews	movies, FOR resolutions regarding reviews
of tobacco use in movies, and AGAINST	of tobacco use in movies, and AGAINST
resolutions requesting divestiture of movie	resolutions requesting divestiture of movie
businesses based on tobacco use in	businesses based on tobacco use in
movies; vote with GL re alcohol	movies; vote with GL re alcohol
Vote with GL SRI	Vote with GL SRI
FOR resolutions regarding reviews of	FOR resolutions regarding reviews of
animal welfare policies; AGAINST on resolutions regarding ending animal testing	animal welfare policies; AGAINST on resolutions regarding ending animal testing
(except FOR resolutions regarding ending	(except FOR resolutions regarding ending
animal testing for cosmetics and	animal testing for cosmetics and
undertaking humane slaughtering	undertaking humane slaughtering
techniques); otherwise vote with GL SRI	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	AGAINST resolutions regarding limits on the production or provision of contraceptives
and/or abortifacients	and/or abortifacients
AGAINST reviewing to cut charitable	AGAINST reviewing to cut charitable
spending or to cut charitable spending; otherwise vote with GL SRI	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	Vote with GL SRI 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 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
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The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America Founded 1821 • Incorporated 1846

Adopted on: 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.

Michael Barline

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

Exhibit A

	Procedure: Fundraising and Grantseeking by Staff of ECC						
Step	Person	Content					
1.	Originator	 Written proposal should include: 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	 Review with Originator Review with CFO for accuracy and clarity of funding sought 					
3.	Executive Leadership Team	 Review and approve If rejected by ELT, no further action shall be initiated by Originator, Canon or Chief 					
4.	Executive Council	 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	Person Content			
1.	Originator	 Written proposal should include: 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	 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	Approve, reject or further question the EC SC Chair and modify			
4.	Executive Council	 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 			

Exhibit B

	GEN	ERAL CONVENTION	/ DFMS FUNDRAISIN	G GUIDELINES		
			Unsolicite	ed Donations		
		Cash	Chipolicite		Bequest	
	Unrestricted	Rest Existing budgeted expense item	ricted Non-budgeted area	Unrestricted	Restr Existing budgeted expense item	icted Non-budgeted area
Acceptable	OK	OK	OK	OK	ОК	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			
			ons Solicited by Staff			
	TT	Cash		TI	Bequest	• 4 - 1
	Unrestricted		ricted	Unrestricted	Rest	1
		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 Deposited where	Yes Checking	Yes Checking	Yes Short-term Custodial account	N/A TF 927	Yes Existing or New TF if needed	Yes 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			
	Donati	ions Solicited by Memb	ers of Executive Counc	il or Interim Bodies		
		Cash			Bequest	
	Unrestricted		ricted	Unrestricted	Resti	
		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	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
		33711				
Notes Examples		Will not increase current spending in specific department. Staff costs	OOD focus areas			



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.

Michael Barline



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.

Michael Barline



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.

Michael Barline



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.

Michael Barline



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.

Michael Barline



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.

Michael Barlonce



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.

Michael Barline

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 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.

Michael Barline

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

The 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 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.

Michael Barlonce
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;
- 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.

- 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



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.

Michael Barline

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 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.

Michael Barline

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

The 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 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.

Michael Barline



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 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.

Michael Barline



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.

Michael Barline

SEED Grants to be Funded

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

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

86824

IMPACT Grants

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



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.

Michael Barlowe



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.

Michael Barline

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 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 kite neighborhood millennials. Goal is to sp

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 missioner 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.

Michael Barline

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Adopted on: Feb 15, 2020 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

Michael Barline



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]

Michael Barline

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.
 - o The covenant serves as a compelling frame for understanding the why, what and how of our ministries and the collective impact we can make.
 - o 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.
 - o Special attention to communities with 1) greatest need for resources and 2) economic and political challenges regarding creation care.

EXTERNAL STRATEGY: Individuals	s, congregations/ministries/con	nmunities, dioceses, and Church-wide lead	lers can use this helpful grid to guide engagement	
with the Covenant for Care of Creation an	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	
- Commit to Covenant and network	- Commit to Covenant and join	- Commit to Covenant and network	- Develop website for	
- Use Asset Map, formation/liturgy	church-wide network	- Discern long-term ambition for	formation/liturgy resources,	
resources, etc. on TEC website	- Use Asset Map, formation/liturgy	stewarding creation and resources	communication and conversation	
- Use Carbon Tracker to learn about	resources, etc. on TEC website	- Use Asset Map, formation/liturgy	- Develop Asset Map to track climate	
and adapt energy use	- Apply for Creation Care Grant	resources, etc. on TEC website	impact and vulnerable communities	
- Become a Climate Champion or	- Identify Climate Champion and	- Form group of Climate Champions/	- Maintain monthly newsletter to	
Blessed Tomorrow Ambassador	form committee or task force	Animators from each congregation	inform and connect leaders	
- Sign up for monthly newsletter and	- Teach and practice simple, grateful	- Support youth engagement, esp. via	- Activate youth via Youth/Young	
Episcopal Public Policy Network	living – TURN and BLESS	diocesan youth ministries	Adult Ministries and COP26	
- Learn and practice simple, grateful	- Make conscious choices about food	- Teach and practice simple, grateful	- Teach and practice simple, grateful	
living – TURN and BLESS	and land use	living – TURN and BLESS	living – TURN and BLESS	
- Make conscious choices about food	- Employ carbon offsets	- Make conscious choices about food	- Make conscious choices about food	
and land use; employ carbon offsets		and land; employ carbon offsets	and land; employ carbon offsets	
See full Covenant below for more specific actions related to Loving Formation, Liberating Advocacy and Life-giving Conservation at All 4 Levels				

Individual	Congregation/Ministry/Community	Diocese	Church-wide
LOVING FORMATION: For God's	sake, we will grow our love for the Ear	th and all of life through preaching, tea	aching, storytelling, and prayer.
 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) 	 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 d's sake, standing alongside marginality 	 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 ized, vulnerable peoples, we will advoca 	 Craft and communicate a theology of Creation and deepen biblical insights Encourage liturgical resource development as part of Prayer Book renewal ate and act to repair Creation and
seek the liberation and flourishing of	0 0 0		
 Sign up for Episcopal Public Policy Network (EPPN) alerts Affect policy through such means as advocacy, voting, community organizing, and trained civil disobedience 	 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 	 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 	 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
	For God's sake, we will adopt practical gregations, institutions, and dioceses.	ways of reducing our climate impact a	and living more humbly and gently on
 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 	 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 	 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 	 Set ambitious conservation and energy consumption goals Design conscious carbon offset options: Purchase offsets for churchwide staff travel 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	 Complete website and Asset Map updates by April 2020 Establish leadership for three cohorts
April 22, 2020	- Launch Creation Care Covenant via social media and
(50 th anniversary of Earth Day)	- Begin ongoing process of sign-ups, network development and engagement
October 4, 2020	- Celebrate Covenant engagement with special worship services across church
(St. Francis Sunday)	- 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.
- Limate 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 polices.
- **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.

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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.

Michael Barlonce

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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.

Michael Barline



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.

Michael Barline

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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	G	rant
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
	Navajoland	\$	19,540
Creating Sa' a naghái bik'e hózhó		\$	
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/Tennesee	\$ 20,000
Keystone-Northfork Kinship Care	West Virginia	\$ 10,000
Backstory Preaching Mentorship	Western Kansas	\$ 10,000
Total		\$ 209,110

Michael Barlone