



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

ECEC 012 Native American Dioceses Sustainability Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That \$355,625 of the total \$667,000 Long-term Development Grants (budget line 402) for the four principal dioceses engaged in Native American ministry (Alaska, Navajoland, North Dakota, and South Dakota), be distributed and released as follows:

• North Dakota Standing Rock Mission building repairs and completion of Star Lodge	\$271,625
• Navajoland Mission church building repairs in Bluff, Utah	\$64,000
• Alaska, Building Improvements to St. Thomas, Pt. Hope and St. Stephen's, Ft. Yukon.	\$20,000

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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ECEC 013 Grant to the Diocese of Taiwan

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Committee wishes to enable the expansion of ministries to people of Chinese descent; and be it further

Resolved, That because certain board directed trust funds have been restricted for ministry to Chinese of the Dispersion (post-Communist takeover), the Executive Committee agrees to grant \$55,000 to the Diocese of Taiwan to assist in an episcopal transition; and be it further

Resolved, That the funds will be used specifically to defray costs of election and consecration expenses; participation of the new bishop at the 2020 Lambeth Conference; and year one of the new bishop's participation in the College for Bishops.

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ECEC 015 Clergy Housing Allowance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That a portion of the total compensation paid to each clergy employee for calendar year 2019 shall be designated to be a housing allowance; and be it further

Resolved, that the Executive Committee designates as a tax-deductible housing allowance for 2019 those allowances requested and presented by clergy employees of the DFMS to the Treasurer as indicated in the attached list; and be it further

Resolved, that these allowances will be made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 up to 100% of the annual cash salary of such clergy.

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ECEC 016 Request from The Episcopal Church in Liberia: Trust Fund 853

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, 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 \$300,000 from Trust Fund 853 be distributed to ECL.

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FIN 039 Ethical Investing in Gun Manufacturers

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Executive Council, meeting in Montgomery, Alabama receives the June 2019 report (the Report) of its Committee on Corporate Social Responsibility (CCSR) responding to the direction in resolution B007 Ethical Investing in Gun Manufacturers (GC2018) that “the Executive Council Committee on Corporate Social Responsibility...develop and implement a shareholder engagement plan” for investing in “gun manufacturers and retailers” in order to engage with them on gun safety; and be it further

Resolved, That Executive Council acknowledges and approves the plan (summarized below), which calls for the Domestic and Foreign Missionary Society to invest in publicly traded securities of gun manufacturers and to work with other investors to engage with such companies to promote gun safety; and be it further

Resolved, That Executive Council, in order to enable CCSR to implement the plan, acknowledges and approves the purchase of stock in American Outdoor Brands, Olin Corporation and Sturm, Ruger and Co.

The Report states the plan as follows:

Shareholder Engagement Plan for Ethical Investing in Gun Manufacturers

- DFMS will invest in stock of American Outdoor Brands, Olin Corporation and Sturm, Ruger and Co. These publicly traded companies are known to be engaged in the gun manufacturing or ammunition businesses.
- CCSR should work with other investors to engage in shareholder advocacy with these publicly traded companies in order to further gun safety.
- CCSR, as it determines appropriate, should seek to apply the Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By as commended to the Church by General Convention in B007.
- CCSR should evaluate whether to invest in any other publicly traded U.S. companies in gun-related industries in order to advocate for gun safety, and
- CCSR should conduct advocacy for gun safety with companies in other industries (e.g., financial institutions) which may be in the DFMS portfolio and recommend appropriate shareholder action regarding any such company.

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

**CCSR Report to Executive Council on
Resolution B007 Ethical Investing in Gun Manufacturers
June 2019
as amended September 12, 2019**

Summary

In resolution B007 the 79th General Convention directed “the Executive Council Committee on Corporate Social Responsibility [CCSR] *to develop and implement a shareholder engagement plan*” for “*investing in the publicly traded stock of gun manufacturers and retailers...to effect change in these companies through the practices of shareholder advocacy.*” [Emphasis supplied]

Prior to this, CCSR had no role in selecting investments of the Domestic and Foreign Missionary Society. Instead, CCSR has carried on advocacy with companies already in the DFMS portfolio.

B007 directs CCSR to develop a plan that includes investing in shares, but prior to this CCSR has been given no authority to cause DFMS to buy shares, and B007 does not grant CCSR any such authority. Of course, Executive Council has authority to cause DFMS to purchase shares.

CCSR here presents to Executive Council its proposed shareholder engagement plan under B007 – including the element contemplated by B007, investing in publicly traded shares – and requests that Council approve both the plan and the purchase of shares by DFMS to implement the plan.

CCSR’s gun safety shareholder engagement proposals are placed in context and described in detail in the report, below. The proposed shareholder engagement plan (the Plan) is stated here:

Shareholder Engagement Plan for Ethical Investing in Gun Manufacturers

- DFMS will invest in stock of American Outdoor Brands, Olin Corporation and Sturm, Ruger and Co. These publicly traded companies are known to be engaged in the gun manufacturing or ammunition businesses.
- CCSR should work with other investors to engage in shareholder advocacy with these publicly traded companies in order to further gun safety.
- CCSR, as it determines appropriate, should seek to apply the Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By as commended to the Church by General Convention in B007.
- CCSR should evaluate whether to invest in any other publicly traded U.S. companies in gun-related industries in order to advocate for gun safety, and
- CCSR should conduct advocacy for gun safety with companies in other industries (e.g., financial institutions) which may be in the DFMS portfolio and recommend appropriate shareholder action regarding any such company

Discussion

The Task assigned to CCSR:

In 2018, at Austin, Texas, the 79th General Convention adopted Resolution B007 Ethical Investing in Gun Manufacturers. B007 calls on Executive Council’s Committee on Corporate Social Responsibility (CCSR or the Committee) to develop and implement a plan for investing ethically in publicly traded stock of gun manufacturers and retailers and then applying shareholder advocacy to reduce harmful use of guns the companies make or sell. (Faith based investors working with gun companies call this advocacy for *gun safety*, and this report uses that term.) This report,

directed to Executive Council, includes recommendations on advocating for gun safety emerging from CCSR's work to date on B007, with an enabling resolution.

Resolution B007 reads in its entirety as follows:

B007 Ethical Investing in Gun Manufacturers

*Resolved, the House of Bishops concurring, That the 79th General Convention **direct the Executive Council Committee on Corporate Social Responsibility to develop and implement a shareholder engagement plan by which dioceses, church organizations, and individual Episcopalians investing in the publicly traded stock of gun manufacturers and retailers could act to effect change in these companies through the practices of shareholder advocacy to do everything in their power to minimize lethal and criminal uses of their products, and be it further***

Resolved, That the 79th General Convention commend to the church the Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By.
[Emphasis supplied]

Clearly B007 on its own gives both a basis for CCSR to conduct shareholder advocacy for DFMS with gun manufacturers and retailers as well as explicit direction for CCSR to do so. In addition, however, over the years both General Convention and Executive Council have addressed gun violence and gun safety through policy statements. These statements have focused historically on advocacy with government, but these statements also give grounding for shareholder engagement with gun companies. See the Supporting Material, below.

For a half century, through countless responses to the Church's ethical concerns about social and environmental issues, institutional investors related to The Episcopal Church have engaged in *responsible investing* to bring to bear TEC's ethical teachings as those investors have managed the assets of their Church-related institutions.

CCSR dates TEC's formal engagement in responsible investing to 1971, when then Presiding Bishop John E. Hines stood up at the General Motors annual meeting. The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America (the national corporate entity of TEC, commonly referred to as DFMS), was a General Motors shareholder. On behalf of DFMS Bishop Hines personally presented the first ever shareholder resolution by an investor of faith. With the support of a wide community of institutional investors, DFMS, through Bishop Hines, called on GM to stop doing business in South Africa.

Shortly before that, in 1970, Executive Council, as the governing board of DFMS, established CCSR, as a committee of Council, to oversee DFMS's shareholder advocacy efforts. CCSR has continued in this role from the 1970s to today. (Later, after General Convention action in 1988 to support community economic development, on recommendation of CCSR and others, Executive Council in 1997 formed the Economic Justice Loan Committee, as a committee of Council, to oversee use of a fraction of DFMS's regular investment assets directly for community investing. Community investing is a form of investing for responsible social and environmental outcomes as well as financial return. EJLC also continues its work to the present.)

In the nearly 50 years since 1970, responsible investing has grown substantially as a movement among both secular and faith based investors, including among TEC institutions. Largely on a case by case basis, TEC related investors, including DFMS, have responded to ethical concerns raised by the Church and taken a variety of actions as investors consistent with their understanding of the Church's faith and mission. Now three elements of responsible investing are practiced across TEC by a variety of Church related institutional investors: (i) applying ethical guidelines in

investment selection and management, (ii) shareholder activism, and (iii) investing for responsible social and environmental outcomes as well as financial return.

From its creation in the 1970s until 2018, CCSR has operated solely with the existing security holdings in the DFMS portfolio. CCSR has had no role in selecting the investments of DFMS. The Investment Committee, another committee of Council (the IC), is responsible for the DFMS portfolio on an ongoing basis, and the IC works with investment managers and consultants on design and management of the portfolio. In shorthand, the IC and DFMS's investment managers have been responsible to choose investments for the portfolio – not CCSR.

Instead of choosing securities for the DFMS portfolio, historically CCSR has reviewed the actual holdings in that portfolio on a regular basis to determine if any companies in the portfolio are engaged in activities that raise ethical concerns for DFMS as a TEC investor. In making these evaluations and in developing responses, CCSR applies the ethical teachings of the Church as embodied in policy statements enacted by General Convention and Executive Council.

CCSR also works closely with other faith based investors through the Interfaith Center on Corporate Responsibility (ICCR). (DFMS was a founder of ICCR.) For a number of years, on behalf of DFMS, CCSR has worked in the ICCR Gun Safety Group to develop shareholder advocacy on gun safety concerns. In addition, for much of its history, consultants have helped CCSR; Mercy Investment Services, Inc. recently has been CCSR's consultant.

In 2018 General Convention for the first time changed the way CCSR operates with respect to the DFMS portfolio, but with only one issue: guns. Resolution B007 directs CCSR to develop an engagement plan including the *purchase* of shares in gun manufacturer and gun retailer companies to provide an ownership basis for the shareholder advocacy with such companies. *Such shares would be held in the DFMS portfolio whether or not any DFMS investment manager would have chosen them based on IC developed investment policies or the manager's own criteria or analysis.*

Following the passage of B007, CCSR and DFMS staff have taken steps to assure that DFMS holds shares of publicly traded gun manufacturers. Today DFMS holds shares of Sturm, Ruger & Co. and American Outdoor Brands (which operates through its subsidiary Smith & Wesson), as well as shares of Olin Corporation, a publicly traded company that manufactures ammunition through its subsidiary Winchester. These shares are held in DFMS's Advocacy Account, a subaccount of DFMS's investment account used to keep track of securities of companies with which DFMS, through CCSR, is engaging in shareholder advocacy.

Although DFMS continues to hold shares in Dick's Sporting Goods (DSG), a retailer that sells guns, currently the ICCR Gun Safety Group is only monitoring DSG, because the company has been positively responsive to shareholder advocacy, including by DFMS and other members of ICCR. The engagement with DSG is discussed in the Supporting Material, below.

Resolution B007 does not address DFMS shareholder advocacy with industries other than the gun industry. The Committee believes that, under its historic mandate, CCSR is empowered to review the existing DFMS portfolio for companies in industries other than the gun industry to determine if gun safety advocacy may be appropriate with such companies under the ethical teachings of the Church (see the discussion of TEC teachings in the Supporting Material). The ICCR Gun Safety Group has begun to review whether such advocacy may be appropriate with companies in other industries, and the Group has focused on financial institutions that provide financing to the gun industry. CCSR intends to undertake such a review and includes in the proposed enabling resolution support for CCSR to consider whether it should conduct gun safety advocacy with companies in other industries. (The current DFMS portfolio includes thirteen financial institutions that the Gun Safety Group has under review for possible action.)

The Committee notes that the text of B007 may be read to suggest that CCSR should develop and implement a plan *for others than DFMS* to purchase gun company shares for the purpose of engaging in shareholder advocacy with such companies. The Committee respects the scope of General Convention's concern, but the Committee recognizes its own limitations. The Committee asks that it not be tasked with assisting others than DFMS in their shareholder advocacy. The following considerations lead to this conclusion:

- The Committee is a creature of Executive Council, the governing board of DFMS. For nearly 50 years the Committee has developed experience and competence in assisting Council and the officers and staff of DFMS in shareholder advocacy with respect to shares owned by DFMS. The Committee has no experience assisting investors other than DFMS in their shareholder advocacy.
- The Committee is in the early stages of assisting DFMS to respond to B007.
- The Committee is a group of volunteers. The Committee has limited resources available to perform its regular duties. No additional resources have been provided for any work under B007.
- Any effort by the Committee to assist others across the Church in their own shareholder advocacy would involve identifying and resolving organizational and legal issues that the Committee and the Church have never addressed.
- The Committee historically has provided general information on shareholder advocacy to organizations and individuals in TEC. Once it has more experience with B007, the Committee believes it may be able to provide general information derived from that experience to investors across the Church.

Recommendations:

CCSR recommends that Executive Council confirm the course of action CCSR has taken to implement B007. CCSR also asks that Council recognize that shareholder advocacy on gun safety is a dynamic field, and there may be developments that are not addressed directly by B007. For example, CCSR recommends that Council authorize CCSR to continue to evaluate whether gun safety advocacy may be appropriate with companies not in the gun industry.

The second resolved of B007 commends to the Church the *Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By*. The Principles are discussed in the Supporting Material. CCSR believes Convention intended CCSR to consider these principles in its work, and CCSR has included in the proposed enabling resolution language to affirm that.

The work begun here also provides a stepping stone to developing a more comprehensive responsible investment policy as called for in 2018 General Convention resolution D068 Criteria and Procedures for Deciding to Engage with or Establish a No Buy List of Companies. CCSR believes this report and CCSR's work to prepare it will assist Executive Council and CCSR in their continuing efforts to align the Church's investments with its values across the board, including through implementing D068.

Supporting Material on The Episcopal Church and Gun Safety

The Episcopal Church has addressed gun safety broadly defined for over four decades, beginning in 1976 at the 65th General Convention. Most actions associated with the Church have been taken by General Convention and Executive Council, but Presiding Bishop Edmond Browning worked individually, publicly and privately, to support gun safety. Recently, Bishops United Against Gun Violence has provided leadership across the Church on these issues. On behalf of DFMS as a shareholder, CCSR has advocated and continues to advocate for gun safety.

These several actions have been taken by the Church over the years in a changing context of continuing gun violence. As we all know, since the April 1999 shootings at Columbine High School, reported incidents of mass gun violence have grown. School children and people of faith in their places of worship have been targeted repeatedly. The shootings at Sandy Hook Elementary School in December 2012, in Newtown, Connecticut, and at Margery Stoneman Douglas High School on Valentine's Day in 2018, in Parkland, Florida, may have shifted efforts to deal with gun violence away from federal legislation to the state and local level, to the courts, and to shareholder activism.

Long ago, in 1994, the Congress was considering a federal ban on assault weapons to be included in what became enacted as the *Public Safety and Recreational Firearms Use Protection Act*. Bishop Browning wrote an op-ed piece for the Los Angeles *Times* supporting the ban. He also personally contacted three United States Senators who were Episcopalians to urge them to vote for the measure. One he contacted was John Danforth, of Missouri, an Episcopal priest. The provision passed the Senate by a vote of 52-48. The three Episcopalians voted for it. The ban expired after ten years, in accordance with the sunset provision in the law.

TEC policy statements frequently have focused on the role of individual Church members and parishes and dioceses in promoting an end to gun violence and in developing safe communities. But the Church has made many strong statements emphasizing a need for action for gun safety by those outside the Church. Until recently, TEC policy statements have addressed gun safety by calling for action at the federal, state and local levels, with an emphasis on federal legislation and regulation. TEC repeatedly has supported legislative proposals in Congress to regulate hand guns and ban assault weapons, to regulate the import and export of such weapons, to initiate and improve background checks, and to end gun trafficking. The Church also has supported legislation and other efforts to improve the quality and availability of mental health care. See the following General Convention resolutions: 1976-C052, 1991-B042, 1994-D019, 1997-C035, 1997-D033, 2000-A006, 2000-B007, 2000-D004, 2012-D003, 2015-B008, 2015-C005. For the first time, in 2018, with resolution 2018-B007, the subject of this report, General Convention addressed shareholder action with companies in the gun industry.

Executive Council has acted three times to address gun safety. In 1999, before the Columbine shootings, Executive Council urged Congress to pass comprehensive gun control and safety legislation (EXC061999-19). Following the Sandy Hook shootings, in February 2013 Executive Council issued a comprehensive policy statement both reaffirming past General Convention actions and extending them (EXC022013.20).

In June 2017, on recommendation of CCSR, Executive Council adopted the Sandy Hook Principles. The Principles were promulgated "to influence the corporate behavior of gun and ammunition manufacturers, distributors and retailers by establishing a baseline standard for responsible conduct." They were developed by the Mayor of Philadelphia and have gained wide support. See <http://media.philly.com/documents/Sandy+Hook+Principles.pdf>

In the fall of 2017, Executive Council, on CCSR's recommendation, approved having DFMS co-file a shareholder resolution based on the Sandy Hook Principles with Dick's Sporting Goods, a retailer in which DFMS owned shares. Mercy Investment Services was lead filer, and the co-filers included two hospital systems historically connected with Roman Catholic orders, two Roman Catholic religious orders of women, and DFMS. The resolution asked DSG to respond to the Principles.

Within a month after receiving the resolution in January 2018, DSG had entered into dialogue with the investors of faith. DSG indicated it was willing to discuss a positive response. The filers decided to withdraw the resolution and proceed with dialogue with DSG.

Then, on February 14, 2018, 17 students and adults were shot dead at Parkland. On February 28, without any further contact with the investor filers, the chief executive officer of DSG announced publicly through national media that DSG would stop selling assault weapons and high capacity magazines in its stores and voluntarily raise the age for all gun sales in its stores to 21. DSG also called on public officials to adopt a comprehensive set of gun safety measures. The chief executive said that DSG had determined that it had sold a gun to the suspect in the Parkland shooting. While that gun had not been used in that shooting, the chief executive said that knowledge moved DSG to act. Subsequently, abiding by public safety standards for weapons disposal, DSG destroyed the assault weapons in its inventory that it would no longer sell, rather than return them to the manufacturers.

The Sandy Hook Principles played a role in this decision by DSG. The filing of the shareholder resolution and subsequent dialogue, led by Mercy Investment Services and including DFMS, also played a role. The fact that DSG was founded by the father of its chief executive officer also probably played a role – in helping to induce a human response by DSG to a mass shooting peripherally touching the company.

Separately, earlier in 2017, Roman Catholic religious orders and health care systems had purchased shares in two publicly traded gun manufacturers, Sturm, Ruger & Co. and American Outdoor Brands (AOB). They did so in order to open dialogue with the companies on gun violence. http://www.iccr.org/sites/default/files/blog_attachments/finalpr_gun_safety_2018.pdf

DFMS did not own shares in these gun manufacturers. And, in accordance with longstanding policy, CCSR did not seek to cause DFMS to buy any such shares. As explained above, for the four decades CCSR has been engaged in shareholder advocacy for DFMS, the companies held in the portfolio have been chosen by investment managers in accordance with policies adopted by Executive Council's Investment Committee. CCSR has done its advocacy solely based on the securities chosen by such managers as from time to time held in the DFMS portfolio.

When Sturm, Ruger and AOB refused to enter into dialogue with the shareholders of faith, the shareholders filed a resolution with each, asking each company to report to its shareholders on use of the company's products in violent incidents, on the impact of such incidents on its business, and its plans for dealing with such matters. Each management strongly opposed the resolution applicable to its company. For each company, the resolution was scheduled to come to a vote at its 2018 annual meeting.

Since it owned no shares in either company, DFMS could play no role in either campaign or vote. However, the actions of the shareholders of faith with Sturm, Ruger and AOB did play a role in the approval of B007, as did, more generally, DFMS's earlier experience with DSG.

Probably the most important factor in the passage of B007 was the support of Bishops United Against Gun Violence (BUAGV or Bishops United). Bishops United is a network 80 bishops within TEC organized after Sandy Hook. BUAGV views gun violence as a public health crisis and advocates for gun safety at multiple levels. The network has organized large public witness prayer events in Washington D.C., Chicago, Salt Lake City and Austin. In 2018, inspired by the work of investors of faith on Sturm, Ruger and AOB, Bishops United began to advocate within TEC for shareholder engagement based on "ethical investing in gun manufacturers." The network asked Bishop Doug Fisher to sponsor a resolution at General Convention. In July that resolution passed in the form now known as B007.

BUAGV works from time to time with Do Not Stand Idly By, a national campaign to "encourage a greater commitment to safety in the gun industry." The Metro Industrial Areas Foundation launched the effort. Rabbi Joel Mosbacher and the Rev. Anthony Bennett are co-chairpersons and developed the principles bearing their names. See <http://www.donotstandidlyby.org/wp->

[content/uploads/2018/05/Mosbacher-Bennett-Principles-for-Gun-Industry-Investors.pdf](#) Like the Sandy Hook Principles, the Mosbacher-Bennett Principles are intended to provide a comprehensive set of guidelines for companies in the gun industry and their shareholders. B007 commends the Mosbacher-Bennett Principles to TEC.

As noted above, in 2018 at their respective annual meetings, the shareholder resolutions filed with Sturm, Ruger and AOB came to a vote. Based on years of experience, shareholder advocates do not expect to win such votes outright. Instead, an affirmative vote of a fraction of shareholders, such as 10%, normally is good enough to get the company to undertake dialogue. In these gun manufacturer votes, due to highly uncommon support for the resolutions by large institutional investors, the results astonished almost everyone: 53% of AOB's shareholders voted for the shareholder resolution, and 69% of Sturm, Ruger's shareholders did that. One of these votes took place before General Convention met in Austin in July 2018, while the other took place after Convention. Thus, the votes provided an emphatic frame for the B007 decision.

Since the shareholders of each company had voted for management to produce a report, each management did so, but exceedingly grudgingly. Both managements dismissed and attacked the resolution proponents as enemies of gun owners and Second Amendment rights. In public statements, both managements tried to marginalize the proponents, ignoring the fact that, in each company, shareholders had voted overwhelmingly for the resolutions. Not surprisingly, the shareholders found the reports unresponsive to the questions raised. See the report of AOB at: <http://ir.aob.com/static-files/52fdb73-60a9-400a-a5b7-c4c201632a3a> See the Ruger report at: <https://ruger.com/corporate/PDF/8K-2019-02-08.pdf>

Since each of the companies produced a report, albeit a rather inadequate one, the two resolutions cannot be filed again. More pertinent, the responses of the two companies demonstrate that their managements continue to be opposed to any discussions with shareholder advocates for gun safety. Therefore, dialogue on the reports is not likely to occur or, if it does, to be constructive.

ICCR's Gun Safety Group is working on additional approaches to gun companies, such as asking them to develop human rights policies and/or to amend their bylaws to allow shareholders to nominate candidates to serve on the company's board of directors. As noted above, the Gun Safety Group also is assessing entering into advocacy on gun safety with companies in other industries, such as financial institutions.



MOSBACHER-BENNETT PRINCIPLES FOR INVESTORS IN THE GUN INDUSTRY

The United States has by far the highest levels of gun-related deaths and crime of any developed nation; approximately 90 Americans lose their lives each day to gunshot wounds. Investing in companies that make or sell guns in the U.S. market carries extraordinary ethical responsibilities. Every institutional or individual shareholder, lender, equity partner or other investor in gun-related companies is obligated to engage with these companies to encourage actions and practices that will minimize lethal and criminal uses of their products. Specifically, every investor has an obligation to:

- 1) Require, as a condition of investment, that companies make significant and measurable improvements over time in the following areas:

FOR GUN MANUFACTURERS:

- Maintaining networks of secure, responsible sales outlets
- Developing and marketing safer, less lethal guns, ammunition and accessories
- Cooperating fully with law enforcement in reducing gun-related crime
- Minimizing the resale of guns on the secondary market

FOR GUN RETAILERS:

- Conducting background checks for all purchases
- Minimizing theft and straw purchases
- Educating and training consumers on gun storage and safety
- Maintaining accurate records and cooperating fully with law enforcement

Responsible conduct in these areas may require manufacturers and retailers to go beyond what is required by federal state law.

- 2) Conduct regular, ongoing evaluation of gun-related companies' progress and performance in these areas using objective data.
- 3) Establish viable timetables, deadlines, and performance expectations for gun manufacturers and retailers.
- 4) Terminate investments in companies that fail to meet these expectations after a period of extended engagement.
- 5) Work strategically with other sectors to isolate bad actors in the gun industry and limit their ability to harm the profitability of responsible companies.
- 6) Sustain these efforts for the life of each gun-related investment, independent of the ebbs and flows of public and media attention to these matters.

Rabbi Joel Mosbacher and Reverend Anthony Bennett are co-chairpersons of Do Not Stand Idly By, a nationwide campaign launched by Metro Industrial Areas Foundation to encourage a greater commitment to safety in the gun industry.



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FIN 043 Trust Fund #1203

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1203, St. Mary's Church Trust be established as an investment account for St. Mary's Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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FIN 044 Trust Fund #1204

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1204, St. Thomas Episcopal Church Endowment be established as an investment account for St. Thomas Episcopal Church in Clarkdale, AZ, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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FIN 045 Trust Fund #1205

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1205, Children's Fund-STPAAS be established as an investment account for St. Peter & All Saints Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

FIN 046 Trust Fund #1206

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1206, The E. Boling & Marilyn K. Robertson Endowment for Theological Education in Liberia be established as an investment account for the Diocese of Liberia, which may withdraw income and accumulated appreciation upon request.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

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Adopted on: Oct 21, 2019

FIN 047 Trust Fund #1207

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1207, STPAAS Parking Lot be established as an investment account for St. Peter & All Saints Episcopal Church in Kansas City, MO, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 21, 2019

FIN 048 Trust Fund #1208

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1208, All Souls Episcopal Church Savings be established as an investment account for All Souls Episcopal Church in North Fort Myers, FL, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 21, 2019

FIN 049 Trust Fund #1209

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1209, Grace Preschool, be established as an investment account for benefit of Millbrook Community Preschool at Grace Church in Millbrook, NY, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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Adopted on: Oct 21, 2019

FIN 050 Trust Fund #1210

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1210, ECW of Yakima be established as an investment account for Episcopal Parish of St. Timothy in Yakima, WA, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 21, 2019

FIN 051 2020 Dividend Rates for the DFMS Trust Fund Portfolios

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the dividend rate for 2020 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at \$1.11 per share based on 5.0% of the average yearend market values of the portfolio for the five years ending 2017; and be it further

Resolved, That the dividend rate for 2020 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of DFMS be set at \$1.11 per share based on 5.0% of the average yearend market values of the portfolio for the five years ending 2017.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 21, 2019

FIN 052 Shareholder Engagement Work for 2019

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Montgomery, Alabama, approves the 2020 shareholder engagement work outlined by the Committee on Corporate Social Responsibility (CCSR) in the attached shareholder advocacy plan (Appendix 1); and be it further

Resolved, That CCSR and the Treasurer are authorized to take actions necessary to implement the shareholder advocacy plan for 2020; and be it further

Resolved, That the Treasurer is directed to file shareholder resolutions with companies listed below, substantially in the form attached (Attachment 2) but always subject to appropriate review by the Chief Legal Officer that the language conforms with regulations of the U.S. Securities and Exchange Commission.

- Request Kraft Heinz and United Airlines to report on their efforts to curtail labor trafficking in its supply chain and sex trafficking;
- Refile as lead filer resolutions on human rights with Motorola and Caterpillar
- File shareholder resolutions with one or more of Booz Allen and Heidelberg Cement requesting a report on the company's impact in areas of conflict where violations of international law and human rights have been identified
- File shareholder resolutions with American Outdoor Brands, Olin and Sturm Ruger requesting adoption or compliance with the "Sandy Hook Principles" in their business planning and operations and report on their efforts to minimize criminal uses of their products
- File shareholder resolutions with First Cash and World Fuel Services requesting action regarding board diversity with respect to women and people of color.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Attachment 1: Shareholder Advocacy Plan 2020

D = dialogue R = potential resolutions L = letter

Shareholder Advocacy

Note: The 17 Sustainable Development Goals adopted by the United Nations in 2015 and by General Convention in 2018 are listed below and incorporated into this Plan because they are pertinent to a broad swath of TEC’s mission and apply across the board to CCSR’s work in socially and environmentally responsible investing.

Category: Human Rights

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

Sex Trafficking Objectives	2019 Company Engagements	2020 Potential Work
❖ Engage travel companies such as hotel, airline and trucking companies on compliance with best practice standards to mitigate labor trafficking, and child and women sexual trafficking.	United (12/24/18) D Marriott (12/5/19) D Delta (1/18/19) D	United (12/13/19) D Marriott (12/12/19) D Delta (1/10/20) D
TEC Policy - Human Trafficking - Resolutions: <ul style="list-style-type: none"> o 2012 D042 Fight Human Trafficking o 2009-A167 Support Actions to Protect Victims of Human Trafficking o 2018-C032 Against Human Trafficking and support Code of Conduct for the Protection from Sexual Exploitation in Travel and Tourism” adopted by ECPAT (End Child Prostitution and Trafficking) 		

Labor Trafficking in Workplace & Supply Chain Objectives	2019 Company Engagements	2020 Potential Work
❖ Engage companies on efforts to ensure compliance with human rights standards in their own workforce, supply chains, including outsourced labor brokers, requirements in subcontractor contracts, compliance audits and performance/improvement measurement.	United (12/24/18) D Marriott (12/5/19) D Delta (1/18/19) D Kraft Heinz (11/2/18)	United (12/13/19) D R Marriott (12/12/19) D Delta (1/10/20) D Kraft Heinz (11/19/19) DR
TEC Policy <ul style="list-style-type: none"> o 1994-D015 Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights” o 2012-A012 Urge Governments to Follow Principles in Adopting Trade Polices: “That trade should respect and enrich rather than undermine local economies, cultures and peoples”. o 2012-A131 Express Solidarity with Indigenous Peoples: “make protection of the rights of Indigenous Peoples a high priority in its advocacy about United States foreign policy, including advocacy about trade agreements, human rights advocacy, and international environmental protection” o 2018-B026 Embracing the United Nations Sustainable Development Goals 		

Issue: Israel/Palestine

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> ❖ Engage companies operating in areas of civil and/or labor strife or racial disparagement (e.g., Democratic Republic of Congo, Israel/Palestine, Peru, Indonesia, and U.S.) on due diligence processes <i>and/or enhancing their capacity to deal with potential human rights violations, in either case to help assure they are not directly or indirectly financially benefiting armed groups or engaged in repressive practices impacting indigenous peoples.</i> ❖ Develop Human Rights Screen for Israel/Palestine and all areas of conflict 	Booking holdings L,D (12/27/19) Caterpillar (1/2/19) R Motorola (11/28/18) R Facebook (12/14/18) D Israel Discount Bank(na) L TripAdvisor L,D,R (12/27/18) PayPal (12/13/18) D	Booking Holdings (12/25/19) D Booz Allen (2/14/20) L,D,R Caterpillar (1/4/20) R Heidelberg Cement (TBD German filing) L,D,R Motorola (11/29/19) R TripAdvisor (12/28/19) L,D
TEC Policy <ul style="list-style-type: none"> - General Convention Resolutions: <ul style="list-style-type: none"> o 2018-B016 Join ELCA and Develop Human Rights Screen in Israel/Palestine conflict o 2018-D068 Develop Procedures for deciding to engage or establish No Buy List (divest) from companies o 2003-D008 Urge Israel to End Policy of Demolition of Palestinian Homes o 2003-D081 Oppose Construction of the Israeli Security Wall o 1997-A107 Recognize Jerusalem as the Capital of Both Israel and Palestine o 1994-D065 Recognize Illegality of Israeli Settlements in Gaza and the West Bank 		

Issue: Immigration/Refugees/Migration

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> ❖ Engage companies that employ migrant workers (documented and undocumented) or in their supply chain, based on issues such as fair treatment, adequate health care, wage theft, job training, child labor or other labor/human rights issues in companies and/or their supply chains. 	Sign on letters as appropriate, company letters and dialogues with companies to be determined	
<ul style="list-style-type: none"> ❖ Divest from private prisons with immigrant facilities on human rights policies, implementation, and disclosure with implementation metrics. 	Sign on letters as appropriate	
<ul style="list-style-type: none"> ❖ Engage companies on advocating for just immigration reform in the United States. 	Sign on letters as appropriate	
TEC Policy: Immigration and Refugees <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> o 2012-A012 Urge Governments to Follow Principles in Adopting Trade Polices: “every human being’s right to the basic necessities of life, as well as a right to work, to receive just wages and benefits, to experience decent and just working conditions, and to organize and join labor associations” o 2015-C048 Support Living Wage and Increase in the Minimum Wage o 2015-D067 Divest from Private Corporations in the Prison Business o 2009-B006 Advocate for Immigration Reform o EXC102014.34 Instructions for Shareholder Resolutions: Executive Council opposing private prisons: “the Executive Council of The Episcopal Church declare its opposition to for-profit prisons and detention centers, which often set occupancy or “bed” quotas, capitalizing on the criminal, civil, or immigration incarceration of individuals” and “the Executive Council of The Episcopal Church directs the Treasurer to avoid investment in companies that own and operate for-profit prisons and detention centers.” o 2018 General Convention A178 Halt the Intensification and Implementation of Immigration Policies and Practices that are Harmful to Migrant Women, Parents and Children o 2018 General Convention D009 Christian Principles for Responding to Human Migration 		

Issue: Rights of Indigenous Cultures and Communities

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> ❖ Improve transparency and reporting on current practices, implementation of best practices and industry standards, human rights impact assessments and community development and impacts. ❖ Assess company risks related to conflict minerals, and the environmental and public health impacts. ❖ Ensure community impact of company operations on socio-economic-environmental concerns are assessed (especially in water-stressed areas), including impact on the most vulnerable such as: women, indigenous persons, and people who are impoverished. 	Sign on letters as appropriate	Sign on letters as appropriate
<ul style="list-style-type: none"> ❖ Engage pipeline companies to ensure free prior informed consent (FPIC) is used in siting projects, and obtaining community consent during entire project with a special focus on indigenous communities. 	Enbridge (11/28/18) D	
<ul style="list-style-type: none"> ❖ Engage financial institutions to ensure policies address socioeconomic and environmental concerns, particularly climate and fresh water resources, as well as pipeline financing in their lending practices. In addition, engage asset managers on their proxy voting practices. 	Wells Fargo (11/14/18) D	
<p>TEC Policy: Human Rights</p> <ul style="list-style-type: none"> ○ 1994-D015 Reaffirm Support for Human Rights: “civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights” ○ 2012-A012 Urge Governments to Follow Principles in Adopting Trade Policies: “That trade should respect and enrich rather than undermine local economies, cultures and peoples”. ○ 2012-A131 Express Solidarity with Indigenous Peoples: “make protection of the rights of Indigenous Peoples a high priority in its advocacy about United States foreign policy, including advocacy about trade agreements, human rights advocacy, and international environmental protection” ○ 2018-B026 Embracing the United Nations Sustainable Development Goals <p>TEC Policy: Environmental Protection of local communities, including Indigenous peoples</p> <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> ○ 2012-B023 Seek Environmental Justice ○ 2015-C013 Oppose Environmental Racism - The Executive Council resolutions on the Dakota Access pipeline relate to support for the protest – I don’t know if this covers the broader question of pipelines. <ul style="list-style-type: none"> ○ EXC102016.29 Support for Peaceful Protest at Standing Rock Sioux Reservation ○ 2015-C013 Oppose Environmental Racism 		

Category: Health and Health Care**Issue: Opioid Epidemic**

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> ❖ Engage opioid manufacturers and distributors about their corporate policies on the marketing or promotion of drugs that lead to addiction and how the company takes responsibility for these practices. ❖ Engage pharmaceutical companies that manufacture antidotes to opioids about their pricing practices. 	Sign on letters as appropriate D when possible R when advisable	
<p>TEC policy: Health Care in the U.S.</p> <ul style="list-style-type: none"> - Resolutions <ul style="list-style-type: none"> o 2018-C037 Response to Opioid Epidemic o 2017 <i>That the Executive Council of the Episcopal Church meeting in San Juan, Puerto Rico June 9-11, 2017 urges strong action to combat the epidemic of prescription opioid drug abuse, heroin use, and overdose deaths in the United States; and be it further Resolved, That the Executive Council acknowledges the role that prescription opioids play in leading to heroin addiction and the abuse of other synthetic opioids and calls on Episcopalians to advocate for a coordinated public health, law enforcement, and legislative response to eradicate opioid abuse and care for those affected by the disease of addiction; and be it further Resolved, That the Executive Council calls for the decriminalization of addiction and recognizes that prior efforts of criminalizing drug addiction has had profound impacts on incarceration, particularly of persons of color.</i> 		

Issue: Gun Safety

Objectives	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> ❖ As a public health issue, engage gun manufacturers to adopt more smart technologies for weapons and retailers to restrict which weapons they sell and under what conditions; engage both to adopt the Sandy Hook Principles, which protect the rights of gun ownership and the rights of citizens to be safe and secure; and to report on their lobbying activities and expenses for gun rights. ❖ Determine when to invest in gun manufacturers to change corporate behavior 	Dicks (1/1/19) D Sturm Ruger (2/8/19) American Outdoor Brands (4/17/19) Olin- (1/21/19)LDR	American Outdoor Brands (~4/16/20) R Dicks (1/2/20) D Olin- (11/12/19) DR Sturm Ruger (11/28/19) R
<p><i>TEC Policy:</i></p> <p>2018 B007 <i>Ethical investing in gun manufacturers Resolved</i>, the House of Bishops concurring, That the 79th General Convention direct the Executive Council Committee on Corporate Social Responsibility to develop and implement a shareholder engagement plan by which dioceses, church organizations, and individual Episcopalians investing in the publicly traded stock of gun manufacturers and retailers could act to effect change in these companies through the practices of shareholder advocacy to do everything in their power to minimize lethal and criminal uses of their products, and be it further</p> <p><i>Resolved</i>, That the 79th General Convention commend to the church the Mosbacher-Bennett Principles for Investors in the Gun Industry developed by Do Not Stand Idly By.</p> <p>2015 C005 – Implement Laws to Decrease Gun Violence</p> <p>2000 B007 – Request removal of handguns and assault weapons</p> <p>1997 D033 - Urge Legislation on the Safe Manufacture of Domestic Hand Guns</p> <p>1976 C052 - Urge Congress to Adopt Effective Hand Gun Control Legislation</p>		

Category: Care of Creation**Issue: Climate Change/Sustainability (Place Holder for C021)**

Objectives – Water and healthy communities	2019 Company Engagements	2020 Potential Work
❖ Engage companies on science-based water stewardship targets and the human right to water, in their operations and their supply chains.	Anadarko (11/30/18) R Pepsi (11/16/18) D	Bayer (TBD) D Coke (11/8/19) D Corteva (TBD) D
Past Actions: Water and healthy communities - Resolutions: <ul style="list-style-type: none"> o 2015-C053 Support Subsistence Rights of Indigenous Cultures o 2018-B026 Embracing the United Nations Sustainable Development Goals 		

Objectives – Climate Change and a Healthy Environment	2019 Company Engagements	2020 Potential Work
❖ Engage companies to adopt science-based targets for reducing greenhouse gas emissions, adopt technologies to monitor and reduce methane emissions, adopt new and cleaner energy technologies, promote efficiency, promote transparency in reporting, and protect consumers, particularly low-income consumers.	Delta (1/18/19) D Phillips 66 (11/28/18) D Marathon Petroleum (11/15/18) R Devon (12/11/18) D Chevron (12/11/18) D Ameren (11/19/18) D	Delta (1/10/20) D Phillips 66 (11/30/19) D Marathon Petroleum (11/15/19) D Devon (12/26/19) D Chevron (12/17/19)D Ameren (11/20/19) D
❖ Engage companies, particularly in the energy and utility sector, to improve public disclosure and transparency in reporting presented by current and future company operations and products including company plans to manage carbon asset risk and comply with a regulatory scenario that holds global temperature rise below a 1.5/2-degree Celsius threshold.	Chevron (12/11/18) D NextEra (12/7/18) D,R	Chevron (12/17/19) D NextEra (12/7/19) D
❖ With the Church Pension Fund, add as sustainability expert on the board to advocate for positively impacting the environment.	Possible with CPF and Climate action 100- tbd	
❖ Engage companies to ensure positive community impact of company operations on society, local economy and environmental concerns are appropriately assessed and transparently reported (sustainability reports) including environmental justice concerns and the impacts on the most vulnerable such as: women, indigenous persons, and people who are impoverished.	Sign on letters as appropriate	

<p>TEC Policy: Climate Change and a Healthy Environment</p> <ul style="list-style-type: none"> - Resolutions: <ul style="list-style-type: none"> o 2015-A170 Advocate for Safe Food Production and Farm Labor Policies: “support public policies and laws designed to protect our Earth’s natural environment and to protect humanity’s ability to produce food for generations to come, including restrictions on pesticide overuse, harmful industrial farming practices (e.g., overcrowding of livestock and mono-cropping), and carbon, methane, and nitrogen pollution throughout the food system that threaten animal and human health, damage the soil, and threaten the climate for future generations.” o 2009-C011 Directs Advocacy on Renewable Energy and Environmental Stewardship - On GMOs, there was a resolution to study GMOs, and then a resolution that was rejected in 2015 so I would urge a great deal of caution around any engagement with GMOs. <ul style="list-style-type: none"> o 2015-B006 On the Topic of Affirming Genetic Engineering Technologies - Legislative Action Taken: Rejected o The 2009 resolution urges further study, but has no recommendation: 2012-A013 Study the Impact of Genetically Modified Crops and Organisms o 2018-C021 Advocate for sustainability expertise on corporate boards of directors o 2018-A020 Fossil Fuel divestment and reinvestment in clean renewable energy o 2018-B026 Embracing the United Nations Sustainable Development Goals
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Category: Corporate Governance and Accountability

Issue: Diversity on Corporate Boards of Directors

Objectives –	2019 Company Engagements	2020 Potential Work
<ul style="list-style-type: none"> ❖ Engage companies to address board diversity to include women and people of color 		First Cash Inc (12/28/19 - R) World Fuel Services Corp (12/14/19 – R)
<p>TEC Policy: General Convention:</p> <ul style="list-style-type: none"> o 2009-D042 Renew Support for Passage of the Equal Rights Amendment o 2018-B026 Embracing the United Nations Sustainable Development Goals – see goals 5 and 10 		

Sustainable Development Goals

- Goal 1 End poverty in all its forms everywhere
- Goal 2 End hunger, achieve food security and improved nutrition and promote sustainable agriculture
- Goal 3 Ensure healthy lives and promote well-being for all at all ages
- Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- Goal 5 Achieve gender equality and empower all women and girls
- Goal 6 Ensure availability and sustainable management of water and sanitation for all
- Goal 7 Ensure access to affordable, reliable, sustainable and modern energy for all
- Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Goal 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- Goal 10 Reduce inequality within and among countries
- Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable
- Goal 12 Ensure sustainable consumption and production patterns
- Goal 13 Take urgent action to combat climate change and its impacts
- Goal 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development
- Goal 15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
- Goal 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- Goal 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development

Appendix 2: Shareholder Resolution Texts

Note: All shareholder resolutions approved by Executive Council are subject to review by the Securities Exchange Commission (SEC) in accordance with SEC standards developed from time to time, if the company requests such review. Accordingly, any resolution approving a text will include language such as “such text or its substantive equivalent” in order to accommodate adjustments to the text necessary to meet any SEC requirements in any instance after such review.

Human Rights Risk Assessment

WHEREAS, recent Global Estimates found that 16 million people¹ are trapped in conditions of forced labor in the extended supply chains of the private sector, generating over \$150 billion in profits for illegal labor recruiters and employers through underpayment of wages². The 2016 Global Slavery Index estimated that 45.8 million people are in some form of modern slavery in 167 countries.³ According to the *UN Guiding Principles on Business and Human Rights*, companies have the ‘corporate responsibility’ to respect human rights within their operations and supply chains. ILO *Convention 181* and the *Dhaka Principles for Migration with Dignity* established clear “no fees” principles. As a retail company dependent upon extended supply chains in many countries, Bed Bath & Beyond Inc. must assess if workers are being recruited into debt bondage, forced labor and, ultimately, slavery.

There is a growing awareness of the role of unscrupulous labor recruiters in the exploitation of workers and job seekers through charging fees, withholding personal papers/passports and failing to provide written contracts spelling out the terms of employment. Failure to put proactive policies and procedures in place exposes the company to significant risks, including legal action and media reports that negatively impact reputation.

The [State of California](#) and the [United Kingdom](#) have passed laws requiring companies to report on their actions to eradicate human trafficking and slavery.

Xxx Code of Conduct prohibits the use of forced or involuntary labor and use of fraudulent recruitment practices. However, xxx. does not specify how it verifies compliance with this policy.

xxx.’s policy on Involuntary Labor and its lack of disclosure on tracking risk assessment associated with recruitment practices and managerial accountability in implementing the policy, gives investors insufficient information to gauge how well the company is addressing this serious risk to workers and to the company.

A number of companies including Coca Cola⁴, Unilever⁵ and HP⁶ report on the implementation of their ethical recruitment policy throughout their supply chains.

RESOLVED, Shareholders request that the Company adopt a Human Rights Risk Assessment based on the UN Guiding Principles on Business and Human Rights, including a section on ethical recruitment and issue a report, at reasonable cost, omitting proprietary information, detailing its approach to assessing and implementing its ethical recruitment policy and remedial efforts taken to ensure that its global supply chains are free of forced or bonded labor by December 2018.

Supporting Statement: The ethical recruitment provisions should include company operations and its supply chains, prohibition of payment of recruitment fees by job-seekers and confiscation of worker’s personal documents and the requirement of written contracts for workers in their native language at the point of recruitment.

¹ [International Labor Organization ILO](#)

² http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_243391.pdf

³ <http://www.globallslaveryindex.org/findings/>

⁴ <http://www.coca-colacompany.com/stories/2016-human-and-workplace-rights>

⁵ https://www.unilever.com/Images/unilever-human-rights-report-2015_tcm244-437226_en.pdf

⁶ <http://www8.hp.com/us/en/hp-information/global-citizenship/governance/humanrights.html>

Report on Human Rights Risks in Conflict-Affected Areas

WHEREAS, XXX Company operates in “conflict-affected areas”¹ (including occupied territories), such as Democratic Republic of Congo, Iraq, Myanmar, and the Occupied Palestinian Territory;

Conflict-affected areas are characterized by widespread human rights abuses. Companies with business activities in such areas may contribute to violations of national and/or international law, or fail to uphold voluntary corporate commitments, resulting in heightened risks. For example, eighteen European Union (E.U.) member states have issued business advisories warning of the legal, financial, and reputational consequences of dealings with Israeli settlement entities;²

To mitigate the business risks associated with operations in conflict-affected areas, many companies adopt human rights policies based on international frameworks, such as the United Nations’ Guiding Principles on Business and Human Rights. Shareholders would benefit from a better understanding of the company’s approach to assessing human rights-related risks.

RESOLVED:

Shareholders request that XXX Company assess and report to shareholders, at reasonable expense and excluding proprietary information, on the company’s policies and procedures to address the human rights-related risks associated with business activities in conflict-affected areas, including occupied territories.

SUPPORTING STATEMENT

The report should:

- Discuss the company’s process for identifying, assessing and mitigating business risks in conflict-affected areas with human rights violations;
- Describe the company’s due diligence process for monitoring the enforcement of its existing policies;
- Assess whether the company should adopt additional policies to avoid unintentionally contributing to violations of human rights in conflict-affected areas by facilitating discriminatory rental practices or property rentals on land that has been unlawfully appropriated.

Shareholders believe that it is in Booking Holdings’ best interest, advancing its corporate reputation and mitigating potential risks, to establish policies and procedures that would be applicable to any conflict-affected area in which the company and its subsidiaries operate.

¹ OECD, “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas,” 2013, <https://www.oecd.org/corporate/mne/GuidanceEdition2.pdf> (accessed on November 26, 2018)

² Lovatt, Hugh, “EU member state business advisories on Israeli settlements,” *European Council on Foreign Relations*, November 2, 2016, https://www.ecfr.eu/article/eu_member_state_business_advisories_on_israel_settlements (accessed on November 26, 2018)

³ “A look at Booking Holdings’ Projected Growth”, *Forbes*, March 22, 2018, <https://www.forbes.com/sites/greatspeculations/2018/03/22/a-look-at-booking-holdings-projected-growth/#6f0198c925f6> (accessed on November 26, 2018)

⁴ “Crimean tourism won’t be affected by Booking.com exit – region head,” *RT*, July 23, 2018, <https://www.rt.com/business/434007-russia-crimea-tourism-booking/> (accessed on November 26, 2018)

⁵ These, Eugen, “Despite EU sanctions, hotel rooms available in Crimea,” *DW*, July 19, 2018, <https://www.dw.com/en/despite-eu-sanctions-hotel-rooms-available-in-crimea/a-44751747> (accessed on November 26, 2018)

Develop a Human Rights Policy American Outdoor Brands 2019

RESOLVED: Shareholders request that the Board of Directors of American Outdoor Brands adopt a comprehensive policy articulating our company’s commitment to respect human rights, and which includes a description of proposed due diligence processes to identify, assess, prevent and mitigate actual and potential adverse human rights impacts.

WHEREAS,

The UN Guiding Principles on Business and Human Rights (hereinafter UNGPs), state:

*The responsibility to respect human rights requires that business enterprises: (a) Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; [and] (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.*ⁱ

*In order to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including . . . [a] policy commitment to meet their responsibility to respect human rights.*ⁱⁱ

As investors, we seek to identify and assess human rights risks and impacts in portfolio companies as they have direct implications for shareholder value and, depending on whether and how they are managed, are a bellwether for a company’s long-term viability.

Given the lethality of firearms products and the potential for their misuse, in direct contradiction with the company’s stated objective of providing “next-generation guns for sport, recreation, protection and personal use”, the risk of adverse human rights impacts is especially elevated for all gun manufacturers, including American Outdoor Brands.

Companies exposed to human rights risks may incur significant legal, reputational and financial costs that are material to investors. A public-facing human rights policy that includes a human rights due diligence process is essential to managing these risks. For this reason, hundreds of global corporations have adopted human rights policies, including British American Tobacco, Exxon and Walmart.ⁱⁱⁱ

While American Outdoor Brands has a number of corporate policies, including a Code of Ethics, the information available for review on its web site does not mention a public commitment to respect human rights.

A public human rights policy that articulates the company’s commitment to respect human rights and its efforts to avoid contributing to adverse human rights impacts would assure shareholders that these risks are being adequately managed.

The UNGPs establish that such a policy should:

- Refer to internationally recognized human rights^{iv}
- Stipulate that the human rights expectations of personnel, business partners and other parties directly linked to its operations, products or services be publicly available and be communicated internally and externally to all personnel, business partners and other relevant parties;
- Apply throughout the company’s value chain and in operating environments regardless of legal framework; and,
- Be embedded throughout company functions and reflected in operational policies and procedures.

i. <https://www.business-humanrights.org/en/un-guiding-principles> (section 13)

ii. <https://www.business-humanrights.org/en/un-guiding-principles> (section 15a)

iii. <https://www.business-humanrights.org/en/company-policy-statements-on-human-rights>

iv. <https://shareholdersandinvestors.bbva.com/wp-content/uploads/2018/02/Commitment-to-Human-Rights.pdf>

**Resolution on Board Diversity
XYZ International Inc.**

WHEREAS, XYZ Company Inc. (XYZ) has no women on its Board of Directors. We believe that diversity, including gender, race, and ethnicity is a critical attribute of a well-functioning board and a measure of sound corporate governance. We urge the Board to enlarge its search for qualified members by casting a wider net. XYZ lags other companies with respect to the representation of women on its Board. Sixty-four percent of Russell 2000 company boards had at least one woman on their board, compared with 97% of S&P 500 companies.¹

We believe strongly that diversity of judgments and perspectives, including those of women and members of minority groups, improves the quality of board deliberations and decision making, and enhances business performance. Supporting this perspective, the 2012 Credit Suisse research report on *Gender Diversity and Corporate Performance* links board diversity to better stock market and financial performance (higher return on equity, lower leverage and higher price/book ratios).² This research suggests several explanations for this better performance including: a stronger mix of leadership skills, improved understanding of consumer preferences to pick top talent, and more attention to risk. In 2014, Credit Suisse updated its research and observed similar results.³ A 2015 McKinsey study of 366 companies found that corporate leadership in the top quartile for racial and ethnic diversity were 35 percent more likely to have financial returns above their national industry median.⁴

A recent report by the SEC’s Advisory Committee on Small and Emerging Companies explains that “board diversity has been associated with improved competitiveness and talent management, greater access to capital, more sustainable profits, and better relations with stakeholders and therefore plays an important role in capital formation for small and emerging companies.”⁵

CEOs, through the Business Roundtable’s 2016 Principles of Corporate Governance, identified board diversity as a driver of long-term economic value and called for women and/or minority candidates to be considered for each open board seat.⁶

Resolved: Shareholders request that the XYZ Board of Directors prepare a report by *Month*, 2020, at reasonable expense and omitting proprietary information, on steps XYZ is taking to foster greater diversity on the Board including but not limited to:

1. Strengthening its Corporate Governance Guidelines by embedding a commitment to diversity inclusive of gender, race, and ethnicity;
2. Committing to include women and underrepresented minority candidates in every pool from which Board nominees are chosen; and
3. Reporting on progress and challenges experienced.

¹ <http://www.ey.com/us/en/issues/governance-and-reporting/ey-governance-trends-at-russell-2000-companies>

² <https://publications.credit-suisse.com/tasks/render/file/index.cfm?fileid=88EC32A9-83E8-EB92-9D5A40FF69E66808>

³ <https://publications.credit-suisse.com/tasks/render/file/index.cfm?fileid=8128F3C0-99BC-22E6-838E2A5B1E4366DF>

⁴ <http://www.diversitas.co.nz/Portals/25/Docs/Diversity%20Matters.pdf>

⁵ <https://www.sec.gov/info/smallbus/acsec/acsec-recommendation-021617-corporate-board-diversity.pdf>

⁶ <https://businessroundtable.org/sites/default/files/Principles-of-Corporate-Governance-2016.pdf>



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

FIN 053 Construction at 815 Second Avenue

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council authorizes the construction of meeting space and a production studio at 815 Second Avenue at an estimated cost of \$750,000; and be it further

Resolved, That the project be managed by the Chief Operating Officer; and be it further

Resolved, That the Treasurer is authorized to fund the construction with operating cash.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 21, 2019

FIN 054 Request from The Episcopal Diocese of Haiti

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council authorizes that \$145,000 from Trust Fund 407 be distributed to provide payment of past due pension contributions for the Diocese of Haiti.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 21, 2019

FIN 055 Clergy Housing Allowance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, 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.

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

Employee	2019 Housing Allowance Requested
Barlowe, Michael L.	54,400
Borbon, Samuel	27,760
Brackett, Thomas	55,649
Byrd, Ronald C.	41,130
Crist, Mary Frances	42,600
Curry, Michael	30,000
Edington, Mark	53,900
Froelich, Meghan	32,900
Guillen, John A.	70,000
Hauff, Bradley	40,805
James, Molly	37,862
McQueen, Glenda	46,355
Melton, Heather	34,336
Mullen, Melanie	52,651
Ousley, Todd	50,000
Robertson, Charles K.	55,000
Rose, Margaret	52,912
Smith, Geoffrey	33,703
Spellers, Stephanie	57,192
Steffensen, Leslie	42,545
Stevenson, E. Mark	40,000
Vergara, Winfred B.	50,320
Woodcock, Bruce	45,665
Wynder, Charles	53,204



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Adopted on: Oct 21, 2019

FIN 056 Updated Travel Guidelines

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the revised official Travel Guidelines for the Domestic and Foreign Missionary Society are adopted, effective 1/1/2020.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America

The Domestic and Foreign Missionary Society Guidelines for Official Travel

*for Members of Interim Bodies of the General Convention;
the Executive Council of the General Convention; and Officers, Employees, Consultants and Volunteers
of The Episcopal Church
as of January 1, 2020*

PURPOSE

The purpose of travel guidelines is to promote responsible use of, and accountability for, funds entrusted to the church for its governance and mission.

GENERAL GUIDELINES

- Requests for reimbursement must be submitted immediately, or no later than fourteen (14) calendar days following completion of a trip or after incurring other travel and entertainment expenses. Processing may be delayed or denied for requests postmarked more than 14 days after a trip or expense or for requests lacking the necessary documentation. No reimbursement will be made for expenses submitted more than sixty (60) days after a trip is completed.
- The Finance Office will accept electronic submission of reimbursement requests that include scanned copies of receipts as long as the submission is made within the 14-day period indicated in the Travel Guidelines. Original receipts will be required if the submission is after that 14-day window.
- Each properly documented request for reimbursement will be processed within ten (10) business days of receipt in the Controller's Department.
- All requests for reimbursement must be filed on the Travel and Expense Report and must be accompanied by original receipts or e-invoices for ALL expenses other than tips. Summary credit card statements and other copies are not acceptable.
 - Travel and Expense Report forms are available on line at <https://www.episcopalchurch.org/forms-and-guidelines> .
- For control and audit purposes, exceptions to any policy relating to reimbursement may be approved only by the Treasurer or Controller.
- All ground transportation requires a receipt from a licensed transportation service (including bus, taxi or limousine service).
- "Petty Cash" disbursements will *not* be used for travel advances or reimbursements.
- All requests for reimbursement must clearly identify the dates, destination and the business purpose of the trip, meeting or expense.
- Travel and Expense Reports should be completed in a single currency only (preferably U.S. Dollars). If the U.S. dollar amounts stated on the Form are derived after converting from a foreign currency, please include a copy of the source document used for conversion. This document should clearly show the rate or conversion factor that was used in the computations. We suggest using the converter available at <http://www.oanda.com/convert/fxhistory>.

SPECIAL NOTE

Expenses that are generally subject to reimbursement

The following are usually accepted for reimbursement: transportation, lodging, meals, and certain miscellaneous expenses. Details are provided in these *Guidelines*.

Expenses that are not subject to reimbursement

Any expenses not specifically addressed in these *Guidelines* as reimbursable must have prior written explanation and approval. Non-reimbursable expenses include but are not limited to the following:

- passport renewals and TSA Pre✓® applications
- spouse's travel expenses
- dependent care, pet care
- supply clergy to substitute for clergy on official business, lost pay
- use of frequent-flyer miles, additional travel insurance
- luggage purchase or replacement
- unofficial (personal) entertainment, in-room movies, barber and beauty services, newspapers and magazines, sightseeing
- medical services
- motor vehicle fines
- “no show” charges for hotels, car rental and limousines
- charge card late fees and expenses

MODE OF TRANSPORTATION

When you are traveling on official business, you should travel by the most expeditious route, which will usually be by air. *However*, you may travel by personal automobile, train or bus when the situation warrants. *Requests for rental or owned auto travel* must be submitted in writing or by e-mail to, and be approved by, the accountable Administrative Executive. All travel for which reimbursement is sought must be provided through licensed commercial carrier or your own vehicle.

AIR TRAVEL

Fare

Reservations should be booked as early as possible to take advantage of advance purchase discounts. This is typically 14 days for travel within the U.S. and 21 to 60 days in advance for international travel. The cost for a 14-day advance purchase coach fare for a roundtrip flight will be the basis for determining reimbursement amounts. When travel is in response to a “call to meeting” letter or e-mail, no expenses incurred in booking flights within 14 days of the beginning of a meeting will be reimbursed without the traveler obtaining written approval from the Executive Officer or Chairperson of the committee and providing that written approval to ALTOUR. Any flight changes and additional costs after such booking will be the financial responsibility of the traveler.

All trips should be booked as *coach fares*, unless approved in advance by the appropriate member of Management. The Society will pay for a seat when none is available to pre-assign “free” in cases where ALTOUR determines that a seat assignment is necessary to ensure prompt boarding of a flight. The Society will not pay for seat assignments to improve an existing seat assignment or to upgrade to a special section in coach-Economy Comfort, unless this is the only seat type available and ALTOUR believes it is necessary. Travelers may, however, pay to upgrade their seats at their own expense. The Society will pay for an aisle seat in coach, if the airline charges for all aisle seats. Also, the Society will reimburse for one checked bag, if the airline charges for the first checked bag. The Society will not reimburse for additional baggage fees. The Society’s travel agency will choose the most cost effective route of travel. Travelers wishing to deviate from the travel agency’s choice by choosing their airline or routing will be expected to pay the excess cost above the travel agency’s quote for airfare.

Charges incurred for itinerary changes made outside of these Guidelines or for the convenience of the traveler will not be reimbursed.

TRAIN TRAVEL

All travel on Amtrak should be booked as *coach fares on regional trains*, unless prior approval is received from a member of Management to book Acela or Business Class seats. You do not need to use ALTOUR to book Amtrak tickets; but you must submit a receipt for reimbursement.

Travel Accident Insurance

You are covered for accidents that occur during official business travel, as follows:

- Bookings made through the Society's approved travel agent receive \$350,000 of automatic insurance through American Express covering accidental death or dismemberment arising during a trip from point of departure to point of return (i.e., door-to-door).
- The Society provides \$350,000 of additional Travel Accident Insurance covering accidental death or dismemberment occurring during all business travel. This coverage is independent of the American Express or any other collateral insurance. (For aircraft travel, this insurance is subject to an aggregate limit of \$3,500,000 if more than one insured person suffers a loss in a single incident).
- Summary policy descriptions are available upon request from the Controller's Office.

AUTOMOBILE TRAVEL

Rented Vehicle Policy

Unless you are a DFMS officer or Administrative Executive, you must have the prior written approval of your Administrative Executive in order to rent a car or van for official business travel. The Society's designated travel agent has arranged favorable rates with several auto rental companies.

The Society's insurance coverage protects against auto liability claims that arise when autos are used for church related activities. The DFMS is subject, however, to a \$500 deductible if its traveler is deemed the "at-fault" driver involved in the accident. To protect yourself and the Society to the maximum extent possible, the traveler should rent the car in the name of the Society; elect the collision damage waiver; and/or confirm that your credit card company offers zero-deductible collision coverage (which may be comparable to CDW).

Allowances for traveler's own vehicle

- The rate of reimbursement is the current IRS rate (applicable to employees and business consultants or volunteers) plus tolls and parking fees. Receipts for tolls and parking fees must accompany requests for reimbursement (regardless of the dollar amount).
- Gasoline and oil are *not* reimbursable expenses in addition to this per-mile reimbursement; rather, they are a part of it.
- Total reimbursement shall not exceed the sum of direct airfare plus rebated ground transportation, except in situations where the use of an automobile, in lieu of another means of transportation, can be justified.

LODGING

Inside New York City

The Society has established corporate accounts and tax exemptions with the Club Quarters Hotel, Grand Central (128 East 45th Street, corner of Lexington Avenue); the Fitzpatrick Grand Central Hotel (45th Street and Lexington Avenue); the Hampton Inn Manhattan UN (231 East 43rd Street and 2nd Avenue); and the Westgate New York Grand Central (304 East 42nd Street and 2nd Avenue). Reservations must be made through Sherri Siegel Quinones, Meetings Coordinator (212) 716 6021 or squinones@episcopalchurch.org, in the office of the Chief Operating Officer. Note: Travelers may use other hotels but will be expected to pay any excess costs above the going rate at the corporate-rate hotel.

Outside New York City

The *allowance for lodging* will generally be equal to the *standard business rate* (determined by locality) at a moderately priced hotel.

Billing

Individual Billing: You must pay your own hotel bill and submit your receipt for reimbursement. ***You may not charge the hotel bill of another person traveling on Society business and expect reimbursement.*** The Society will not reimburse you for such a charge.

Group Billing: If a group wishes to arrange hotel accommodations for members attending a meeting or conference, the Society will accept direct billing from the hotel for room, group catering and audio visual charges. All individual charges (e.g., room service, meals, telephone, etc.) must be submitted through an individual Travel and Expense Report. A *contract* for group accommodations must be submitted for review by in-house counsel and signed by the Treasurer at least 60 days in advance of the meeting or conference.

Length of Hotel Stay

The Society will reimburse travelers for hotel rooms during the period of a scheduled meeting and any additional night required to accommodate public transportation schedules. A traveler may be reimbursed for an extended stay *to the extent that the traveler can document* that the savings in transportation costs exceed the additional expense of extended lodging (e.g., the reduced fare for a weekend flight exceeds the additional hotel room charge).

MEALS

Allowance

Travelers will be reimbursed for the actual amount spent for meals and beverages, not to exceed the U.S. Government's per diem rate for the locality. Travelers must append to their T&E a printout from the GSA or State Department website showing the per diem rate(s) utilized. Data can be found at www.gsa.gov/perdiem and https://aoprals.state.gov/content.asp?content_id=184&menu_id=78.

If the traveler is in a particular location for less than a day or is traveling internationally, the per diem rate does not apply. In that case, meal reimbursement will not exceed \$10 for breakfast, \$10 for lunch, and \$40 for dinner.

Reimbursement will be made for alcoholic beverages within per diem rates.

Original receipts for all individual meals must be provided. You may submit for reimbursement ***only*** your expenses. Please see *Miscellaneous Expenses*, below, for guidelines related to guests.

Reimbursement

Requests for reimbursement for each meal must be accompanied by a bill specifying as separate items food, alcohol, and tax. This is a requirement of the Internal Revenue Code.

- No reimbursement will be made for meals, which are provided as part of the group arrangements for a meeting.
- When full or continental breakfast is included in the hotel rate, no reimbursement will be made for room service breakfast.
- An accountable Administrative Executive must approve a request for reimbursement for the entertainment of guest/guests of the Society.

MISCELLANEOUS EXPENSES

Transfers

Reimbursement may be denied for taxi fares when shuttle service is provided by a hotel or conference center.

Host/Hostess Gift

For a meal, or hospitality in lieu of hotel accommodations, a gift is permitted provided that its cost does not exceed that of a local restaurant (for a meal) or one night's hotel rate (for hospitality). For reimbursement, you must submit a receipt for the gift and note on it the name of the recipient.

Laundry and Valet Services

On trips of five (5) or more days, the cost of necessary laundry and valet services is reimbursable.

For Persons with Disabilities

Persons with disabilities who need special transportation, wheelchairs, scooters, sign language interpreters or aids for vision may request provision of these and other services from the Executive Officer of the General Convention (for members of Executive Council and Interim Bodies) or the appropriate member of the Executive Leadership Team (for persons on the Presiding Bishop's staff), who will approve or disallow them on a case by case basis.

Business Entertainment

The traveler may be reimbursed for entertaining a guest or employee of the Society if such entertainment is for business purposes and is pre-approved by a DFMS officer or Administrative Executive. Reimbursement for meals included in entertainment expenses must be within the guidelines for individual meals.

Telecommunications

Essential personal telephone calls (e.g., to your home) and Internet access charges are reimbursable on a reasonable basis.

Other Miscellaneous Expenses

When an in-hotel health facility is not included in the base hotel room charge, reimbursement will be payable up to \$10 per day. The separate charge must be clearly identifiable. Modest incidental tips for service do not require receipts.

TRAVEL ADVANCES

Policy

Advances for official travel are available to all employees and members of Interim Bodies engaged in official travel for the Episcopal Church.

Because air travel is to be booked through the Society's approved travel agent who will charge the fare directly to the corporate American Express account, travel advances should be requested for essential anticipated expenses only.

Obtaining a travel advance

You should submit to the appropriate Administrative Executive or the General Convention Office an invoice or statement for an advance to cover reasonable expenses such as ground travel, lodging, and meals. You should allow ten (10) working days for processing; therefore, all requests should be submitted as early as possible.

Accounting for a travel advance

Immediately, or no later than fourteen (14) calendar days after your trip, you must submit the Travel and Expense Report (specifying the amount of reimbursement due or the unused funds being returned) with the following attachments:

- An e-invoice or original airline or train ticket from the DFMS officially designated travel agent or a bus ticket or stub (to verify the cost of your ticket and ensure that it was actually used). An itinerary only will *not* be accepted. This procedure must be followed even when travel has been charged to the Society's American Express account.
- A receipted hotel bill. (If you elect not to stay at the official hotel designated for a meeting, you should submit a bill from your hotel; however, you will be reimbursed only for an amount equal to the group rate at the designated official hotel).
- Receipts for all reimbursable meals, transportation, entertainment and miscellaneous expenses other than tips.

Subsequent travel advances

Subsequent requests for travel advances will not be processed until proper accounting is received for all previous advances.

Exception

If only your airfare was prepaid, you may request an advance to cover other expenses for the same trip.

IRS Form 1099

At the end of each calendar year, in accordance with IRS regulations, Form 1099 (Non-employee Compensation) will be issued by the Society in the amount of all travel advances for which an accounting has not been made to the Society.

REIMBURSEMENT

All receipts must include the name of the vendor, date and dollar amount.

Documentation for Reimbursement

Travelers seeking reimbursement must submit the following documentation along with their expense report:	
Air/Rail	E-invoice from travel agency for air or rail. If rail transportation is not booked through the travel agency, then the original passenger coupon with the price.
Lodging	Complete hotel folio showing proof of payment
Car Rental	Rental car agreement including proof of payment
Meals/Entertainment	Charge/credit card receipt or cash register receipt (no restaurant tear tabs); or note indicating "\$x.00 for airplane meal" or for similar modest-priced meals when no receipt is given.

- All airline and rail charges will be centrally billed to the Society's American Express account.
- You may charge and be reimbursed only for your own official travel. You will not be reimbursed for travel, lodging or meal expenses of a group or any other person(s).
- Arrangements for official travel by a group or any other person(s) must be made by our official travel agent. (See *Travel Agent*, below.)
- Because all travel reimbursement guidelines comply with the Internal Revenue Code, reimbursed out-of-pocket expenses for official travel will *not* be reported to the IRS as income.

Submitting a Request for Reimbursement

Please direct all requests for reimbursement to the staff person through whom the meeting arrangements were made.

Requests for reimbursement for group travel for Members of Interim Bodies of the General Convention or Executive Council should be sent to:

General Convention Office
The Episcopal Church Center
815 Second Avenue
New York, NY 10017
Tel: (212-716-6017)

Any subsequent questions should be directed to June A. Victor in the Treasurer's Office (212-716-6077), or to Thelma Bailey in the Controller's Office (212-716- 6292).

TRAVEL AGENT

Policy

The DFMS contracts with an officially designated travel agent, ALTOUR (formerly A&I Travel Management, Inc.). The benefits of using this agent include very significant cost savings, upgrades, on-line booking in many instances, plus other special features. You may book transportation through another means **only if** you can document that you can achieve savings of more than \$100 below the fare plus agency fee quoted by ALTOUR. (We recommend that after obtaining an alternative fare quote you obtain a written quote from ALTOUR should you elect to purchase the alternative option.) **All exceptions should be documented and fully explained on an accompanying note, ensuring that the arithmetic and calculations are clear; otherwise your reimbursement may be delayed or rejected.**

The DFMS Travel Request Form must be completed by either the traveler or the travel planner prior to booking any “individual” travel arrangements with an agent or online. An email will automatically generate to the person filling out the Travel Request form upon completion. If booking with an agent, please allow approximately 10 minutes between the time of completing the Travel Request Form and the time you call an agent to insure that ALTOUR has received the proper information.

Access the Travel Request Form using this link: <https://aitvl.wufoo.com/forms/mfj1b611ksjt0i/>
Complete the form and click “Submit.” (The required password must be obtained from your event organizer.)

The screenshot shows a web form titled "DFMS Travel Request Form" with the WUFOO logo at the top. Below the title is a note: "IMPORTANT: Separate forms must be completed for each individual traveler." The form contains several sections:

- Name of Traveler ***: Two input fields for "First" and "Last" names.
- Traveler Status ***: A dropdown menu with "Please Select:" and a downward arrow.
- Purpose of Trip ***: A text input field with a character count below it: "Maximum Allowed: 40 characters. Currently Used: 0 characters."
- Traveling by: ***: Two radio button options: "Air" (selected) and "Rail".
- Air/Rail Travel ***: Three radio button options: "Round-Trip" (selected), "One-Way", and "Multi-Destination".

Immediately after the Travel Request Form has been submitted, an e-mail will be sent to the email address entered on the form.

Travelers have three options for booking travel with ALTOUR. A traveler profile is recommended for those who travel routinely. Call or email ALTOUR to request instructions on how to establish a travel profile. (866-683-8248 press “3”)

Option 1: Call a full service agent at ALTOUR Travel Service (Monday through Friday, 8:00am to 5:00pm Central.)

Your dedicated agent team includes:

Rosie Gattas	rosie.gattas@altour.com	866-683-8248 ext. 1507
Lourdes Bada	lourdes.bada@altour.com	866-683-8248 ext. 1515
Marilyn Bridges	marilyn.bridges@altour.com	866-683-8248 ext. 1449
Amy Hernandez	amy.hernandez@altour.com	866-683-8248 ext. 1427

Option 2: Email your travel request to dfms@altour.com or email an agent directly using the agent’s email listed above.

Option 3: Book online at <http://dfms-aitravel.deem.com> – (You must be an authorized user with an active DEEM profile and online account to use this option.)

** If booking online, you will be required to enter an “account code” for your trip into the reservation. We therefore recommend that you have the email you received in response to the Travel Request Form accessible when you login to book. To ensure accuracy, you should cut and paste the account code from the email into the reservation, when prompted. If you have technical problems with the online site, you can contact the ALTOUR online support desk during regular business hours. Phone: 866-683-8248 press “3”.

Electronic Invoice and Final Approval Process

After you have completed the booking, whether online or with an agent, you will receive an email confirming your itinerary.

A copy of your itinerary will also be sent to the appropriate approver who will let you know if the requested travel is NOT approved.

If a trip is NOT approved the approver should:

- Contact ALTOUR with instructions to cancel the trip and void the airline ticket.
- Contact the traveler and/or travel planner to notify them that the trip request has been declined.

IMPORTANT NOTE: Airline rules only permit airline tickets to be voided within one (1) business day of ticket issuance by our agency. (A ticket issued on Monday must be voided by Tuesday; otherwise, the ticket will be charged to the customer and it cannot be re-issued without an airline-assessed fee of \$ 200 or more. The exception to this rule is for tickets issued on Friday, Saturday and Sunday which allow voiding through Monday.)

MEETING SCHEDULING

To accommodate the schedules of both the clergy and lay members, we encourage committees and other bodies to consider using a combination of weekdays and weekends when scheduling meetings.



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FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

FIN 057 Approve 2020 Budget

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council approves the revised 2020 Budget for The Episcopal Church.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

FIN 058 Change Language of Trust Fund 691

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the language of Trust Fund # 691, Gift of Church of Our Savior, North Platte, NE (1957), A Special Fund, be changed as follows:

This fund was established with a gift of \$1,700.00 from Church School of the Church of Our Savior (COOS) in North Platte, NE in 1957 for work in former Diocese of Hankow, China. In 2019, the donor changed the designation to "Income for missionary and outreach work in areas where Episcopal Church of Our Savior, the Diocese of Nebraska, and The Episcopal Church are actively engaged in ministry, as from time-to-time recommended by Episcopal Church of Our Savior and as approved by the Treasurer of the DFMS."

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

FIN 059 Bequests (TF #927 and Restricted Purpose)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That The Executive Council extends its thanks to those who have included The Episcopal Church in their wills.

Resolved, That the Executive Council recognizes the generosity of all those who endow the Episcopal Church and thus support its ministries.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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FIN 060 CETALC Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Canons to the Presiding Bishop for Ministry Within the Episcopal Church and for Ministry Beyond The Episcopal Church be authorized to use income distributed during 2019 from Trust Fund No.809, up to \$381,366.00, for educational and theological programs (including continuing education and individual scholarships), as recommended by the Commission on Theological Education for Latin America and the Caribbean (CETALC) at its meeting in Brazil, July 29 – August 3, 2019; and be it further

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

Resolved, That any funds not spent during 2020 be reinvested.

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

I. DIOCESAN PROGRAMS			
Brasil, Brasilia			8,500.00
Brasil, Rio de Janeiro			9,000.00
Brasil, Sao Paulo			4,000.00
Colombia			9,000.00
Costa Rica			10,000.00
Cuba			10,000.00
Dominican Republic			10,000.00
Ecuador Central			10,000.00
Ecuador Litoral			10,000.00
El Salvador			10,000.00
Guatemala			10,000.00
Haiti			10,000.00
Honduras			10,000.00
Mexico, San Andrés			10,000.00
Mexico Occidente			6,000.00
Mexico Sureste			10,000.00
Panama			9,000.00
Puerto Rico			10,000.00
Virgin Islands			10,000.00
Total			175,500.00
II. PROVINCIAL PROGRAMS			
Brasil			33,700.00
IARCA			33,700.00
IX Provincia			33,700.00
Total			101,100.00
III. Beca Leonardo Romero Scholarship			
Efrén Velázquez, México			5,000.00
Total			5,000.00
IV. RESEARCH AND PRODUCTION			
Miguel A. Salanic			5,000.00
Total			5,000.00
V. POST GRADUATE			
Ronny Leonel Arroyave, Guatemala			2,511.00
Angel R. Rivera, Puerto Rico			7,539.00
Edwin G. Martinez, El Salvador			3,133.00
Dana Lewis-Amborse, Island Virgenes			8,000.00
Total			21,183.00
VI. Project Implementation			
Pensum homologado			23,700.00
Total			23,700.00
VII. CETALC WORK			
CETALC Work 2020			49,883.00
GRAND TOTAL			\$ 381,366.00

COMISIÓN DE EDUCACIÓN TEOLÓGICA
PARA AMÉRICA LATINA Y EL CARIBE - CETALC
2020 GRANTS NARRATIVE

The Commission of Theological Education for Latin America and the Caribbean held its annual grants meeting in Brasilia, Brazil on July 29 through August 3, 2019. A total of 31 applications were received and reviewed. The Commission recommends 28 grants to Executive Council. Grants will be available for disbursement in January 2020.

DIOCESAN PROGRAMS

1. Diocese of Brasilia, Brazil – To empower lay and ordain leadership to take a leading role in actions of evangelism, diaconal and missionary services in the region. Presented by Dr. Paulo Ueti Approved: \$8,500.
2. Diocese of Rio de Janeiro, Brazil – To extend the diocesan pedagogical project involving lay and ordained. Especially reaching those who live in the more distant areas of the diocese. Presented by The Rev. Inamar Correa de Souza. Approved: \$9,000.
3. Diocese of Sao Paulo, Brazil – Biblical-Theological refresher courses for clergy and laity. Presented by the Most Rev. Naudal Alves Gomes. Approved \$4,000.
4. Diocese of Colombia – Training for Clergy and Pastoral Groups with the goal of achieving an optimal Episcopal identity and sense of belonging. Training in the exercise of peace and post-conflict. Presented by the Rt. Rev. Francisco Duque. Approved: \$9,000.
5. Diocese of Costa Rica – Anglican Center for Theological Education – Theological training and formation for ordained ministers and lay leaders to carry forth the work of mission. Presented by the Rev. Ricardo Bernal. Approved: \$10,000.00
6. Diocese of Cuba – Formation and Re-updating of the laity and clergy – Biblical Theological update for clergy and laity. To form leadership capable of taking on new challenges in mission. To have a Cuban Church that is more incarnate in life of the Cuban people. Presented by Gilberto Caballero. Approved: \$10,000.
7. Diocese of Dominican Republic – Theological Education Center – Theological formation program for ordained ministry, vocational diaconate, continued education for clergy and theological formation for laity. Presented by the Very Rev. Ashton Brooks. Approved: \$10,000.
8. Diocese of Ecuador Central – Formation process focusing on the laity of the Church and simultaneously on the clergy. Presented by: The Rt. Rev. Victor Scantlebury. Approved: \$10,000.
9. Diocese of Ecuador Litoral – St. Patrick’s Center for Theological Studies – Improve and strengthen the academic, Theological and scientific preparation of the clergy. Preparation for lay ministries. Presented by the Rev. Canon Geronimo Alava Villareal. Approved: \$10,000.
10. Diocese of El Salvador – To strengthen and go deeper with the education and formation of clergy and laity for the different ministries of the Church, through the work of the Anglican Seminary

- and the School of Theological Education. Presented by the Rt. Rev. David Alvarado. Approved: \$10,000.
11. Diocese of Guatemala – Theological formation program for clergy and laity, continued education for clergy and promotion of vocations. Presented by the Rt. Rev. Silvestre Romero. Approved: \$10,000.
 12. Diocese of Haiti – Seminarian Theological Formation and Lay Leaders Training – Good quality of training of those who will serve Churches. Develop specialized lay ministries in rural and urban areas. Presented by the Rev. Pierre Simpson Gabaud. Approved \$ 10,000.
 13. Diocese of Honduras – Diocesan Theological Education Program – The program focuses on 3 specific needs: a) Training of laity. B) Train women and men who have a call to ordained ministry and, c) Continued education of the clergy. Presented by the Rev. Pascual Torres, Dean. Approved: \$10,000.
 14. Diocese of Mexico – San Andres Seminary – To continue the formation programs for clergy and laity of San Andres Seminary. Promote vocations for lay and ordained ministries. Presented by: Luz Vasquez Aguirre. Approved: \$10,000.
 15. Diocese of Western Mexico – Theological formation and training of the clergy, seminarians and lay ministers; To promote continued education activities Presented by the Rt. Rev. Ricardo Joel Gomez Osnaya. Approved: \$6,000.
 16. Diocese of Southeast Mexico – Theological Education Program (PETE) – Form/Train well prepared clergy and laity to provide leadership to the challenges faced by the congregations of the diocese. Presented by the Rev. Goldy Amparo Santana. Approved: \$10,000.
 17. Diocese of Panama – Total Ministry Program – To strengthen the formation of ordained ministers in the six regions of the diocese with emphases on intentional discipleship. To promote youth vocations toward ordained ministry. Presented by Walter Smith. Approved: \$9,000.
 18. Diocese of Puerto Rico – St. Peter and St. Paul’s Seminary – To provide theological formation for postulants to Holy Orders and other not interested in ordination. Special attention to the formation of Permanent Deacons. Presented by the Rev. Joaquin Rabell Ramirez, Dean. Approved: \$10,000.
 19. Diocese of Virgin Islands – The development of a unified, viable Christian Education program in the Diocese of the V.I. and bring the community together in walking the “Way of Love”. Presented by the Rt. Rev. Ambrose Gumbs. Approved: \$ 10,000.00

PROVINCIAL PROGRAMS

20. Igreja Episcopal Anglicana Do Brasil (IEAB) –Theological formation for clergy and laity in pastoral and missionary activities focusing on the five marks of mission. The Anglican Church in Brazil with 9 dioceses and 1 missionary district will offer this program throughout the Province,

erving the three regions in which the Brazilian Church is divided for ministry. Presented by: The Rev. Magda Guedes Pereira. Approved: \$35,000.

21. Province IX of The Episcopal Church – Center for Theological Studies – Operates through the Seminary of the Dominican Republic to serve the 7 dioceses in Province IX. The current program will a) strengthen the Theological Center, b) establish bonds between the different dioceses, c) offer diploma for short term 2 weeks intensive residential studies. Presented by the Very Rev. Ashton Jacinto Brooks. Approved: \$35,000.
22. Iglesia Anglicana de la Region Central de America (IARCA) - Anglican Center for Higher Theological Studies (CAETS in Spanish) – Located in Costa Rica, serves the 5 dioceses in Central America. Offers continued education and formation for the clergy and laity in the region, prepares teachers for diocesan theological programs and encourages theological research. Presented by: The Rev. Eduardo Chinchilla. Approved: \$35,000.

LEONARDO ROMERO SCHOLARSHIP

23. Efen Velazquez, Mexico – For studies at St. George’s College in Jerusalem, The Palestine of Jesus. Approved: \$ 5,000.

RESEARCH AND PRODUCTION SCHOLARSHIP

24. Miguel A. Salanic – Guatemala – The Action of the Holy Spirit in the Indigenous Peoples/Communities. Approved: \$5,000.

POST GRADUATE SCHOLARSHIPS

25. Ronny Leonel Arroyave – Guatemala, Third and last year of studies. Approved: \$2,511.
26. Angel Roberto Rivera – Puerto Rico, second year scholarship toward Doctorate in Theology specializing in Ecumenism and Missiology. Approved \$7,539.
27. Edwin Guardado Martinez – El Salvador, second year scholarship toward Masters’ degree specializing in Latin American Theology. Approved: \$3,133.34.
28. Dana Lewis Ambrose – Virgin Islands, A three-years scholarship for studies toward a Doctorate in Theology/Ministry - specializing in Educational Ministry and Leadership. Approved: \$8,000.

PROJECT TO IMPLEMENT THE AGREED SYLLABUS (Pensum Homologado) - Approved: \$25,000.00

The Agreed Syllabus (Pensum Homologado) is an outcome of the two Theological Education Conferences held in 2016 and 2018 with bishops and directors of theological education in Latin America and the Caribbean. The implementation is based on conversations by regions and Anglican province explaining the possible degree options.

FUNDS FOR CETALC WORK - Approved: \$51,710.00

CETALC 2020 work Budget details

Annual Meeting	\$ 25,000.00	Translation during meeting	2,000.00
Officers Meeting	6,000.00	Administrative cost	2,600.00
Programs Supervision	12,000.00	Travel Insurance	1,110.00
Commission on Impact work	3,000.00		



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FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

FIN 061 Recommend Global Human Rights Investment Screen for TEC Institutions with Criteria for Israel/Palestine Conflict and Adopt Screen and Criteria for DFMS

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Executive Council, meeting in Montgomery, Alabama, October 18-21, 2019 receives the June 2019 report (the Report) of its Committee on Corporate Social Responsibility (CCSR) on resolution B016 Adopt ELCA Action on Israel/Palestine adopted by 2018 General Convention, and hereby adopts the following Global Human Rights Screen with “criteria for the Israel//Palestine conflict” (B016) as directed by General Convention (the TEC Global Screen & Criteria):

TEC Global Human Rights Investment Screen with Criteria for Israel/Palestine

The Global Screen - Executive Council hereby recommends that any Episcopal Church institutional investor not invest in any corporation supporting or benefiting from denial of human rights consistent with policy adopted by General Convention or Executive Council.

Criteria for Israel and Palestine - Executive Council hereby recommends that any Episcopal Church institutional investor not invest in any corporation that supports or benefits from denial of human rights in or through the occupation of the West Bank, East Jerusalem or the Gaza Strip (the Occupied Palestinian Territories or OPT); and recommends these criteria for deciding if a corporation supports or benefits from denial of human rights in the OPT:

- 1) Does a corporation have a record of any of the following: supplying or doing business or providing goods or services in or to illegal settlements (as defined in international law) or contributing to the construction or maintenance of housing or other facilities in such settlements or seeking otherwise to profit from human rights violations in the OPT, or
- 2) Does a corporation have a record of directly or indirectly supplying or doing business with or providing goods or services to, or otherwise contributing to, the Israeli Defense Forces as the IDF operates in the OPT; and be it further

Resolved, That Executive Council hereby adopts the TEC Global Screen & Criteria as investment policy for the Domestic and Foreign Missionary Society (DFMS) and hereby creates a DFMS Human Rights No Buy List based on the TEC Global Screen & Criteria for corporations that resist effective engagement on human rights, and directs CCSR to administer this List, and asks that the TEC Global Screen & Criteria be shared with all TEC institutional investors.

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

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

**CCSR Report to Executive Council on
Resolution B016 Human Rights Investment Screen
June 2019**

The Task assigned to CCSR:

In 2018, at Austin, Texas, the 79th General Convention adopted Resolution B016 Adopt ELCA Action on Israel/Palestine. B016 calls on the Committee on Corporate Social Responsibility (CCSR or the Committee) to prepare a human rights investment screen for Israel and Palestine to be applied in Episcopal Church investing. This report, directed to Executive Council, includes recommendations emerging from CCSR's work to date on B016, with an enabling resolution.

Resolution B016, in its first resolved, reads as follows:

B016 Adopt ELCA Action on Israel/Palestine

Resolved, the House of Bishops concurring, That General Convention join with the Evangelical Lutheran Church of [sic] America's action, CA 16.06.31, "Justice for the Holy Land Through Responsible Investment," and direct our Executive Council's Committee on Corporate Social Responsibility to develop criteria for Israel and Palestine based on a human rights' investment screen and the actions of General Convention and Executive Council over the past seventy years. [Emphasis supplied]

An *investment screen* is a policy statement adopted by an investor, whether an individual or an institution, to guide decisions regarding the investor's portfolio. Investment screens may be based on a variety of policy positions and may be affirmative or negative. In 2015 the 78th General Convention adopted resolution C045 incorporating both a negative and an affirmative screen: divest from fossil fuels (negative) and invest in alternative energy (affirmative).

When an investor develops a negative screen, the investor analyzes its current portfolio to assess which, if any, investments do not comply with the screen. If any do not, the investor divests from those investments. Also when an investor develops a negative screen, the investor establishes a "No Buy List" by applying the screen to the relevant universe of potential investments. If an investor has investment managers, once a screen is decided, from that point the investor's managers are directed to choose investments in line with the affirmative screen and to avoid those on the No Buy List, or, if already in the portfolio, to divest from those companies.

In the 1970s Executive Council, as the governing board of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America (the national corporate entity of TEC, commonly referred to as DFMS), established CCSR, as a committee of Council, to guide DFMS's shareholder advocacy efforts. CCSR has nearly 50 years' experience in this role, applying the Church's ethical teachings in policy statements of General Convention and Executive Council, including through investment screens.

In 2018, calling on the Episcopal Church to "adopt ELCA action on Israel/Palestine," Convention assigned CCSR "*to develop criteria for Israel and Palestine based on a human rights' investment screen and the actions of General Convention and Executive Council over the past seventy years.*" As Convention knew, CCSR has decades of shareholder advocacy experience with companies involved in Israel/Palestine.

CCSR reviewed seventy years' of Convention and Council policy actions and found clear support for a human rights investment screen. CCSR also reviewed the human rights investment

screen adopted by the ELCA Church Council and found the TEC policy statements and ELCA screen are broadly consistent. Accordingly, taking guidance from Convention's words in B016, CCSR recommends that Executive Council adopt the same investment screen as the ELCA, restated with minimal wording adjustments to make a new enabling resolution for TEC.

Recommendations:

CCSR makes two broad recommendations. First CCSR recommends that Executive Council adopt the same investment screen as the ELCA Church Council adopted as a recommendation to ELCA institutional investors. Accordingly, CCSR recommends that Executive Council make a similar recommendation to Episcopal Church institutional investors: that the investors consider adopting the human rights screen set out in the enabling resolution proposed for Executive Council by CCSR. (That resolution restates the ELCA screen for the Episcopal Church and calls the recommended screen the "TEC Screen" to avoid confusion with the ELCA original.)

Second, CCSR recommends that Executive Council, as the DFMS governing board, adopt this human rights screen (the TEC Screen) for application by DFMS. CCSR does so because Executive Council has a dual role in TEC, as a denominational body with policy responsibilities and also as the governing board of an investor, DFMS. In the case of the ELCA, its Church Council has policy responsibilities but is not an investor governing board, so the Church Council could recommend the ELCA screen but could not itself adopt the screen. In the TEC case, it makes sense for Executive Council to adopt for itself the recommendation it makes to others.

The Evangelical Lutheran Church human rights screen adopted by its Church Council states:

"The ELCA recommends not investing in corporations benefiting from the most egregious denial of the rights of humans as political and civic beings to have equal access and participation in legal and political decisions affecting them.

Definition of problem: Equal access and participation in legal and political decisions cannot happen when they occur in conflict-affected countries, especially disputed or occupied territories. Recognizing that various investors will implement this along a continuum, for the purpose of this screen investments might include screening companies supporting and benefiting from occupation. It could also include investments that promote positive economic development in such regions."

CCSR believes this policy statement is consistent with seventy years of Episcopal Church policy actions by General Convention and Executive Council, is reasonably succinct, and may be applied without undue difficulty across the Episcopal Church, and, specifically, by CCSR.

The fact that B016 explicitly references following ELCA policy action indicates that General Convention would accept this recommendation to adopt the actual ELCA screen. The title of B016 is "*Adopt ELCA Action on Israel/Palestine*" [emphasis supplied]. In its text, B016 says the Episcopal Church is to "*join with*" ELCA action [emphasis supplied]. CCSR here recommends the very screen ELCA adopted, with wording changes to make a fresh enabling resolution for action by Council. If Council adopts the resolution set out below, Executive Council would affirm a policy that General Convention seems effectively to have approved in principle in B016.

In addition CCSR recommends that, if Executive Council adopts for DFMS the investment screen recommended in this report, Council need not wait to apply that screen to the current DFMS portfolio but can adopt CCSR's company by company recommendations based on CCSR's actual experience. CCSR also recommends that TEC devote additional resources to monitoring human rights and investment policy going forward.

Process and Considerations:

- **ELCA policy** As indicated above, guided by B016, the Committee reviewed the human rights screen of the Evangelical Lutheran Church in America.
- **Ecumenical positions:** In addition to ELCA policy, CCSR reviewed actions taken by its other major denominational partners: the United Methodist Church, Presbyterian Church and United Church of Christ. See the Frequently Asked Questions (FAQ).
- **Episcopal Church in Jerusalem:** The Archbishop of Jerusalem attended General Convention and was invited but declined to give testimony on any of the resolutions under consideration related to Israel/Palestine, including B016. CCSR respects the Archbishop's decision to refrain from commenting. See FAQ.
- **Legislative history of B016** More than 50 witnesses testified at a large and well-publicized joint committee hearing on Israel and Palestine at General Convention. These included Muslim and Christian Palestinians and Palestinian Americans, Jewish citizens of Israel, Jewish Americans, and members of several Christian traditions including dozens of Episcopalians. B016 passed both houses and is an act of General Convention. CCSR has a specific assignment under B016: to assist in defining and applying a human rights screen for Israel/Palestine going forward.
- **TEC Policy on Israel/Palestine** CCSR reviewed with care an extremely helpful report from the Episcopal Archives on the history of Episcopal Church policy on Israel/Palestine. The recommended human rights screen developed originally by the Evangelical Lutheran Church is consistent with those policies. The Episcopal Church's policy actions repeatedly affirm the right of Israel to exist in peace with secure borders and the right of Palestinians to have their own sovereign state with Jerusalem to be the shared capital of both peoples. TEC also affirms that the Israeli settlements in the Occupied Palestinian Territories (OPT) are illegal under international law. Thus TEC policy is consistent with the ELCA human rights policy statement, which affirms that preventing people from acting "as political and civic beings to have equal access and participation in legal and political decisions affecting them" is a denial of their human rights and that such access and participation "cannot happen ... in conflict-affected countries, especially disputed or occupied territories." See Archives Report link in FAQ for summary up to but not including the 79th General Convention.
- **Other TEC Screens:** CCSR notes this is not the first time a screen has been applied so that the Episcopal Church has divested from certain companies in its portfolio. Nor is this the first time the Church has created a No Buy List. Past actions by the Church include divesting from oil companies doing business in the Sudan (in 2000) and companies involved in South African Apartheid (in 1985). The Episcopal Church also has negative screens (No Buy Lists) for tobacco, military contracting, and private prisons.
- **Human Rights Reports:** The Committee reviewed human rights reports of three non-government organizations: Human Rights Watch, Amnesty International and B'tselem, an Israeli non governmental organization (NGO) based in Jerusalem. The Committee carefully reviewed the policies of the Church with the various categories of violations reported by these organizations. Particularly noted were Church policies which spoke to the following areas of human rights concern: Freedom of Movement, Arbitrary Arrests and Detention, including children, Torture and other ill treatment, Unlawful Killings, Excessive Use of Force, Freedom of expression, associations and assembly, Impunity and collective punishment, Right to Housing – forced evictions and demolitions, Violence Against Women and Girls, and Refugees and Asylum Seekers. See specific TEC policy references in Amnesty International Report in FAQ.
- **Concerns expressed by organizations in the American Jewish community:** CCSR reviewed and considered stated positions of a number of organizations in the Jewish community, particularly positions on the OPT and on the Boycott, Divestment and Sanctions ("BDS") movement. The Committee reviewed policy positions of the American Jewish Committee, Jewish Voice for Peace, the Anti-Defamation League,

Americans for Peace Now and J Street. It appears that the views of the Episcopal Church are largely consistent with those of J Street and Americans for Peace Now, and CCSR believes the policy recommended in this report also is largely consistent with the positions of those organizations. See FAQ.

- **Scope of current work:** With respect to human rights issues regarding Israel/Palestine, Resolution B016 does not limit the Episcopal Church to focusing solely on the occupied territories. B016 calls for consideration of “human rights in Israel and the Occupied Territories.” But historically TEC’s primary focus has been on issues related to the occupation. See the Archives report. The ELCA policy also has a focus on the occupied territories. Thus this report has focused on human rights issues related to the OPT.
- **Boycott, Divestment and Sanctions Movement:** The global BDS movement has developed from 2005, beginning within Palestinian civil society. Critics of BDS say that BDS denies the right of Israel to exist. The Episcopal Church has opposed BDS (in 2013) and for many years has affirmed, and continues to affirm, the right of Israel to exist, and has called, and continues to call, for a two-state solution or, as of General Convention 2018, a one state solution with equal rights for all as an alternative. About boycotts/divestment J Street says: “We do not oppose boycott, divestment, or sanctions initiatives that explicitly support a two-state solution, recognize Israel’s right to exist, and focus only on occupied territory beyond the Green Line. ...It is critical to maintain the distinction between boycott and divestment efforts which work against the interests of Israel, and initiatives which are limited to opposing the occupation.” See FAQ.
- **First Amendment:** Proposals for legislation to punish BDS participation have been made at federal, state and local levels and have been widely recognized to pose serious questions under the First Amendment guarantee of freedom of speech. Not as widely noted, but as serious, would be questions the proposals would raise, with respect to religious bodies, under the First Amendment free exercise clause. Any such legislation likely would be challenged in the courts on constitutional grounds, and the resolution would require time. There is no need to forebear adopting the screen because a legislature may, at some time, adopt an anti-BDS statute. For half a century investors of faith have carried on shareholder advocacy in support of human rights. See FAQ.

Company Recommendations: With TEC policies and the ELCA screen in mind, CCSR looked at six DFMS portfolio companies it has engaged. (The American Friends Service Committee Investigate website assembles extensive information on companies doing business in the OPT, and CCSR is appreciative of this work.) Based on CCSR’s engagement with each and the company’s OPT activities, CCSR recommends creating a Human Rights No Buy List and placing the first three companies on this List, while continuing engagement with the other three:

Caterpillar, Inc. – multinational heavy engineering equipment manufacturer

CCSR Engagement: 15 years: letters, dialogue, shareholder resolutions, no progress

Complicity in the Occupation – equipment used for demolition of homes, separation barrier construction on confiscated land, settlement building, Israel Defense Force (IDF) work in the OPT. From Investigate: Caterpillar equipment customized for IDF use. investigate.afsc.org

Recommendation – Divest and Place on Human Rights No Buy List

Motorola Solutions – multinational data & telecommunications equipment manufacturer

CCSR Engagement: 25 years: letters, dialogue, shareholder resolutions unresponsive

Complicity in the Occupation – sale of tech products to IDF for occupation infrastructure including check points, curbing freedom of movement, and providing security to illegal settlements From Investigate: Motorola’s equipment is installed in settlements (illegal under

international law) and the separation wall in the occupied West Bank, and used by the Israeli military, police, and prison service. investigate.afsc.org

Recommendation: *Divest and Place on Human Rights No Buy List*

Israel Discount Bank – one of Israel's largest banks

CCSR Engagement – *two years of correspondence; CCSR requested dialogue and company appeared to agree, but, when CCSR requested date, bank was unresponsive*

Complicity in the Occupation – *IDB has financed construction of settlements and provides financial services in them. From Investigate: IDB financed construction of housing projects in multiple settlements in the OPT and has branches in the settlements. investigate.afsc.org*

Recommendation – *Divest and Place on Human Rights No Buy List*

Facebook – multinational social media platform company

CCSR Engagement – *For two years CCSR has monitored sister organizations' efforts at dialogue with Facebook over allegations it bends to pressure from the Israeli government and removes Palestinian posts on its platform. CCSR has had no direct engagement*

Complicity in the Occupation – *removing Palestinian posts critical of Israeli policy*

Recommendation – *List in Advocacy Account for continued engagement*

Trip Advisor – multinational web based travel company

CCSR Engagement – *two years correspondence (no response in year one) followed by shareholder resolution that generated TA willingness to dialogue, withdrawal of resolution and discussions between TA and shareholders about resolving issue of doing business in settlements*

Complicity in the Occupation – *offering accommodations in Israeli settlements in the OPT*

Recommendation – *List in Advocacy Account for continued engagement*

Booking.com – multinational web based travel company

CCSR Engagement: *Shareholder resolution filed in 2018, dialogue begun and ongoing*

Complicity in the Occupation – *offering accommodations in Israeli settlements in the OPT*

Recommendation – *List in Advocacy Account for continued engagement*

Other companies not yet engaged but in the DFMS portfolio would be also evaluated for the corporate engagement list or placement on the Human Rights No Buy List. CCSR recommends that companies not in the portfolio but doing business in the Occupied Palestinian Territories also be evaluated for placement on the Human Rights No Buy List or shareholder engagement.

Additional Conclusions and Recommendations for Implementation of B016

In working on B016, CCSR was aware that the principles developed from B016 and applied in reference to the Occupied Palestinian Territories are applicable to other areas of conflict and occupation. Human rights standards are universal, but circumstances vary. Therefore, CCSR believes it should seek to apply the screen recommended in this report to additional areas of conflict or occupation on which the Episcopal Church has or develops policy positions. See the eleven military occupations identified at <http://www.rulac.org/browse/conflicts>

To make it possible to carry through on B016, CCSR recommends Executive Council consider funding a consultancy to assist CCSR in the important work of monitoring human rights issues in DFMS's investments, by means of the mechanism approved in 2018 by General Convention resolution A296, Resources for Responsible Investing.

The work begun here also provides a stepping stone to developing a more comprehensive social investment policy as called for in 2018 GC D068 (Criteria and Procedures for Deciding to Engage with or Establish a No Buy List of Companies). CCSR believes this report and CCSR's work to prepare it will assist Executive Council and CCSR in their continuing efforts to align the Church's investments with its values across the board, including through implementing D068.

Addendum

Supporting Material

Human Rights Reports as Reviewed by CCSR for B016

As the CCSR Report says, three non-government Human Rights organizations were studied by CCSR.

First is the legal framework offered by B'tselem, an Israeli human rights organization based in Jerusalem. For full report visit this link. https://www.btselem.org/international_law

“International law establishes the normative framework binding on Israel in its conduct in the Occupied Territories. The relevant provisions are enshrined in two branches of law: international humanitarian law (IHL) and international human rights law. It was once the agreed convention that the two branches do not apply concurrently, namely that IHL applies during armed conflict and occupation, while human rights law applies during peacetime.

Over the years, however, legal conventions have undergone changes, and this distinction has been blurred. Current convention holds that human rights law continues to apply during armed conflict and occupation, concurrently with IHL. Since the protection IHL provides civilians and victims of war is more limited than the protection afforded under human rights law, this view significantly broadens protection afforded civilians during armed conflict. In the rare instances when IHL and human rights are not in agreement in a situation of armed conflict, the convention is for the provisions of IHL to take precedence....

Israel argues it is not bound by international human rights law in the Occupied Territories, as they are not officially sovereign Israeli territory. While it is true that Israel is not the sovereign in the Occupied Territories, this fact does nothing to detract from its duty to uphold the international provisions regarding human rights. International jurists disagree with Israel's position on the matter, and it has also been repeatedly rejected by the International Court of Justice (ICJ) and all UN committees overseeing the implementation of the various human rights conventions. These international bodies have asserted time and time again that states must uphold human rights provisions wherever they are in effective control.

When it comes to IHL, Israel has invoked various arguments over the years in a bid to avoid upholding its provisions. In the early years of the occupation, the state argued the territories were not at all occupied, as before Israel seized control of them, they had not been recognized as the sovereign territory of any other country. Therefore, goes Israel's argument, it is exempt from upholding the rules governing occupation. Israel declared that, nonetheless, though not required to do so by law, it would uphold the “humanitarian provisions” of the [Fourth Geneva Convention](#) which addresses the protection of civilians. Israel has never stated which provisions it considers humanitarian.

Regardless, this argument has no basis in IHL, the applicability of which is not predicated on previously recognized sovereignty. Who declared war, who won it or which party is in the right are also irrelevant for this branch of law. All it sets forth is that the country that wields effective control over the territory must afford protection to the individuals - defined as “protected persons” - who live in the area are not its nationals.

Over the years Israel has also argued that its actions in the Occupied Territories are, in any event, “lawful” and in compliance with the provisions of international law: The building of scores of settlements in the West Bank, and the theft of thousands of hectares of land are lawful because they are pursued under the narrow exception that allows the destruction of private property in case of a “military necessity”; the administrative detention of thousands of Palestinians is lawful because preventing future crimes and security reasons underpinned putting them behind bars; and more than anything – the killing of thousands of Palestinians during the recurrent spells of fighting in the Gaza Strip is lawful because they were always killed in keeping with the fundamental principles of IHL – the principle of distinction and the principle of proportionality. These arguments have nearly always been accepted by Israel’s High Court of Justice.

The provisions of international law are not mere legal theory. They were formulated in order to provide a modicum of protection even in a state of war or occupation to people who are otherwise defenseless. The various interpretations Israel gives these rules to justify the serious harm it causes the civilian population of the Occupied Territories are completely divorced from this objective, and instead serve the very opposite purpose: to provide a guise of legality for unjustifiable actions and to deny the minimal protection afforded to the defenseless. Given all this, Israel’s interpretation has been rejected by most international law jurists, both in Israel and abroad. While the rules of international law are open to interpretation, as are all legal rules, the reading given by Israel is unreasonable, legally wrong and renders the provisions hollow.

Instead of adopting international law – both IHL and human rights law – as its moral compass, Israel cynically uses it as a manual for the systematic abuse of human rights. The provisions of international law lie before Supreme Court justices, lawyers of the State Attorney’s Office and officers of the MAG (Military Advocate General) Corps. Yet they all manage to interpret them and work around them with one sole objective of lending a guise of legality to the violation of international law. Israel’s policies throughout the Occupied Territories over the past half a century have been veering farther and farther away from protecting the population to verging on actual neglect. This is not an abstract issue. It has tangible repercussions: dispossession, oppression, abuse and killings are the outcome of a formalistic interpretation of rules designed to prevent exactly that.”

From Human Rights Watch 2017-18 report - <https://www.hrw.org/middle-east/n-africa/israel/palestine>

(A brief summary of an HRW report follows. CCSR notes its breadth of areas where human rights abuses occur by Israel, the occupying force. Also noted are the restrictions on human rights by The Palestinian Authority and Hamas. For the full report visit the link above.)

“Israel maintains entrenched discriminatory systems that treat Palestinians unequally. Its 50-year occupation of the West Bank and Gaza involves systematic rights abuses, including collective punishment, routine use of excessive lethal force, and prolonged administrative detention without charge or trial for hundreds. It builds and supports illegal settlements in the occupied

West Bank, expropriating Palestinian land and imposing burdens on Palestinians but not on settlers, restricting their access to basic services and making it nearly impossible for them to build in much of the West Bank without risking demolition. Israel's decade-long closure of Gaza, supported by Egypt, severely restricts the movement of people and goods, with devastating humanitarian impact. The Palestinian Authority in the West Bank and Hamas in Gaza both sharply restrict dissent, arbitrarily arresting critics and abusing those in their custody."

Amnesty International <https://www.amnesty.org/en/countries/middle-east-and-north-africa/israel-and-occupied-palestinian-territories/>

(A substantial section of AI's report is included because of the relevant parts to Church policy which have been addressed over decades by General Convention and Executive Council. Each section in bold and in parentheses cite relevant Church policy. Full texts can be found at episcopalarchives.org)

"ISRAEL AND OCCUPIED PALESTINIAN TERRITORIES 2017/2018

**Freedom of movement – Gaza blockade and West Bank restrictions
(2018 General Convention D027 Crisis in Gaza)
(Ex Co February 2010 – reaffirmations and call for end of the blockade of Gaza)**

Israel's illegal air, land and sea blockade of the Gaza Strip entered its 11th year, continuing the long-standing restrictions on the movement of people and goods into and from the area, collectively punishing Gaza's entire population. Combined with Egypt's almost total closure of the Rafah border crossing, and the West Bank authorities' punitive measures, Israel's blockade triggered a humanitarian crisis with electricity cuts reducing access to electricity from an average of eight hours per day down to as little as two to four hours, affecting clean water and sanitation and diminishing health service access, and rendering Gaza increasingly "unlivable" according to the UN. Gaza's economy deteriorated further and post-conflict reconstruction of civilian infrastructure remained severely hindered; some 23,500 Palestinians remained displaced since the 2014 conflict. Many patients with life-threatening illnesses were unable to access treatment outside Gaza due to Israeli restrictions and delays by West Bank authorities in processing referrals. Israeli forces maintained a "buffer zone" inside Gaza's border with Israel and used live ammunition against Palestinians who entered or approached it, wounding farmers working in the area. Israeli forces also fired at Palestinian fishermen in or near the "exclusion zone" along Gaza's coastline, killing at least one and injuring others.

In the West Bank, Israel maintained an array of military checkpoints, bypass roads and military and firing zones, restricting Palestinian access and travel. Israel established new checkpoints and barriers, especially in East Jerusalem. In response to Palestinian attacks on Israelis, the military authorities imposed collective punishment; they revoked the work permits of attackers' family members and closed off villages and entire areas including Silwad, Deir Abu Mishal and Beit Surik.

In Hebron, long-standing prohibitions limiting Palestinian presence, tightened in October 2015, remained in force. In Hebron's Tel Rumeida neighbourhood, a "closed military zone", Israeli

forces subjected Palestinian residents to oppressive searches and prevented the entry of other Palestinians while allowing free movement for Israeli settlers. In May, Israel erected a new checkpoint and a new fence barrier within Hebron's H2 area, arbitrarily confining the Palestinian Gheith neighbourhood and segregating a street alongside the area.

Arbitrary arrests and detentions

(1994 General Convention D015 “this 71st General Convention encourage the President and the Secretary of State to take the initiative internationally in promoting the cause of human rights and in restoring the primary focus of human rights effort[s] to the civil rights and political freedoms that are the building blocks of decent and humane societies”)
(2018 General Convention on the Detention of Children)

Israel detained or continued to imprison thousands of Palestinians from the OPT, mostly in prisons in Israel, in violation of international law. Many detainees' families, particularly those in Gaza, were not permitted entry to Israel to visit their relatives.

The authorities continued to substitute administrative detention for criminal prosecution, holding hundreds of Palestinians, including children, civil society leaders and NGO workers, without charge or trial under renewable orders, based on information withheld from detainees and their lawyers. More than 6,100 Palestinians, including 441 administrative detainees, were held in Israeli prisons at the end of the year. Israeli authorities also placed six Palestinian citizens of Israel under administrative detention.

In April around 1,500 Palestinian prisoners and detainees launched a 41-day hunger-strike to demand better conditions, family visits, an end to solitary confinement and administrative detention, and access to education. The Israeli Prison Service punished hunger-striking detainees, using solitary confinement, fines, and denial of family visits.

Torture and other ill-treatment

(2009 General Convention C020 Condemn Torture)
(2018 General Convention C038 Safeguarding the Rights of Palestinian Children)

Israeli soldiers and police and Israel Security Agency officers subjected Palestinian detainees, including children, to torture and other ill-treatment with impunity, particularly during arrest and interrogation. Reported methods included beatings, slapping, painful shackling, sleep deprivation, use of stress positions and threats. No criminal investigations were opened into more than 1,000 complaints filed since 2001. Complaints of torture and other ill-treatment by the Israeli police against asylum-seekers and members of the Ethiopian community remained common.

Unlawful killings

(2015 March Executive Council “the Executive Council condemn serious violations of international humanitarian law and gross human rights violations and abuses, including: attacks directly targeting civilians and civilian infrastructure, executions and other targeted killings of civilians, abductions, rape and other forms of sexual and gender-based violence perpetrated against women and children...”)

Israeli soldiers, police and security guards killed at least 75 Palestinians from the OPT, including East Jerusalem, and five Palestinians with Israeli citizenship. Some of those killed were shot while attacking Israelis or suspected of intending an attack. Many, including children, were shot and unlawfully killed while posing no immediate threat to life. Some killings, such as that of Yacoub Abu al-Qi'an, shot in his car by police in Umm al-Hiran in January, appeared to have been extrajudicial executions.

Excessive use of force

(2010 February Executive Council “the Executive Council recognizes that the use of force, violence or arbitrary power by Israelis or Palestinians to determine the outcome of this conflict must be condemned absolutely...”)

Israeli forces, including undercover units, used excessive and sometimes lethal force when they used rubber-coated metal bullets and live ammunition against Palestinian protesters in the OPT, killing at least 20, and injuring thousands. Many protesters threw rocks or other projectiles but were posing no threat to the lives of well-protected Israeli soldiers when they were shot. In July, in response to the tensions over Temple Mount/Haram al-Sharif, the authorities killed 10 Palestinians and injured more than 1,000 during the dispersal of demonstrations, and conducted at least two violent raids on al-Makassed hospital in East Jerusalem. In December, wheelchair user Ibrahim Abu Thuraya was shot in the head by an Israeli soldier as he was sitting with a group of protesters near the fence separating Gaza from Israel.

Freedoms of expression, association and assembly

(1994 General Convention D015 “That this 71st General Convention reaffirm its support for human rights throughout the world and states its conviction that civil rights and political freedom are the universal bedrock of any meaningful scheme of human rights”)

The authorities used a range of measures, both in Israel and the OPT, to target human rights defenders who criticized Israel's continuing occupation.

In March the Knesset (parliament) passed an amendment to the Entry into Israel Law banning entry into Israel or the OPT to anyone supporting or working for an organization that has issued or promoted a call to boycott Israel or Israeli entities, including settlements. The authorities continued to obstruct human rights workers' attempts to document the situation by denying them entry into the OPT, including the UN Special Rapporteur on the human rights situation in the OPT. An Amnesty International staff member was denied entry after he was questioned about the organization's work on settlements.

Using public order laws in East Jerusalem, and military orders in the rest of the West Bank, Israeli authorities prohibited and suppressed protests by Palestinians, and arrested and prosecuted protesters and human rights defenders. In July, the military trials of Palestinian human rights defenders Issa Amro and Farid al-Atrash began on charges related to their role in organizing peaceful protests against Israel's settlement policies. Israeli authorities continued to harass other Hebron-based human rights activists, including Badi Dweik and Imad Abu Shamsiya, and failed to protect them from settler attacks.

Israeli authorities initiated tax investigations against Omar Barghouti, a prominent advocate of the boycott, divestment and sanctions campaign, in what appeared to be an effort to silence his work.

Several Israeli human rights organizations, including Breaking the Silence, Gisha, B'tselem and Amnesty International Israel were also targeted by government campaigns to undermine their work, and faced smears, stigmatization and threats.

Right to Housing – forced evictions and demolitions
(General Convention 2003 D008 “The 74th General Convention call upon the President and the U.S. Government to urge Israel to end its policy of the demolition of the Palestinian homes.”)

In the West Bank, including East Jerusalem, the Israeli authorities carried out a large number of demolitions of Palestinian property, including 423 homes and structures built without Israeli permits that remained virtually impossible for Palestinians to obtain, forcibly evicting more than 660 people. Many of these demolitions were in Bedouin and herding communities that the Israeli authorities planned to forcibly transfer. The authorities also collectively punished the families of Palestinians who had carried out attacks on Israelis, by demolishing or making uninhabitable their family homes, forcibly evicting approximately 50 people.

Impunity
(2018 General Convention D027 on investigating use of lethal force)

More than three years after the end of the 2014 Gaza-Israel conflict, in which some 1,460 Palestinian civilians were killed, many in evidently unlawful attacks including war crimes, the authorities had previously indicted only three soldiers for looting and obstructing an investigation.

Violence against women and girls
(Executive Council February 2011- The Episcopal Church abhors gender based violence against women and girls and has a longstanding commitment to the human rights of women and girls throughout the world)

There were new reports of violence against women; Palestinian communities in Israel were particularly affected. In June, the Special Rapporteur on violence against women issued recommendations urging Israeli authorities to carry out law and policy reforms by integrating CEDAW standards; to combat and prevent violence against women in Israel and the OPT; and to investigate reported abuses.

Refugees and asylum-seekers
(2018 General Convention D009 Christian Principles for Responding to Human Migration “We insist that the United States of America and other powerful, wealthy nations, and all nations to the best of their ability, contribute to resettlement, establish and maintain safe and orderly humanitarian protection for refugees, internally displaced persons, and other migrants seeking long-term solutions and safety”)

The authorities continued to deny asylum-seekers, more than 90% of whom were from Eritrea or Sudan, access to a fair or prompt refugee status determination process. More than 1,200 asylum-seekers were held at the Holot detention facility and at Saharonim Prison in the Negev/Naqab desert at the end of the year. According to activists, there were more than 35,000 asylum-seekers in Israel; 8,588 asylum claims remained pending. In December, the Knesset passed an amendment to the anti-infiltration law that would force asylum-seekers and refugees to accept relocation to countries in Africa or face imprisonment. Tens of thousands were at risk of deportation.”

CCSR also calls attention to a significant report by Human Rights Watch called “[Occupation Inc.](#) How Settlement Businesses Contribute to Israel’s Violations of Palestinian Rights.” This substantial report from 2016 describes the infrastructure of the settlement enterprise, and describes, among many things, how Palestinian resources are extracted by international companies which pay taxes to the Israeli government and the settlements, while Palestinians wishing to establish such companies are denied permission by Israel. Palestinians receive no benefits from tax collections.

There is also a report from the United Nations Human Rights Office listing Israeli and international companies in a database which details the involvement of those companies in supporting the infrastructure of the occupation. However, that report has not been released due to political pressure from Israel and the United States which oppose its publication. CCSR awaits that eventual report which is expected to be helpful in evaluating some of the companies in its investment portfolio.

Frequently Asked Questions

1. What is the legislative history of the Episcopal Church on the Israeli/Palestinian conflict?

The Archives report on Episcopal policies on Israel and Palestine Conflict can be found here:

https://www.episcopalarchives.org/sites/default/files/gc_resolutions_2018/Israel-Palestine_AECResearchReport_09-05-2017.pdf

2. What is the background on the Evangelical Lutheran Church in America human rights screen on Israel and Palestine? See also FAQ number 14

See ELCA's [Human Rights social criteria investment screen](#)

3. What and when was the first CCSR shareholder resolution on Israel and Palestine?

In 1994, breaking ground again as in 1971 when it called on General Motors to withdraw from apartheid South Africa, the Episcopal Church was the first religious institution to file a resolution on the Israeli/Palestinian conflict. The resolved clause follows here:

“Executive Council Minutes, Oct. 30-Nov. 3, 1994, New York, p. 27.

Resolved, That the Executive Council, meeting in New York City, November 1-3, 1994, adopt the be filed by the Treasurer on or before the appropriate filing date: Motorola ...

Resolved, That the shareholders request the Board of Directors to establish a policy to prohibit the sale of products or provision of services to any settlement, including persons residing in those settlements, located in the Occupied Territories.” Visit Episcopal Archives for full text.

No other denomination or religious order joined in this filing, and the resolution did not receive the required votes to refile in subsequent years. (Footnote: The author of the first shareholder resolution in 1971 to GM and the author of this resolution to Motorola was Attorney Paul Neuhauser, who has served on CCSR for all of its 48 years as a member or consultant.)

4. What was the 2005 Report by CCSR on the Israeli/Palestinian conflict about?

In 2004 Executive Council directed CCSR (then called SRI) to undertake a review of companies in its portfolio that were contributing to the infrastructure of the ongoing occupation, then in its 37th year. That resulted in a one year study involving numerous interviews and travel to Jerusalem and the OPT. The outcome of that report was to continue the policy of corporate engagement based on existing Church policy. It recommended against divestment. See the report here.

https://www.episcopalchurch.org/files/sri_report_october_3_20051.pdf

5. What did the 2018 General Convention say about the Israeli/Palestinian conflict?

The 2018 General Convention adopted six resolutions on Israel/Palestine, as follows (full texts at generalconvention.org on the virtual binder):

- B021 restoration of aid to Palestinian refugees, especially those living in Gaza
- C038 safeguarding the rights of Palestinian children being held and tried in Israeli military courts
- D027 pursuing peace in Gaza, including investigating Israeli and Palestinian use of lethal force against civilians
- D018 negotiate an end to the conflict through a one or two state solution based on one person one vote
- B003 affirmation of Jerusalem as the shared capital of Israel and Palestine with free and secure access to the holy sites for Muslims, Jews and Christians
- B016 prepare a human rights screen for the Church's financial investments

The latter resolution is the mandate for The Report.

6. In what ways does TEC use economic leverage in the Israeli/Palestinian conflict?

In addition to CCSR's work of corporate engagement (and the B016 call for a human rights screen), the Episcopal Church also supports positive investment through a loan of \$500,000 to the Bank of Palestine for microenterprise projects. The loan is managed through the Executive Council's Economic Justice Loan Committee. And many Episcopalians contribute generously to the American Friends of the Episcopal Diocese of Jerusalem in support of the diocese's 30+ institutions.

7. Does criticism of the state of Israel and its government policies equate to anti-Semitism?

CCSR notes the Church's long held position that affirms the right of Israel to exist in secure borders. In addition, General Convention said in 1991 "That the 70th General Convention of the Episcopal Church recognize that a distinction exists between the propriety of legitimate criticism of Israeli governmental policy and action and the impropriety of anti-Jewish prejudice." CCSR is guided by this distinction.

8. Is Israel singled out and held to a higher standard than other nations?

This is asked today and was an issue in 2005. In its 2005 report CCSR noted that it addresses human rights concerns in many places around the world. "The Church, on recommendation of the SRI (now CCSR) Committee, has filed and voted in favor of resolutions focusing on a variety of topics as diverse as human rights in Iran, China, Uganda, and Myanmar (Burma)." In doing its work, the SRI Committee applies the same standard to the Israeli/Palestinian conflict that it would to any other region or country." While this report is focused on the Israeli/Palestinian conflict as directed in B016, CCSR is concerned for its investments anywhere that human rights violations occur. Rather than arguing that Israel is being singled out, it should more accurately be said that Israel is not exempted from legitimate criticism, just as every nation is not exempted, including the United States of America.

9. Should CCSR and Executive Council consult with the Episcopal Diocese of Jerusalem as it creates this investment screen?

As stated in the report, the Archbishop of Jerusalem was in attendance at General Convention and was invited but declined to give testimony on any of the resolutions under consideration related to Israel/Palestine, including B016. CCSR members are respectful of the Bishop's choice to abstain from commenting on this resolution. CCSR believes Convention's concern was with whether investment funds of the Episcopal Church are complicit in supporting the infrastructure of the occupation and thus

contribute to human rights violations. The money is a stewardship issue for the U.S. based Episcopal Church, and does not involve funds from the Diocese of Jerusalem.

10. Economic pressure on Israel is a contentious issue. Were all voices heard in the process for deciding on this screen?

In the year leading up to General Convention, a task force appointed by the presiding officers, and comprising a range of views, met and eventually made recommendations to the presiding officers about how to approach this topic at Convention. Following that recommendation, the presiding officers sent Israel/Palestine resolutions to two separate legislative committees to address. More than 50 witnesses testified at a large and well-publicized joint committee hearing on Israel and Palestine at General Convention, including Muslim and Christian Palestinians and Palestinian Americans, Jewish citizens of Israel, Jewish Americans, and members of several Christian traditions including dozens of Episcopalians. Both legislative committees responsible for Israel and Palestine resolutions were present at that hearing and heard all of the testimony from a wide range of perspectives. Following the public testimony, the committees discussed and amended their resolutions before moving adoption of a number of resolutions by the Convention.

Now that B016 has passed both Houses and been adopted as a resolution of General Convention, CCSR is tasked with its implementation, not with continuing debate on the resolution itself.

11. Will anti-BDS legislation at federal, state and local levels in the US restrict the work of creating a human rights screen?

This concern is addressed in the report. There is debate over whether these bills violate the First Amendment protection for freedom of speech. The American Civil Liberties Union and other civil rights groups have indicated their opposition to these bills on those grounds; these cases will certainly be challenged in the courts and that process could be protracted. Meanwhile, the work of CCSR is unaffected.

12. Is B016 or the creation of this human rights screen an endorsement of BDS?

This concern is also addressed in the report. The Episcopal Church in an Executive Council resolution opposed BDS in 2013 and is not part of the BDS international coalition. B016 is not an endorsement of BDS (defined by its threefold objectives and call for economic and cultural boycott of Israel as well as those doing business in the OPT). The Episcopal Church has long advocated for human rights with corporations in its investment portfolio, starting decades before the launch of BDS in 2005, including in the OPT as well as other parts of the world, and has applied economic pressure on corporations involved in the occupation. This human rights screen would focus on companies whose investment in activities and technologies related to the occupation is significant, salient, and persistent. As directed in B016, the Church would also continue its strategies of shareholder advocacy in cases where it hopes will lead to positive corporate action, and continue to encourage positive investment in Palestine by the Church's institutions at all levels.

13. Has there been any change to the political context in Israel and Palestine since General Convention?

Unfortunately, the prospects for a two-state solution have receded since the General Convention. CCSR notes with alarm the recent actions taken by the U.S. and Israeli governments, including the Trump administration's move to recognize Jerusalem as the undivided capital of Israel; U.S. official recognition

of Israel’s sovereignty over the contested Golan Heights; the Nation-State bill passed by Israel in July 2018, which is widely seen as enshrining the rights of Jewish citizens and immigrants above all others within Israel; and very recent statements by members of the governing coalition, including the prime minister himself, openly committing to “legal” annexation of settlement areas in the West Bank and Jerusalem that have been understood to be land for a future Palestinian state.

14. What do American Jewish voices say about boycott, divestment and sanctions and the movement to outlaw them in Congress and other legislative bodies?

Jewish voices vary among Jewish organizations. Here are statements from five groups that offer a wide spectrum of opinion on BDS as well as other calls for economic pressure. The position of Americans for Peace Now and J Street most closely resembles the approach of the Episcopal Church—to support economic pressure on companies doing business in the Occupied Palestinian Territories, but not the broader BDS campaign.

a. Jewish Voice for Peace:

“Jewish Voice for Peace endorses the call from Palestinian civil society for Boycott, Divestment, and Sanctions (BDS) as part of our work for freedom, justice and equality for all people. We believe that the time-honored, non-violent tools proposed by the BDS call provide powerful opportunities to make that vision real.

We join with communities of conscience around the world in supporting Palestinians, who call for BDS until the Israeli government:

Ends its occupation and colonization of all Arab lands occupied in June 1967 and dismantles the Wall; recognizes the fundamental rights of the Arab-Palestinian citizens of Israel to full equality; and respects, protects and promotes the rights of Palestinian refugees to return to their homes and properties as stipulated in UN Resolution 194.”

Visit <https://jewishvoiceforpeace.org/>

b. Americans for Peace Now

“Some BDS supporters are certainly motivated by anti-Semitic or anti-Israel agendas. Many more are motivated by legitimate frustration over Israeli policies and actions. Legislative initiatives that treat all BDS supporters as members of the first category are just as misguided and counterproductive as BDS efforts that target all Israelis for the pro-settlement policies of their government. At the same time, efforts to outlaw BDS, even if well-intentioned, represent an unacceptable effort to limit free speech and peaceful political protest—violating our own Constitution as well as the spirit of the American ideal of the free exchange of ideas.

... There is a smarter approach to the challenge of BDS against Israel. This is one that does not conflict with constitutionally-protected rights, will not fuel a pro-BDS narrative, has a real chance of convincing a lot of people—those who are frustrated with Israeli policies but are neither anti-Israel nor anti-Semitic—to adopt a better kind of activism. APN supports such an approach, which includes:

- Recognizing and rejecting pro-settlement, anti-peace policies that feed the growing support for BDS today, and working publicly and concretely to oppose and change them.

- Rejecting efforts to conflate Israel and the settlements and instead recognizing the legitimacy and potential value of activism and boycotts that squarely target settlements and the occupation.
- Ceasing efforts to limit free speech. BDS supporters, regardless of their motivations, are entitled to their views and to their legal, non-violent forms of protest, just as opponents of BDS are entitled to challenge and criticize them in ways that do not trample on the First Amendment rights of any party.
- Engaging the public and challenging BDS on its merits—through statements and other public messaging—in order to demonstrate why BDS against Israel is a misguided, counterproductive tactic in the fight to end the occupation, and to illustrate how activism focused on settlements and the occupied territories is a better way to achieve that goal.”

Visit <https://peacenow.org/>

c. American Jewish Committee

“AJC exposes the sinister reality of the BDS movement. We spearhead anti-BDS legislation at all levels of government and rally elected officials to reject the boycott movement. And through AJC Project Interchange, we foster truth and counter anti-Israel rhetoric by giving influential figures the opportunity to experience the reality of Israel firsthand.

AJC combats the efforts of BDS extremists by engaging thought leaders in every segment of society that BDS targets. Aware that BDS activists may someday seek to promote legislation at the state level to facilitate a boycott, we convinced the governors of all 50 states to declare their opposition to BDS. We were also a driving force behind anti-BDS legislation in California and Illinois.

As the BDS movement has surged on campus, we have brought dozens of university presidents to Israel and trained hundreds of students as advocates for Israel. And with BDS proponents pushing for Christian denominations to join a boycott of Israel, we have marshalled our allies in the Christian world to oppose such efforts.

AJC advocacy has cut off BDS at every turn, ensuring that the anti-Israel forces behind the movement will never achieve their goals.”

Visit <https://ajc.org>

d. Anti-Defamation League

Anti-Defamation League former head Abraham Foxman has said the following:

“Legislation that bars BDS activity by private groups, whether corporations or universities, strikes at the heart of First Amendment-protected free speech, will be challenged in the courts and is likely to be struck down. A decision by a private body to boycott Israel, as despicable as it may be, is protected by our Constitution.” (2015)

Visit <https://www.adl.org/>

e. J Street

“1) We do not advocate for or support any boycott, divestment or sanctions initiative whatsoever

2) J Street has always been and remains opposed to the Global BDS Movement

J Street advocates for a two-state solution and a secure, Jewish and democratic future for Israel. The Global BDS Movement does not support the two-state solution, recognize the right of the Jewish people to a state or distinguish between opposition to the existence of Israel itself and opposition to the occupation of the territory beyond the Green Line. Further, some of the Movement’s supporters and leaders have trafficked in unacceptable anti-Semitic rhetoric. The Movement is not a friend to Israel, nor does its agenda, in our opinion, advance the long-term interests of either the Israeli or Palestinian people.

3) We do not oppose boycott, divestment, or sanctions initiatives that explicitly support a two-state solution, recognize Israel’s right to exist, and focus only on occupied territory beyond the Green Line

These kinds of initiatives are different than those advocated and initiated by the Global BDS Movement.

It is critical to maintain the distinction between boycott and divestment efforts which work against the interests of Israel, and initiatives which are limited to opposing the occupation.

While we do not oppose these initiatives, we do not support them either.”

Visit <https://jstreet.org/policy/boycott-divestment-and-sanctions-bds/#.XNCC-JNKjUI>

15. What is the current position of our ecumenical mainline denominational partners on economic pressure?

CCSR works in coalition with many ecumenical partners through the Interfaith Center on Corporate Responsibility. We highlight four of our mainline denominational partners.

a. Evangelical Lutheran Church in America (ELCA)

Note: Portico is the entity that manages the investment assets of ELCA.

“In April of 2018, the ELCA Church Council approved a [Human Rights social criteria investment screen](#).

Wording of screen: The ELCA recommends not investing in corporations benefiting from the most egregious denial of the rights of humans as political and civic beings to have equal access and participation in legal and political decisions affecting them.

Definition of problem: Equal access and participation in legal and political decisions cannot happen when they occur in conflict-affected countries, especially disputed or occupied territories. Recognizing that various investors will implement this along a continuum, for the purpose of this

screen investments might include screening companies supporting and benefiting from occupation. It could also include investments that promote positive economic development in such regions.”

“Portico Implements New ELCA Human Rights Screen

April 14, 2019

This month, the ELCA’s largest institutional investor, Portico Benefit Services, announced two recent actions supporting the 2016 Churchwide Assembly resolution, Justice for the Holy Land Through Responsible Investment.

First, on April 1, Portico implemented within the ELCA social purpose funds the ELCA’s new Political and Civil Human Rights social criteria investment screen approved last year by the ELCA Church Council. This screen provides guidance to Portico and other ELCA investors wanting to take investment action relative to the ELCA’s human rights position.

Since approval of the screen, Portico has established a comprehensive process for identifying and screening companies from the ELCA social purpose funds, and began applying it April 1. Now, companies will be screened out if they’re identified as involved with a controversy in an occupied or disputed territory where the denial of legal and political human rights measures “severe” or “very severe.”

For 2019, the screen added one company to the list of those excluded from ELCA social purpose funds. While Portico can report the number of companies identified by a specific screen, it isn’t able to name specific companies by screen as this information is considered proprietary research by Portico’s screening consultant.

“Because the risk of doing business in occupied and disputed territories can be significant,” says Erin Ripperger, Portico’s senior socially responsible investment analyst, “we didn’t expect many companies to meet the requirements. Screening may identify additional companies as we refine our process over time. We also expect to create significant impact through our advocacy work as shareholders and by making investments that promote positive economic development in select occupied and disputed territories.”

<https://www.porticobenefits.org/Overview/ReponsibleInvesting/InvestingForSocialImpact/PorticoImplementsHumanRightsScreen>

b. Presbyterian Church, USA

Note: a proscription list is the same as a No Buy List.

“As human rights issues arise, as in the case of apartheid in South Africa, the military violence against civilians in Sudan, or human rights violations that obstruct a just peace in Israel-Palestine, the General Assembly may place a company on the divestment and/or proscription list. Currently, three companies are on the list as a result of General Assembly action. The 2014 General Assembly added Caterpillar, Hewlett Packard and Motorola Solutions to its divestment and/or proscription list due to concerns about continuing involvement in human rights violations in the Occupied Palestinian Territories such as the illegal military occupation including checkpoints, the illegal Israeli settlements and restricted roads being built in the West Bank and East Jerusalem, destruction of Palestinian homes and agricultural lands, and construction of the separation barrier in so far as it extends beyond the 1967 “Green Line” boundary. The General Assembly has identified such activities as non-peaceful roadblocks to a just peace based on a two-state solution,

and called upon all corporations to confine their business operations solely to peaceful pursuits. Note: As of December 31, 2016 due to corporate actions, there are now four companies including Hewlett Packard Enterprise and HP Inc. on the proscription list.”

<https://www.presbyterianmission.org/wp-content/uploads/APPROVED-MRTI-2019-GA-Divestment-Proscription-List.pdf>

c. United Methodist Church

The UMC pension board (Wespath), with a value of \$20 billion, divested of 5 Israeli banks and 2 other corporations in 2016.

“Wespath’s Human Rights guideline reflects The United Methodist Church’s call for all general boards and agencies to “...make a conscious effort to invest in institutions, companies, corporations, or funds whose practices are consistent with the goals outlined in the Social Principles.” (¶ 717) We are a global investor, and we actively influence the promotion and protection of human rights through constructive engagement by using our voice as shareholders to change company practices. We believe that engagement is the most effective strategy for us, and like-minded investors, to effect corporate change and improve human rights protections.

There are specific times, however, when we must recognize that a company is very unlikely—or unable—to discontinue activities in certain parts of the world that we have classified as “**high-risk**.” When activities in high-risk countries or areas represent a significant or integral part of a company’s business, we will avoid investing until the company changes its business practices or until there is a change in its operating environment. Avoiding such investments supports our commitment to sustainable investing, which we believe ultimately improves the performance of our investment funds.

We implement our Human Rights guideline by:

1. Identifying “high-risk” countries and areas where there is a prolonged and systematic pattern of human rights abuses, where conflict exists and where human rights abuses have been widely documented and/or significant breaches of international law occur

High-risk countries and areas are identified based on an assessment of:

— [Freedom House](#)’s annual “worst of the worst” list of countries with the lowest-possible ratings for both political rights and civil liberties. We selected Freedom House—an organization focused on expanding freedom and democracy through analysis, advocacy and action—after conducting a thorough due diligence process evaluating reputable organizations that provide thoughtful, objective analysis on countries’ human rights performance. [Here is the full list of countries.](#)

— Conflict-affected areas where significant human rights violations are widely documented. These include countries and/or regions where a specific economic sector is recognized as prolonging conflict and areas where a United Nations Security Council resolution or an advisory opinion by the International Court of Justice has identified significant breaches of international law. [Areas currently identified as “conflict-affected” are listed here.](#)

These definitions of international justice align with the United Methodist Church’s Social Principles, which state “...we endorse the United Nations, its related bodies, the International Court of Justice and the International Criminal Court as the best instruments now in existence to achieve a world of justice and law.” (¶ 165.D)

2. Relying on an objective and respected external environmental, social and governance (ESG) research provider to help us identify companies at risk

In 2015, Wespeth Investment Management, Wespeth's investments division, contracted [Sustainalytics](#) (a global ESG research provider) to identify and assess the management policies and practices of companies with significant exposure to the countries and areas identified as high-risk.

We chose Sustainalytics after conducting a search for an ESG research provider that could help us implement our Human Rights and Climate Change guidelines. The firm works with more than 300 clients worldwide, including pension funds, mutual funds and asset managers.

3. Evaluating companies in our investment funds that pose excessive human rights risks

We have identified companies with significant operations in “high-risk” countries and the three specific “conflict-affected” areas. These companies are ineligible for investment under the Human Rights guideline.

Factors we considered include:

- percentage of revenue linked to the high-risk area
- nature of the company's relationship to the conflict/region
- mitigating factors relating to the company's management of human rights risk found in publicly available documents

We will continue to regularly monitor and update the list of high-risk countries and areas, as well as companies affected by the guideline, as warranted.”

<https://www.wespeth.org/investments/human-rights-guideline-implementation/>

d. United Church of Christ

“Part of United Church Funds' SRI work involves promoting peace in the Middle East through every outlet available. Most recently, staff joined in a delegation to the region along with national leaders of the United Church of Christ. More information on that trip, including a **blog post** written by the UCF's director of Social Responsibility, can be found [here](#). In 2005, the General Synod of the United Church of Christ called on its members and ministries to use economic leverage to promote peace in the Middle East. Since that Synod, **United Church Funds has worked actively** within the UCC and with an ecumenical task force — comprising at least 20 different denominations, communions and Roman Catholic orders — to achieve the goals reflected in the Synod resolution.”

<https://ucfunds.org/social-responsibility/corporate-engagement/economic-leverage/promoting-peace/>

United Church Funds notes that the UCC strives to “restrict companies [from its investment portfolio] whose involvement in international conflict zones, including the Occupied Palestinian Territories, leads to direct violations of human rights.” UCC has excluded 5 international companies from its portfolio based on this position.



THE EPISCOPAL CHURCH

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Adopted on: Oct 21, 2019

FIN 062 Implement DFMS Human Rights Investment Screen

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Executive Council, meeting in Montgomery, Alabama, October 18-21, 2019, having noted CCSR's evaluation in the Report of its efforts over multiple years to engage with six companies in the Domestic and Foreign Missionary Society portfolio, and in order to implement FIN-061 Resolution, directs that Caterpillar Inc., Motorola Solutions and the Israel Discount Bank be, and they hereby are, placed on the DFMS Human Rights No Buy List, and Council further hereby directs DFMS's money managers to sell DFMS's holdings in these companies as soon as possible and in a fiscally prudent manner; and be it further

Resolved, That Executive Council asks CCSR to pursue continued engagement with Facebook, Booking.com, and TripAdvisor, urging them to address human rights violations through complicity in the occupation of the OPT, and seeking to assure that the companies take all necessary steps to end their complicity in the occupation.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Adopted on: Oct 21, 2019

FIN 063 Fund Future DFMS Human Rights Screening

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Executive Council, meeting in Montgomery, Alabama, October 18-21, 2019:

- (a) directs CCSR to continue monitoring DFMS investments in light of the TEC Screen & Criteria and to determine if they should be noted for engagement or be placed on the DFMS Human Rights No Buy List, and
- (b) directs CCSR in the next sixty days to review reported plans by the Kingdom of Saudi Arabia for its state owned oil company, Aramco, to present an initial public offering (IPO) of stock and to make recommendations to Executive Council as to how TEC should engage with the underwriters of that IPO given the Kingdom's atrocious human rights record; and
- (c) directs CCSR to monitor the DFMS investment portfolio for other human rights concerns under General Convention and Executive Council policy (not involving the OPT), and directs CCSR to consider recommending action regarding such other human rights concerns, and
- (d) in order to support CCSR's efforts under (a), (b) and (c), approves the use of up to \$10,000 for additional consulting services during this triennium such expenditure to be treated as an investment management expense per A296, 2018 General Convention.

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Adopted on: Oct 21, 2019

FIN 064 Trust Fund 1211

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1211, Christ Episcopal Church - Albemarle be established as an investment account for Christ Episcopal Church in Albemarle, NC, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Adopted on: Oct 21, 2019

FIN 065 Accept Manual of Business Methods in Church Affairs

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council accepts the updated chapters of the Manual of Business Methods in Church Affairs, subject to formatting, editing and pagination changes to be made by the Treasurer.

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Adopted on: Oct 21, 2019

FIN 066 Accept 2018 Audit and Appoint Independent Auditors for FY2019

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Executive Council, upon the recommendation of the Audit Committee, hereby accepts, the 2018 audit as reported in the *Report of Independent Certified Public Accountants to the Executive Council of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America, dated July 30, 2019 (“Report”)*; and be it further

Resolved, That the Executive Council, upon the recommendation of the Audit Committee, hereby approves the appointment of Grant Thornton, LLP, to audit all accounts under the management or control of the Council and the Domestic and Foreign Missionary Society for the year ending December 31, 2019.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 21, 2019

FIN 067 Trust Fund #1212

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Trust Fund # 1212, Our Savior be established as an investment account for Episcopal Church of the Ridge in Trenton, SC, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

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Adopted on: Oct 21, 2019

FIN 068 Assessment Review Committee recommended waivers

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Montgomery, Alabama, October 18-21, 2019, grants waivers of full payment of their assessments for the 2019-2021 triennium to the following dioceses:

Colorado: 2019 - 10%; 2020 – 12%; 2021 – 13.5%

Ecuador Central: Two-year waiver: 2019 - \$2,063; 2020 - \$3,500. Discussion continues for 2021.

Fond du Lac: Two-year waiver: 2019 11.9%; 2020 – 12%
Discussion continues for 2021.

Diocesan Convention or bishop to commit to moving towards 15%.

Honduras: waiver at \$1,500 for 2019. Keep talking for 2020 and 2021.

Minnesota: waiver of \$33,379 for 2019 due to overpayment of 2018 assessment by that amount.

Venezuela: waiver at \$1,500 for 2019. Keep talking for 2020 and 2021.

And be it further

Resolved, That Executive Council grants to the Convocation of Churches in Europe a “waiver” at 12.5% of 80% of income for 2019 and 2020. Discussion continues for 2021.

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Adopted on: Oct 21, 2019

FIN 069 Authorize Fundraising Campaign

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council authorizes the Office of Development to conduct a fundraising campaign totaling an estimated \$1.3 million to broaden the reach of the Way of Love.

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Adopted on: Oct 21, 2019

GO 011 Response to Report of CPF on the Revised C029 and D037 Implementation Plan

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council of the Episcopal Church acknowledges receipt of the Revised Implementation Plan from the Church Pension Fund (“CPF”), in its capacity as the Recorder of Ordinations, in response to Resolutions 2018-C029 and 2018-D037; and be it further

Resolved, That the Executive Council recommend that in requesting information about gender identity, CPF use only an open text box so that clergy can self-identify their own gender rather than being classified as “other” (as specified in the third bullet point under “Implementation Plan”), and

Resolved, That, given that gender identity can change over time, CPF develop protocol for how data on gender identity might be revised, and

Resolved, That CPG clarify and make explicit how it will solicit data from all deacons and non-stipendiary clergy, who are not beneficiaries of the pension plan.

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Adopted on: Oct 21, 2019

GO 012 Honoring Doug Anning

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Whereas, Doug Anning, a lifelong Episcopalian and follower of Jesus, has served as Acting Chief Legal Officer beginning in September 2017 and concluding around December 2019; and

Whereas, Doug worked ably and faithfully to assist our officers, Executive Council, and the Church Center staff with legal advice and practical counsel in carrying out the ministry of The Episcopal Church; and

Whereas, Doug built many strong friendships among us during the time of his service;

Be it therefore

Resolved, by the Executive Council, meeting in Montgomery, Alabama, from October 18-21, 2019, that:

We recognize with great appreciation the steadfast service of Douglas Anning, as Acting Chief Legal Office for The Episcopal Church;

We extend our hearty thanks to Doug's for his faithful service to our Church and to our Lord Jesus; and

We extend our hearty thanks to Doug for his many professional and personal contributions to our common life and ministry; and

In friendship and gratitude, we pray God's blessings be upon him.

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Adopted on: Oct 21, 2019

MB 012 Ratify Election of Board of Episcopal Relief & Development

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That, in accordance with Episcopal Relief & Development's bylaws section 3.02 paragraph (a), after the Episcopal Relief & Development Board elects a director or directors, the election must be ratified by the Executive Council, Episcopal Relief & Development respectfully requests that Executive Council ratify the election below which took place at a board meeting on October 4, 2019; and be it further

Resolved, That after being duly re-nominated by The Presiding Bishop and Chair of the Episcopal Relief & Development Board, The Rt. Rev. Mary Gray-Reeves and The Rt. Rev. Wilfrido Ramos Orench are re-elected to serve as members of the Board of Episcopal Relief & Development in the class 2022(b) (term ends on 12/31/22); and be it further

Resolved, That after being duly nominated by The Presiding Bishop and Chair of the Episcopal Relief & Development Board, Mr. Miguel Escobar and Dr. David Martin are elected to serve as members of the Board of Episcopal Relief & Development in the class 2022(a) (term ends on 12/31/22).

The Rev. Canon Michael Barlowe

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Bios:

Mary Gray-Reeves: Bishop Mary was born and raised in Miami, Florida. She graduated from California State University, Fullerton, in 1987 with a Bachelor of Arts in History and a minor in Music. She earned her Master of Divinity degree from the College of St. John the Evangelist in New Zealand in 1994. She was ordained in the Episcopal Church in the Diocese of Los Angeles to the diaconate in 1994, the priesthood in 1995 and to the episcopate in 2007 in the diocese of El Camino Real. As a priest, +Mary served as assistant rector in two parishes in the Diocese of Los Angeles before accepting the call to be rector of St. Margaret's in Miami Lakes, Florida, in December 1998. Following six years of service as rector she joined the staff of the Diocese of Southeast Florida as Archdeacon for Deployment. In November 2007 Gray-Reeves was elected as the third bishop of the Diocese of El Camino Real. Bishop Mary authored the book *Unearthing My Religion* and co-authored *The Hospitality of God* with Michael Perham. These publications and her involvement in supporting strong leadership in all orders of church ministry reflect her passion for making the Christian faith relevant in today's complex world. Gray-Reeves was instrumental in forming Beautiful Authority, a network gathering for young women clergy, and is a participant in *The Gathering of Leaders*, also designed to encourage, energize and empower clergy leadership. She serves on various committees and boards of The Episcopal Church, and is a member of the International Women's Forum. GrayReeves has supported the strengthening of Anglican communion partnerships through various opportunities provided by the triad partnership between El Camino Real, Gloucester and Western Tanganyika, including the Indaba process. Bishop Mary was widowed in June 2014 following a long marriage to Michael Reeves. She is the mother of Katie and Dorian.

Wilfrido Ramos Orench: The Rt. Rev. Wilfrido Ramos Orench was Provisional Bishop of Puerto Rico (2013 -2017), Provisional Bishop of the Diocese of Ecuador (2006-2009) and Bishop Suffragan in the Diocese of Connecticut (2000-2006). From July 2009 to November 2013 he was Officer of The Episcopal Church for Province IX. Bishop Ramos' passion for social justice and environmental issues has led him to serve God and the Church in many different contexts. Born and raised in Yauco, Puerto Rico, where he currently resides, he was called to serve as Latino Missioner in the Diocese of Connecticut in 1984. After his consecration in Connecticut, he later served on Executive Council, the Commission on World Mission and the Board of Trustees of General Theological Seminary. He taught at Hartford Seminary and served as a Trustee. He has been President of the Episcopal Urban Caucus and a member of CETALC (Commission on Theological Education for Latin America and the Caribbean). He graduated from Catholic University of Puerto Rico in 1962 with a concentration in Social Sciences and Humanities. He earned his Master of Divinity from the Episcopal Seminary of the Caribbean in 1966 and was ordained to the diaconate and then to the priesthood that year in the Diocese of Puerto Rico. He studied Psychology and Religion at General Theological Seminary in New York in 1972 and completed a Doctor of Ministry degree in Marriage and Family at Eastern Baptist Theological Seminary, Philadelphia, in 1993. Bishop Ramos has been married to Marling Gotay Colon for the past 35 years. He has five children from a previous marriage and she has three. They have 17 grandchildren and two great-grandchildren. His older brother Jose Antonio, recently deceased, was former Bishop of the Diocese of Costa Rica.

Miguel Escobar: Mr. Escobar is Executive Director of Episcopal Divinity School at Union Theological Seminary. There he works with the Dean Kelly Brown Douglas in building a MDiv in Anglican Studies program aimed at forming Gospel-based, social justice faith leaders for the Episcopal Church. Previously, Miguel served as managing program director for leadership, communications and external affairs at the Episcopal Church Foundation. He earned a master of divinity degree from Union Theological Seminary in 2007 and served as communications assistant to then-Presidenting Bishop Katharine Jefferts Schori from 2007 to 2010. Escobar is a member of the board of directors of Forward Movement and serves on the advisory council of Duke Divinity School's Leadership programs and Episcopal Relief & Development's Church Programs Committee. He grew up in the Texas hill country and attended Our Lady of the Lake University in San Antonio, Texas, where he studied the Roman Catholic social justice tradition, Latin American liberation theologies, and minored in Spanish. He joined the Episcopal Church through St. Mary's, West Harlem, drawn by the congregation's diversity and commitment to social justice, and is now a member of All Saints Episcopal Church in Park Slope, Brooklyn.

David Martin: Dr. Martin is an independent consultant specializing in the technical analysis of software systems. Working in the software industry for over 40 years, he has lived and studied broadly, in locations near San Francisco, Stuttgart Germany, Boston, Denver, and the Chicago suburbs. He also served for 9 years as a computer science faculty member at the University of Denver and the University of Massachusetts Lowell. Dr. Martin is also an elected city council member in Ames, Iowa, a city of approximately 65,000 residents and home to the land-grant Iowa State University of Science and Technology. As a council member, he represents constituents in setting the city government's priorities, enacting and revising city ordinances, and in authorizing the city's \$250 million budget. In the 1990s, Dr. Martin joined The Episcopal Church and was confirmed at the Church of St. John the Evangelist in Boston. Since then, he has served the church in the roles of vestry member, chorister, website manager, and clergy spouse. He presently serves on Episcopal Relief & Development's Administration and Finance committee and attends St. Andrew's in Des Moines, Iowa, where his husband the Rev. Steve Godfrey serves as rector. Dr. Martin earned his BS in Computer Science, Mathematics, and German at Iowa State University, and his PhD in Computer Science from Boston University.



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Adopted on: Oct 21, 2019

MB 013 Appointment to Lutheran Episcopal Coordinating Committee

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That in accordance with Canon I.4.3(k), the Chair and Vice Chair nominate and Executive Council elects The Rev. Jane M. Johnson to fill the unexpired term of The Rev. David Perry, who resigned. Term ends December 31, 2021.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 21, 2019

MB 014 Ratify Bilateral Agreement

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Montgomery, Alabama from October 18-21, 2019, ratifies the attached bilateral agreement with the Iglesia Anglicana de Mexico.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Bilateral Relationship Between The Anglican Church of Mexico and The Episcopal Church

Historical background

As a result of the concerns and work of a group of priests with renewal ideas and with the desire to spread the Christian faith from new perspectives, "The Church of Jesus" was formed in Mexico, which later came into contact with PECUSA in 1875 , where it was received as a part of the IX province as the Mexican Episcopal Church, thus initiating a stage of growth as a missionary district that would later give rise to 3 dioceses (North, West, and Central and Southern Mexico), already with the visionary idea of forming a Province of the Anglican Communion. While the Mexican bishops worked on this idea, the Constitutional Reform to article 130 allowed that, in February 1993, the Mexican Episcopal Church could be constituted as a Religious Association obtaining the registration as Anglican Church of Mexico.

After a sustained growth of the mission, the Diocese of Central and Southern Mexico gave rise to two others: Cuernavaca and Southeast, so having 5 dioceses in the country, which covered another requirement to obtain autonomy.

It was in the 71st General Convention of The Episcopal Church (1994) where it was approved to grant autonomy to the Mexican Episcopal Church, in order to form a new province in the Anglican Communion. As part of this resolution, The Episcopal Church proposed the drawing up of an agreement for 25 years with the purpose of coming along with our Church through strategies, programs and financial assistance. The Agreement came into effect on January 1, 1995, with Bishop Edmond L. Browning as Primate of The Episcopal Church and Bishop José G. Saucedo as Main Bishop of the Anglican Church of Mexico.

In our walking as an Autonomous Province, we have faced different challenges; lived enriching experiences and responded to our mission with actions such as the following:

- ❖ The demands of the challenges have produced in the Anglican Church of Mexico (IAM for its acronym in Spanish) a maturity in the faith and a greater sense of responsibility and commitment.
- ❖ In the search for new strategies and as part of the Anglican Communion we have established relationships of fellowship with the Diocese in TEC, with which the exchange has been very strengthening.
- ❖ We have had to look more inward and develop our own programs for the learning and continuing education of the clergy and the training of lay leaders.
- ❖ As a result of sharing experiences with other dioceses regarding strategic planning, we are committed to the development of economic sustainability projects.
- ❖ At the IAM we have established our own program of the United Thanks Offering and continue to contribute to the UTO of The Episcopal Church

- ❖ Another of the significant achievements has been the acceptance of the ordination of women, an acceptance that enjoys greater recognition and approval in our Church.

Following the example of The Episcopal Church and other provinces, but above all, the example of Our Lord Jesus Christ, we have placed special interest in the Social Pastoral, attending to different vulnerable groups with the intention of making them feel the love of Christ as a way of evangelization.

Preamble

Accepting the command of Our Lord Jesus Christ to establish the Kingdom of God here on earth and despite the political difficulties that Mexico and the United States are going through. We believe that the Anglican Church of Mexico (IAM) and The Episcopal Church (TEC) are called to share a ministry of prayer and collaboration through the gifts and talents we have to help us in mutual growth where we reflect the kingdom with our actions of justice, peace and love through service, education and the expansion of ministry.

Resolutions

- ❖ Maintain and increase the relationships of fellowship at the level of dioceses, congregations and programs that allow mutual learning, strengthening of fellowship, and the growth and development of the Church.
- ❖ Support collaboration and exchange of resources and expertise in ministerial aspects related to:
 - ❖ Pensions for the Clergy
 - ❖ Financial reorganization and sustainability
 - ❖ Theological Education
 - ❖ Access to materials from the Hispanic / Latino Ministry of TEC and IAM
 - ❖ United Thanks Offering (UTO)
 - ❖ Missionaries Exchange
- ❖ We resolve to remain in prayer, for each other, as a testimony of brotherhood in Christ.

Structure

The IAM and TEC will have a bilateral relationship with two priorities: (1) mutual ministry, shared collaboration, Christian relationship and Christian communion and (2) focus on sustainability and projects that promote self-reliance. With these two priorities in mind, a bilateral committee between TEC and the IAM will have the following structure:

- ❖ 10 people from the IAM, 2 people from each diocese;

- ❖ 6 people from TEC, elected by the Primate and President of the Chamber of Deputies or a committee of the Executive Council related to supporting relations within the Anglican Communion;
- ❖ Each member serves a term of 6 years;
- ❖ The bilateral committee will meet at least once in the triennium;
- ❖ The meetings will focus on developing relationships between the two churches for shared collaboration and Christian communion and projects that support sustainability through the five dioceses of Mexico;

Effectiveness

This bilateral relationship will take effect on January 1, 2020 and will continue for a period of six years after being approved by the Executive Council of the Anglican Church of Mexico and the Executive Council of The Episcopal Church, date on which it may be reviewed. and/or reconsidered

Proposed by the Mexico Convention Committee on _____ (date).

(All names of the current agreement committee here) ...

Date of action of the Anglican Church of Mexico _____ (date).

Date of action of The Episcopal Church _____ (date).

Signed on ____ (date) of _____ (year), in _____ (place).

Bishop and Primate
Episcopal Church

Bishop and Primate
Anglican Church of México



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

MW 007 Constable Fund Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the following Constable Fund grants, recommended by the Constable Fund Grant Review Committee, having been reviewed and recommended by the Joint Standing Committee on Mission Within the Episcopal Church, are approved and authorized for payment from available Constable Fund grant funds in the total amount of \$209,000.00, as follows:

Department of Faith Formation (Staff) – Support for Episcopal Service Corps, \$35,000.00

[Episcopal Service Corps: For more than 10 years, ESC has been an important formation ministry of The Episcopal Church, offering young adults ages 21-32 with opportunities to live the Way of Love for a full year by serving others in solidarity with the surrounding community, promoting justice for all of God's creation, deepening their spiritual formation, and discerning their vocational call, all while living simply in intentional community. With the passage of B017 at the 2018 General Convention, coordination of the Episcopal Service Corps network was incorporated into the work of the Department of Faith Formation but with no funding allocation from PB&F. Funds requested in this Constable Grant application would be used to more fully incorporate the functions of ESC into the work of the Formation Department and support the ongoing work of the ESC network while continuing to grow and foster this transformative ministry.]

Standing Commission on World Mission – Holy Land Study Program, \$60,000.00

[The Holy Land Study Program (HLSP) is a video-based religious education program supported by online resources and materials that will address the many General Convention resolutions that call us (1) to deepen our understanding of the significance of the Holy Land to the Abrahamic faiths, (2) to raise awareness of the inspiring and powerful Christian witness demonstrated by a small community of Palestinian Episcopalians in the region, and (3) to show people the conditions on the ground that necessitate the humanitarian response of serving their neighbors. Since 1988, the General Convention of the Episcopal Church has called for dioceses and parishes to take steps to learn about the Holy Land no fewer than seven times, as recently as B003 passed in 2018. To date no religious education curriculum or adaptable study program has been developed for broad use across the church. Nor has funding been provided in the current triennial budget of the DFMS for such work. The Standing Commission on World Mission with its primary partners, the Episcopal Diocese of Jerusalem (DoJ) and American Friends of the Episcopal Diocese of Jerusalem (AFEDJ), propose to develop a video-based

study program and additional resources to provide congregations of all sizes and Episcopalians of all ages with an up-close-and-personal learning experience that connects them to Jesus's life and teaching and to the current-day ministries at work in the Diocese of Jerusalem. The program will educate

Episcopalians about the opportunities we have to learn from our brothers and sisters in the Holy Land and join with them in ministry. The HLSP will provide a virtual pilgrimage to transform hearts and minds by offering a window into God's living presence at work in the Holy Land.]

Task Force on Dialogue with South Sudanese Anglican Diaspora (D088) – Pilgrims on the Road to Emmaus (a conference), \$58,000.00

[Pilgrims on the Road to Emmaus - The Episcopal Church & the South Sudanese Anglican Diaspora in the U.S.A. The task force was appointed to establish an official conversation for the purpose of developing a statement of understanding of the relationship with the South Sudanese Anglican diaspora living in this country and The Episcopal Church, passed by Resolution at the 79th General Convention. The task force hopes this project will deepen the relationship between our Church and the South Sudanese Anglican diaspora through prayer, dialogue and the building of trust. Our hope is that through this particular engagement of South Sudanese clergy our task force and DFMS staff, we will begin to overcome the cultural and social obstacles that exist between our two entities. This involves an intentional time of listening to one another, breaking bread together, asking honest questions and being prepared for the challenges and hope that come from deeper engagement. Setting aside time to cultivate friendships in Christ, and offering a ministry of presence with one another, will hopefully lead to a shared sense of familiarity. It is with this hope that we share this project, which in many ways is a shared road to Emmaus.]

Jerusalem Peacebuilders (Province I) - Blessed are the Peacemakers: Empowering youth for interfaith peace and justice ministries, \$20,000.00

[Jerusalem Peacebuilders requests support from the Constable Fund to underwrite the design and teaching of all Christian instruction and workshops for its 2020 Blessed Are the Peacemakers interfaith initiative for teenage American, Israeli and Palestinian youth. Blessed Are the Peacemakers aims to advance peace, interfaith citizenship, and leadership through four experiential institutes in Connecticut, Texas and Vermont. Including instruction by Episcopalian, Jewish and Muslim clergy, JPB's curricula centers on exploring our universal interpersonal challenges, building the skills to overcome them and fostering the notion that securing a better future is our communal responsibility. JPB's peacebuilding modules of our curricula are framed around models of who our Lord Jesus Christ calls us all to be: resilient healers and peacemakers.]

Office of Ecumenical and Interreligious Relations (Staff) - "Abraham: Out of One, Many," \$36,000.

["ABRAHAM: Out of One, Many." A timely educational interreligious artistic initiative on living harmoniously, inspired by Abraham, the common ancestor of Jews, Christians and Muslims - a creative response to the rise of prejudice and stereotyping in the United States. This proposal focuses on assisting Episcopalians around the country to most effectively embody the "Way of Love," as demonstrated to us by Christ, amidst the alarming rise of antisemitism and anti-Muslim sentiment. This educational artistic initiative specifically focuses on the Episcopal "Way of Love" Practices of Learn, Bless, Go and Turn, and on "becoming the beloved community."

EXECUTIVE SUMMARY: Today's climate of increasing prejudice and stereotyping, which has resulted in a rise of tribalism, populist nationalism, racist ideologies, hate crimes, including an increase in antisemitism and anti-Muslim sentiment, needs to be counteracted by creative educational initiatives that are based on what we all hold in common. It is in this context that Abraham, a spiritual figure of distinct significance within the three primary monotheistic faith traditions of Judaism, Christianity and Islam, has much to teach us about understanding and embracing the "other." In these three religious traditions, whose followers are referred to as "children of Abraham," the figure of Abraham is seen as a model of hospitality - of welcoming the "stranger." Under the umbrella of the Office for Ecumenical and Interreligious Relations, and in partnership with CARAVAN, a peacebuilding ministry affiliated with the Episcopal Church, and with cathedrals around the country, this timely educational exhibition titled "ABRAHAM: Out of One, Many" (playing off of the US' traditional Latin motto, "E pluribus unum" / "Out of many, one"), focuses on what we can learn from Abraham's story about living together more harmoniously in the midst of the increasing diversity of our country. For this exhibition, three globally acclaimed contemporary visual artists from the faith traditions of Judaism, Christianity and Islam have been commissioned to produce artwork that

interprets Abraham's life for us today, serving as a guide toward creating cultures of peace, harmony, justice and healing - all as descendants of a shared heritage, regardless of religious, ethnic or cultural backgrounds. The question this strategic contemporary art exhibition answers is, "What can we learn today from Abraham, the common ancestor of Jews, Christians and Muslims, about freeing our world from sectarian or ethnic strife?" This timely educational exhibition comes directly out of an expressed need by Episcopal cathedrals and their communities around the country that have recognized the effectiveness of art as an interreligious educational bridge, and who have requested such an exhibition to benefit their communities to enhance understanding about the "other," and also to help them build new relationships with local Jewish and Muslim communities. The exhibition will tour around the country for 22 months, between Fall 2019 and mid-2021, to 13 cities in 12 states. Held primarily in Episcopal cathedrals, the exhibition serves as a strategic catalyst for each host venue for the development of a variety of educationally related programs tailored to the specific needs of their community, toward enhancing understanding of Judaism and Islam, and to stimulate dialogue and friendship with our Jewish and Muslim sisters and brothers. In short, it is about how we might most effectively, as Christians, demonstrate the "Way of Love" amidst the alarming rise of antisemitism and anti-Muslim sentiment today. In this regard, we are respectfully submitting a grant proposal to The Constable Fund for this strategic educational interreligious artistic initiative for \$39,000, 28% of the overall exhibition tour budget of \$140,900. The remaining 72% (\$101,900) will be funded by Episcopal cathedrals, foundations and donors. This grant would be a strategic investment from The Constable Fund in the national Episcopal Church, assisting it to be a prophetic well-informed voice and a Christ-like example amidst the rise of prejudice, stereotyping, and what many are calling a Western "tribalism."]

Available funds for grants: \$209,815.57

Total grants recommended: \$209,000.00



The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 21, 2019

MW 008 Care of Creation Grant

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the following Care of Creation Grant, recommended by the Task Force on Care of Creation, and having been reviewed and recommended by the Joint Standing Committee on Mission Within the Episcopal Church, is approved and authorized for payment from Care of Creation grant funds, budget line item 173:

A grant in the amount of \$3,000.00 to assist with and support the expenses of a delegation to be appointed by the Presiding Officers to the Conference of Parties on Climate Change, said event to be held in Chile in December, 2020; and be it further

Resolved, That the delegation is to submit a report on the event to the Task Force on Care of Creation and to the Executive Council for review by the Executive Council's at its next meeting following the event.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 21, 2019

MW 009 Creation Care Grant – “Sustaining Earth, Our Island Home,” Resolution C008

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That on the recommendation of the Task Force on Creation Care, having been reviewed and approved by the Joint Standing Committee on Mission Within the Church, a grant to the Diocese of California in the amount of \$30,000.00 to support the carbon tracking program known as “Sustaining Earth, Our Island Home,” www.sustainislandhome.org, is approved and authorized for payment from Care of Creation grant funds, budget line item 173, to be paid at the rate of \$10,000.00 per year, and to be fully paid by June 30, 2021.

[This is a matching grant to make an existing carbon tracking program, “Sustaining Earth, Our Island Home,” supported by the Diocese of California, available to the entire Church. The Diocese of California will contribute an additional \$60,000 to match this grant, \$30,000 of which will come from its own funds, and \$30,000 of which will be raised. This grant implements Resolution C008]

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Adopted on: Oct 21, 2019

MW 010 Church Planting Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the following Church Planting and Redevelopment grants, recommended by the Task Force on Church Planting and Congregational Redevelopment, and having been reviewed and recommended by the Joint Standing Committee on Mission Within the Episcopal Church, are approved and authorized for payment from Church Planting grant funds, budget line item 38, in the total amount of \$689,500.00, as follows:

Ministry Name	Diocese	Type	Amount
Abundant Life Health and Wellness	North Carolina	Seed	\$30,000
All Souls Episcopal Church	Central Florida	Seed	\$20,000
Bethany House and Gardens	Kansas	Discernment	\$2,500
Between the Bridges	Central Gulf Coast	Discernment	\$5,000
Center for Mission and Ministry at St. Paul's	Kansas	Growth	\$30,000

Chaplains on the Harbor	Olympia	Harvest	\$30,000
Christ's Beloved Community	North Carolina	Harvest	\$40,000
The Church at Crossroads	Michigan	Growth	\$30,000
Church of the Beloved	Oregon	Seed	\$30,000
Creche	Massachussetts	Seed	\$30,000
Freeport Way of Love	Central Gulf Coast	Discernment	\$5,000
German Language Communities in Europe	Europe	Discernment	\$5,000
Good Samaritan Church	Indianapolis	Harvest	\$40,000
Holy Hikes of Green Bay	Fon du Lac	Discernment	\$5,000
Iglesia Episcopal de San Pablo	W. Massachussettes	Discernment	\$5,000
Life Together	New York	Discernment	\$5,000
Misa Magdalena	Washington DC	Growth	\$30,000

Mission Walk	New York	Seed	\$30,000
Mother of the Savior	Michigan	Discernment	\$5,000
Plainsong Farm	W. Michigan	Growth	\$30,000
Rathbone Migrant Ministry	Massachusetts	Discernment	\$2,000
Resurrection Church	NW Pennsylvania	Growth	\$30,000
RISE	Pennsylvavnia	Seed	\$30,000
Saint James	Pittsburgh	Discernment	\$5,000
San Cornelio	W. Kansas	Discernment	\$5,000
San Marco	El Camino Real	Seed	\$30,000
St. Luke's, North Park	San Diego	Seed	\$30,000
Saint Nicholas	West Texas	Seed	\$30,000
Stepping Stone	El Camino Real	Growth	\$30,000

Table 229	Minnesota	Harvest	\$20,000
Teens of Santa Cruz County	El Camino Real	Growth	\$15,000
The Gathering	Los Angeles	Seed	\$20,000
The Playground	N. California	Discernment	\$5,000
The Waystation	Iowa	Seed	\$30,000
Total of grants			\$689,500

and be it further

Resolved, That in the event of any discrepancy between the above recitation of the grants to be funded and the spreadsheet, “Church Planting - Executive Council Report, October 2019.Rev1.xlsx,” attached hereto, the details set forth in the spreadsheet shall be deemed controlling, [Note: The purposes of each grant are set forth on the attached spreadsheet.]

and be it further

Resolved, that the grantees shall be required to submit the reports ordinarily and customarily required of grant recipients and such other and further reports as the “Task Force on Church Planting and Congregational Redevelopment” may require.



The Rev. Canon Michael Barlowe
Secretary of Executive Council and
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Ministry Name	Diocese	Type & Amount Requested		Type & Amount Recommended	
Abundant Life Health and Wellness	North Carolina	Seed	\$30,000	Seed	\$30,000
Notes:	This ministry is devoted to engagement with immigrants, LGBTQ people, and others who have felt marginalized from traditional church institutions. The TF recommends funding based on our strong support of the selected leader's gifts, and our understanding that discipleship and worship are key components.				
All Souls Episcopal Church	Central Florida	Seed	\$30,000	Seed	\$20,000
Notes:	All Souls is a traditional church start amidst a growing, affluent neighborhood in Horizon West. Their ministry plan and plan for financial sustainability are very well prepared. Due to the area's affluence and limited funds, we recommend a smaller amount than requested. We also plan to make it clear in the award letter that this new ministry is expected to conform to the doctrine, discipline and worship of the Episcopal Church, and that its' leader is expected to participate fully in our community of church planters.				
Bethany House and Gardens	Kansas	Discernment	\$3,825	Discernment	\$2,500
Notes:	The Diocese of Kansas owns a considerable amount of property next to its Diocesan offices that they would like to use for ministry. The TF has directed that funds be used to send their potential ministry developer to a Discerning Missional Leadership Retreat and receive 6 months of coaching as the plan develops. TF makes clear that the project they discern would need to meet the description of a New Episcopal Community if they are to receive a future Seed Grant				
Between the Bridges	Central Gulf Coast	Discernment	\$5,000	Discernment	\$5,000
Notes:	A collaboration of small dwindling parishes is discerning what "new thing" they are called to do in order to better engage their neighbors. The possibilities imagined include a new worshipping community. The TF recommends coaching around whether this is a redevelopment, church plant or something else.				
Center for Mission and Ministry at St. Paul's	Kansas	Growth	\$30,000	Growth	\$30,000
Notes:	A center of community and worship primarily serving Latinos, African-Americans, urban poor and youth.				
Chaplains on the Harbor	Olympia	Seed	\$30,000	Harvest	\$30,000
Notes:	An inspiring ministry to poor and homeless people that is well supported and funded by their diocese, individuals and other grants. If they apply for another Harvest grant from us, the TF encourages them to use those funds in a way that will further their journey toward financial sustainability beyond NEC grants. Was funded in past triennium with 1st Mark Grant of \$100,000 and has existed for 5-6 years, so we are calling this a Harvest Grant.				
Christ's Beloved Community	North Carolina	Harvest	\$40,000	Harvest	\$40,000
Notes:	A ministry from which others can learn much about neighborhood engagement! A partnership with the ELCA. Their congregation is primarily Latino and lower-income. Though the Diocese of NC is supportive, the TF encourages this ministry to seek means of financial sustainability beyond our grant cycle.				
The Church at Crossroads	Michigan	Growth	\$30,000	Growth	\$30,000
Notes:	A church plant housed within a social service agency in urban Detroit. Declared a "Jubilee" ministry in 2017 and received a small 1st Mark grant. Now looking forward to expanding their worship and discipleship components.				
Church of the Beloved	Oregon	Seed	\$30,000	Seed	\$30,000
Notes:	Visioned as a local monastic community with a parish component. The TF lifts up the innovative leadership of their point leader and looks forward to supporting her. Partnership with the UMC.				
Creche	Massachusetts	Seed	\$30,000	Seed	\$30,000
Notes:	A network of intentional communities with a worshipping component. Leader is preparing by attending classes on fundraising, and forging good relationships with neighboring Episcopal Parishes. The TF hopes their diocese will increase its financial support in the future.				
Freeport Way of Love	Central Gulf Coast	Discernment	\$5,000	Discernment	\$5,000
Notes:	3 existing parishes are coming together to better engage their neighborhoods, using the Way of Love materials. May become a new church start. Will raise up lay leadership, and also hopefully vocational deacons.				
German Language Communities in Europe	Europe	Seed	\$30,000	Discernment	\$5,000
Notes:	The ministry plan is not yet developed enough for a Seed grant, but the TF would like to give them a smaller grant to be used for the assessment of a				

missional leadership. Growth appears stalled, possibly due to unrealistic expectations on the part of the Diocese and lack of coaching of both planter and Diocese. TF recommends a discernment grant to engage a professional coach who can help with a missional assessment, and coach both planter and diocese toward the development of goals and shared vision.

San Cornelio	W. Kansas	Discernment	\$5,000	Discernment	\$5,000
Notes:	Discerning a Latinx congregation in Dodge City. Have not yet found a developer for this project; TF encourages demographic research and the careful selection of a planter who represents the target demographic for this congregation.				
San Marco	El Camino Real	Seed	\$30,000	Seed	\$30,000
Notes:	A Latinx plant in a region with a high percentage of Latinos and no ministry to this demographic. Diocese has made a solid financial commitment. The selected leader is known to many of the TF members and has all the skills and gifts he needs for this work.				
St. Luke's, North Park	San Diego	Seed	\$30,000	Seed	\$30,000
Notes:	A strong plant which the TF funded in the last triennium at \$100,000. They are preparing to launch "dinner church" branches of this ministry in order to engage more new members. TF is interested to observe how dinner churches, generally speaking, end up defining financial sustainability.				
Saint Nicholas	West Texas	Seed	\$30,000	Seed	\$30,000
Notes:	A traditional church plant in a growing area not yet served by the Episcopal Church. Strong leader, ministry plan and plan for financial sustainability.				
Stepping Stone	El Camino Real	Growth	\$30,000	Growth	\$30,000
Notes:	Began as an EfM program in a local jail, has grown into a holistic rehab program that prepares men for both life AND ministry in the outside world upon release. Now expanding to become a new worshipping community. TF is excited as this ministry engages a population typically underrepresented in the EC.				
Table 229	Minnesota	Growth	\$30,000	Harvest	\$20,000
Notes:	TF believes that dinner churches are a beautiful model for community and discipleship building, and for reaching people outside the traditional institution. Financial sustainability is a concern with all these ventures. We intend for this to be a FINAL grant, to be used to put plans in place for long-term sustainability.				
Teens of Santa Cruz County	El Camino Real	Growth	\$30,000	Growth	\$15,000
Notes:	A collaboration of small parishes who have hired a Regional Missioner to attend to youth inside and outside of the church. The TF hears wonderful things about this mission and ministry developer. We want to continue to support this community; however, we recommend a smaller amount than was asked for, as this feels more like a ministry of hosting parishes rather than a stand-alone church start.				
The Gathering	Los Angeles	Seed	\$30,000	Seed	\$20,000
Notes:	A ministry that reaches out to young Asian-Americans, an underrepresented demographic in the Episcopal Church. Currently the community gathers around time-specific events, but hopes to build longer-lasting community and engagement. TF is concerned that The Gathering is not in the diocesan budget and recommends this grant be contingent upon some amount of budgetary funding from the Diocese of LA.				
The Playground	N. California	Discernment	\$5,000	Discernment	\$5,000
Notes:	Idea of creating a mission enterprise zone by developing church-owned property into a playground, beer garden and hopefully worship community. Developer is surrounded by increasingly secular culture and wants to find ways to reach people differently, where they are. Funds will be used for a financial consultant, church redevelopment consultant, and researching city laws and ordinances.				
The Waystation	Iowa	Seed	\$30,000	Seed	\$30,000
Notes:	A new worshipping community that reaches out to youth and their families. Many are at-risk. This planter tells beautiful stories of transformation that reveal she is an effective communicator and (probably) fundraiser. She will be attending the October Missional Leadership Retreat.				

Total of grants

\$689,500

planter, training, and coaching as they clarify what Seed funds would be used for.

Good Samaritan Church	Indianapolis	Harvest	\$40,000	Harvest	\$40,000
Notes:	Good Samaritan is a good "case study in what works," in terms of having an excellent planter, strong core team and supportive Diocese. committed to an identity as the "church that serves." Funded at \$100,000 in the last triennium. Plants can plateau around year 5 and the TF hopes this Harvest grant will give them a boost to continue growing.				
Holy Hikes of Green Bay	Fon du Lac	Discernment	\$5,000	Discernment	\$5,000
Notes:	Using the community's love of the outdoors and hiking to meet people where they are. Discernment grant to used for website, promotional material, assessment of interest and research. GRANT RECOMMENDED ON CONDITION THAT FON DU LAC DIOCESE RECEIVES WAIVER				
Iglesia Episcopal de San Pablo	W. Massachusettes	Discernment	\$5,000	Discernment	\$5,000
Notes:	The third Latino church plant in this diocese. Members of the TF know the planter and highly support him in this ministry. The TF recommends that the diocese and planter do discernment around this ministry's relationship to the Saint Paul's Anglo congregation and resist a "hierarchy" of clergy.				
Life Together	New York	Discernment	\$4,800	Discernment	\$5,000
Notes:	A potential 3rd space worshipping community, cafe and safe space. We recommend they talk to church planters who have tried out cafe models and reap wisdom about what works and what doesn't, as well as discern a strong plan for financial sustainability.				
Misa Magdalena	Washington DC	Growth	\$30,000	Growth	\$30,000
Notes:	TF is continually impressed with the planter's leadership. We are happy to see that this ministry is raising up strong lay leadership, which will contribute to long term sustainability of the community.				
Mission Walk	New York	Seed	\$30,000	Seed	\$30,000
Notes:	Received a Discernment grant in the last triennium, which they used to gather demographic trends and to test out ministry models. Ministry will serve the diversity of the South Bronx in an Episcopal/ELCA partnership. Point leader is attending an assessment event in October.				
Mother of the Savior	Michigan	Seed	\$30,000	Discernment	\$5,000
Notes:	A proposed Arab-American Episcopal congregation sharing space and a part-time priest with Christ Church, Dearborn. The ministry plan is not yet developed enough for a Seed grant, but the TF recommends a Discernment grant for the planter to attend an assessment and receive coaching as they work to improve the plan.				
Plainsong Farm	W. Michigan	Growth	\$30,000	Growth	\$30,000
Notes:	A ministry we've funded in the last triennium and are very proud of. Wonderful, visionary leader and strong discipleship component that shapes and transforms younger adults for ministry.				
Rathbone Migrant Ministry	Massachusetts	Discernment	\$5,000	Discernment	\$2,000
Notes:	A potential ministry with migrants on the U.S.-Mexican border. The leader was assessed and highly recommended for mission development work. We are curious as to whether what is discerned will meet the criteria of a New Episcopal Community. The TF recommends a small grant to help the leader attend the Genesis Gathering of church planters in November, and to pay for some coaching.				
Resurrection Church	NW Pennsylvania	Growth	\$30,000	Growth	\$30,000
Notes:	A strong planter who is off to a strong start in this traditional plant. The mutual accountability and open communication between planter and bishop in this place should be lifted up as an example to other Dioceses.				
RISE	Pennsylvavnia	Seed	\$30,000	Seed	\$30,000
Notes:	A ministry and worshipping community that will form among younger adults around the baking of bread. They have a strong ministry plan and awareness of how resilient community is formed and sustained. TF would like to connect them with a social enterprise consultant.				
Saint James	Pittsburgh	Harvest	\$40,000	Discernment	\$5,000
Notes:	A "restart" in a pre-existing building, now attempting to create a multi-ethnic/cultural congregation. An incredible planter, with great skills and gifts for				



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Adopted on: Oct 21, 2019

MW 011 Care of Creation Covenant

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That Executive Council endorse and commend to the Church the Episcopal Creation Covenant and its three major commitments: Loving Formation, Liberating Advocacy and Life-giving Conservation, as follows:

Episcopal Creation Covenant

In Jesus, God so loved the whole world. We follow Jesus, so we love the world God loves. Concerned for the global climate emergency, drawing on diverse 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.

As a whole church, we can ...

- Leverage the Care of Creation Grants program to support and connect Creation ministries (A008)
- Use Story Sharing strategies, worship resources, and the Asset Map to offer stories of our love for Creation, our concern for the climate emergency, and our grief for climate-related suffering (A008)
- Equip preachers to preach regularly about Creation, spiritual resilience, moral courage, and action (A008)
- Communicate broadly and openly about the ecological crisis and our call to care for Creation, especially connecting across political/ideological divides (A008)
- Craft and communicate a theology of Creation and deepen knowledge of biblical insights into Creation (A008) Connect with and support youth movements, in partnership with Youth and Young Adult Ministries
- Illuminate connections between the ecological crisis and the Doctrine of Discovery/Manifest Destiny, in partnership with Indigenous Ministries
- Host pilgrimages in wild or degraded natural places, and encourage hands-on engagement with nature, including gardens, farms, and tree-planting (A010)
- Participate in the World Day of Prayer for the Care of Creation (September 1) and encourage the use of Episcopal liturgical resources for the Season of Creation on the Sundays leading to St. Francis of Assisi Day (October 4)

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.

As a whole church, we can ...

- Stand in solidarity with historically marginalized and vulnerable communities, focusing on 2 or 3 specific groups/eco-justice sites as a whole church, especially ...
 - Communities of color and targets of environmental racism (A011)
 - Indigenous communities like Standing Rock, Leech Lake Band of Ojibwe, Bears Ears, Navajo, Gwich'in/groups related to Arctic National Wildlife Refuge (C064 and B025)
 - Province IX, including Honduras, Ecuador, Dominican Republic and Colombia
 - Pacific Islanders/partners in the Anglican Communion (C063)
 - Women (B027)
- Engage in federal, state and local advocacy, especially around policies outlined by General Convention and with the guidance of the Office of Government Relations and the Episcopal Public Policy Network:
 - Leverage investments to support clean, renewable energy and energy access (A020 and C021)
 - Encourage adoption of the Paris Accord at state and local levels (A018 and A010)
 - Advocate for ocean health and protection (C063) and water as a human right (B025)
 - Affect policy through diverse means such as advocacy, voting, community organizing, and trained civil disobedience
 - Respond to proposed rule changes by U.S. government departments and agencies
- Support a just transition and global climate resilience
 - Partner with groups like Episcopal Relief and Development, ecoAmerica, Green Faith, Interfaith Power and Light, the Anglican Communion Environmental Network, and many others
 - Support Sustainable Development Goals, UN Framework Convention on Climate Change and Conference of Parties (A018)

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.

As a whole church, we can ...

- Practice joyful, counter-cultural simplicity and gratitude, and move from individualized, wasteful practices to a way of life that celebrates our interdependence and harmony with God's Creation
 - Practice Sabbath and living lightly, unselfishly and intentionally, especially during Lent
 - Speak the truth about sin, evil, falling short, forgiveness, and amendment of life
- Adopt specific conservation strategies in our daily lives as individuals and as a church
 - Encourage use of the Carbon Tracker in households and throughout dioceses (www.SustainIslandHome.org) (C008)
 - Reduce energy consumption and waste in church gatherings, including phasing out use of bottled water in church-related facilities (B025)
 - Promote conscious food decisions and local, sustainable agriculture
 - Support use of the carbon tax and carbon offsets (C020 and A014)
 - Work toward regenerative agriculture, biodiversity conservation and habitat restoration, especially on church-owned lands (D053)

and be it further

Resolved, That the Task Force on Creation Care and Environmental Racism and the Presiding Bishop's Staff recommend a strategy for the implementation of the three major commitments within the Creation Covenant, reporting to the Joint Standing Committee on Mission

Within the Church at least one month prior to its February, 2020, meeting, and be it further

Resolved, That the Task Force and Staff research and develop a Future Church-wide Ambition to safeguard creation and steward finances by transitioning to clean, renewable energy, reporting to Mission Within the Church at least one month prior to its February, 2020 meeting.

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

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

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

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 21, 2019

MW 012 Becoming Beloved Community Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Montgomery from October 18 – 21, 2019, at which a quorum was present and voting.

Resolved, That the following Becoming Beloved Community grants, recommended by the Presiding Officers Advisory Group on Beloved Community Implementation, and having been reviewed and recommended by the Joint Standing Committee on Mission Within the Episcopal Church, are approved and authorized for payment from Becoming Beloved Community grant funds, budget line item 84, in the total amount of \$350,600, as follows:

1. The Justice Pilgrimage, Diocese of Georgia, Impact Grant, \$15,000.00
2. Diocesan Racial Justice and Healing. Diocese of Kentucky, Seed Grant, \$7,000.00
3. Episcopal Farmworkers Ministry, Diocese of North Carolina, Impact Grant, \$15,000.00
4. The Center for Reconciliation, Diocese of Rhode Island, Impact Grant, Growing the Center for Reconciliation's Mission, \$14,000.00
5. Partnership with Great Lakes Peace Center, Diocese of Northern Michigan, Impact Grant, \$15,000
6. Gethsemane Reconciliation Center, Gethsemane Episcopal Church, Diocese of Indiana, \$9,500.00
7. Charis Community in Charlottesville, Virginia, Grace Church-Red Hill, Diocese of Virginia, \$8,000.00
8. Racial Reconciliation Ministry, St. Anne's Episcopal Church, Diocese of Maryland, Seed Grant, \$5,000.00
9. "My Work to Do," Jubilee Consortium, Diocese of California, Seed Grant, \$8,000.00
10. Antiracism Action Plan, St. John's Episcopal Church, Diocese of Illinois, \$4,000.00
11. Pilgrimage through South and Midwest, St. John's Episcopal Church, Diocese of Michigan, Seed Grant, \$5,000.00 South Carolina, Seed Grant, \$
12. Community-wide Storytelling Events, St. Martin's-in-the-Fields Episcopal Church, Columbia, SC, Diocese of South Carolina, Seed Grant, \$3,900.00
13. Sacred Ground and Communities of Color, Union of Black Episcopalians, Impact Grant, \$14,000.00

14. Triangle of Hope, Diocese of Virginia, Impact Grant, \$13,000.00
15. Ethnic Studies Academy (Becoming Beloved Community), Diocese of Iowa, Seed Grant, \$8,000.00
16. Trail of Souls Video Narratives, Diocese of Maryland, Seed Grant, \$5,000.00
17. The Mission Institute – Capacity Building, Diocese of Massachusetts, Impact Grant, \$15,000.00
18. Community Conversations, Holy Trinity Episcopal Church, Diocese of Minnesota, Seed Grant, \$6,500.00
19. Bravos Valley Common Good, St. Andrew's Episcopal Church, Diocese of Texas, Seed Grant, \$6,000.00
20. Beloved Community Commission for Racial Reconciliation, Eastern Diocese of Tennessee, Seed Grant, \$8,000.00
21. Diocesan Racial Reconciliation and Healing Resource Team, Diocese of Georgia, Seed Grant, \$6,000.00
22. Province V Becoming Beloved Community Initiative, Diocese of Southern Ohio, Impact Grant, \$10,000.00
23. The One Human Race Initiative, St. James Episcopal Church, Diocese of Texas, Seed Grant, \$6,000.00
24. Voorhees Scholars Program, Episcopal Diocese of Upper South Carolina, Impact Grant, \$10,000.00
25. "How Do We Talk to Our Children About Race?" Training, All Saints Episcopal Church, Diocese of Illinois, Seed Grant, \$3,000.00
26. Worship with Bravery, Christ Church Cathedral, Diocese of Indianapolis, Impact Grant, \$11,000.00
27. Commission on Racial Justice & Reconciliation, Diocese of the Central Gulf Coast, Impact Grant, \$12,000.00
28. Engaging Racial Justice and Inclusion, Convocation of Episcopal Churches in Europe, Impact Grant, \$11,000.00
29. Growing Centers of Practice, Diocese of Southern Ohio, Impact Grant, \$11,000.00
30. Commission for Intercultural Ministries, Diocese of Northern California, Impact Grant, \$5,000.00
31. Racial Reconciliation Fellowship for Young Adults, Diocese of Western North Carolina, Seed Grant, \$5,700.00
32. Pilgrimage towards Racial Reconciliation, Episcopal Peace Fellowship, Diocese of Pennsylvania, Seed Grant, \$3,000.00
33. Initiative: "At the Heart of Our Identity: Being Episcopal, Being Inclusive", National Association of Episcopal Schools, Diocese of NY, Seed Grant, \$5,000.00
34. Dismantle Systemic Racism in the Justice System, Saint Andrew's Episcopal Church, Diocese of California, Impact Grant, \$7,000.00
35. Courageous Conversations, St. Paul's Episcopal Church, Diocese of Ohio, Seed Grant, \$6,000.00
36. St. Paul's, Tri-Cities, WA Racial Equity & Social Justice Coalition, St. Paul's Episcopal Mission, Diocese of Spokane, Seed Grant, \$4,000.00
37. Faculty Training in Diversity, Equity, and Inclusion, Church Divinity School of the Pacific, Diocese of California, Seed Grant, \$3,500.00
38. Building Bridges to Communities of Justice, PRISM Restorative Justice, Diocese of Los Angeles, Impact Grant, \$7,000.00

39. European-American/Arabic Church Partnership, Diocese of Michigan, Impact Grant, \$12,000.00

40. Building Inclusive, Representative and Authentic Communities, Episcopal Camps and Conference Centers (ECCC), Diocese of California, Impact Grant, \$10,000.00

41. Trail of Souls: Next Phase, Diocese of Easton, Seed Grant, \$2,500.00

42. Service Never Sleeps Trainings on Privilege, Racism and Justice, Diocese of Southwestern Virginia, Impact Grant, \$12,000.00

Total of grants to be funded this cycle: \$350,600

and be it further,

Resolved, That in the event of any discrepancy between the above recitation of the grants to be funded and the spreadsheet, “Final BBC Grant Recommendations_Fall 2019.xlsx,” attached hereto, the details set forth in the spreadsheet shall be deemed controlling; and be it further

Resolved, That the grantees shall be required to submit the reports ordinarily and customarily required of grant recipients and such other and further reports as the “Presiding Officers Advisory Group on Beloved Community Implementation” may require.



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

Becoming Beloved Community Grants Program

FALL 2019 TOTAL RECOMMENDED AMOUNT: 350,600.00

Episcopal Institution Requesting Grant	State	Grant Type	Please provide a brief narrative of this proposed project		Requested	SCORE	Recommended
					TOTAL	TOTAL	TOTAL
Absalom Jones Episcopal Center for Racial Healing	GA	IMPACT	The Justice Pilgrimage	The Justice Pilgrimage provides an opportunity for clergy (deacons and priests) from across the wider church to be involved in a week long intensive series of workshops, film	20,000.00	20	15,000
Diocese of Kentucky	KY	SEED	Diocesan Racial Justice and Healing	The Diocese of Kentucky is walking together to open eyes, transform hearts and evoke action toward racial justice and healing. Over the next two years, we hope to accomplish the	9,892.00	20	7000
Episcopal Farmworker Ministry	NC	IMPACT	Episcopal Farmworkers Ministry	Episcopal Farmworkers Ministry is a joint ministry of the Diocese of North Carolina and the Diocese of East Carolina, overseen by a board of directors appointed by both bishops.	19,724.00	20	15000
The Center for Reconciliation Rhode Island	RI	IMPACT	Growing the Center for Reconciliation's Mission	The Center for Reconciliation is a faith-based, non-profit organization founded by the Episcopal Diocese of Rhode Island as an expression of the Church's commitment to racial reconciliation.	20,000.00	20	14000
Diocese of Northern Michigan	MI	IMPACT	Partnership with Great Lakes Peace Center	The Diocese of Northern Michigan and Great Lakes Peace Center have come together in recent years as partners to do the work of racial healing, reconciliation, and justice in the Upper	20,000.00	19	15000
Gethsemane Episcopal Church	IN	IMPACT	Gethsemane Reconciliation Center	The Gethsemane Reconciliation Center is a ministry of Gethsemane Episcopal Church in Marion, Indiana. We have been engaged in reconciliation and justice work for over 15 years in	16,250.00	19	9500
Grace Church-Red Hill	VA	SEED	Charis Community in Charlottesville, Virginia	In Ezekiel 22, the prophet delivers a message from God, calling for one to build up the wall of Jerusalem and stand before God in the gap on behalf of the land. And yet, God found no one	10,000.00	19	8000
St. Anne's Episcopal Church	MD	SEED	Racial Reconciliation Ministry	St. Anne's Episcopal Church has launched a Racial Reconciliation Ministry that marks a renewed commitment to a shared journey with the surrounding community, including fellow	10,000.00	19	5000
Jubilee Consortium	CA	SEED	"My Work to Do"	"My Work to Do" program	10,000.00	19	8000
St. John's Episcopal Church	IL	SEED	Antiracism Action Plan	St. John's Episcopal Church requests support to expand the work of its Antiracism Team that formed in January 2018 and whose mission is to identify, disrupt and dismantle racism within	9,925.00	19	4000
St. John's Episcopal Church	MI	SEED	Pilgrimage through South and Midwest	God has a dream, Verna Dozier believes, and we are the realization of that dream.	10,000.00	19	5000
St. Martin's-in-the-Fields Episcopal Church, Columbia, SC	SC	SEED	Community-wide Storytelling Events	In the weeks before school began again, something tragic and shocking happened in our community. A young man from our city filmed himself making threats against the black	3,900.00	19	3900
Union of Black Episcopalians		IMPACT	Sacred Ground and Communities of Color		20,000.00	19	14,000
Diocese of Virginia	VA	IMPACT	Triangle of Hope	Four hundred years ago a season of sin began when the Virginia Colony traded food for the first enslaved Africans, as if people were a product. For nearly 15 years, the Diocese of Virginia	20,000.00	18	13000
Episcopal Diocese of Iowa (Beloved Community Initiative)	IA	SEED	Ethnic Studies Academy	In operation for just under two years, we at the Beloved Community Initiative, know that school equity and expanded education opportunities for students of color remain an issue in	10,000.00	18	8000
Episcopal Diocese of Maryland	MD	SEED	Trail of Souls Video Narratives	In the early 2000s, Bishop Robert Iloff challenged the church to wrestle vigorously with overcoming our sad history by studying reparations for specific programs to end racial,	10,000.00	18	5000
Episcopal Diocese of Massachusetts	MA	IMPACT	The Mission Institute Capacity-Building	The Mission Institute (MI) works with congregations, communities, and institutions to advance social and racial justice. Specifically we accompany congregations and organizations as they	20,000.00	18	15000

Becoming Beloved Community Grants Program

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Episcopal Institution Requesting Grant	State	Grant Type	Please provide a brief narrative of this proposed project		Requested	SCORE	Recommended
						TOTAL	
Holy Trinity Episcopal Church	MN	SEED	Community Conversations	Addressing Historical Factors That Hinder the Full Embrace of the Beloved Community' Project Statement: Holy Trinity requests funding to help build a Beloved Community by	10,000.00	18	6500
St. Andrew's Episcopal Church	TX	IMPACT	Bravos Valley Common Good	In 2018, then-Curate, the Rev. Matt Stone, St. Andrew's Episcopal Church, Bryan TX, joined with certain other clergy in the Bryan-College Station area to begin conversation about	20,000.00	18	10000
EDTN Beloved Community: Commission for Racial Reconciliation	TN	SEED	Beloved Community Commission for Racial Reconciliation	In 2016, the Episcopal Diocese of Tennessee established the Beloved Community Commission for Racial Reconciliation. For the past three years, we have met together to discuss the needs	10,000.00	17	8000
Episcopal Diocese of Georgia	GA	SEED	Diocesan Racial Reconciliation and Healing Resource Team	In May 2019, Dr. Catherine Meeks led our spring clergy conference to deepen the clergy's commitment to racial reconciliation and healing in our Diocese. From that conference,	10,000.00	17	6000
The Episcopal Diocese of Southern Ohio	OH	IMPACT	Province V Becoming Beloved Community Initiative	Becoming Beloved Community intends to work alongside God to transform us in ways that first require acceptance of our individual and corporate complicity in broken, unreconciled, and	20,000.00	17	10000
St. James Episcopal Church	TX	SEED	The One Human Race Initiative	The One Human Race Initiative is already a well-established organization which has been telling the truth, proclaiming the dream, and repairing the breach since 2014 by providing free	10,000.00	17	6000
Episcopal Diocese of Upper South Carolina	SC	IMPACT	Voorhees Scholars Program	The Voorhees Scholars Program seeks to address critical needs of high school students in one of the most neglected parts of the U.S. by exposing them to creative programming,	20,000.00	17	10000
All Saints Episcopal Church	IL	SEED	"How Do We Talk to Our Children About Race?" Training	For the past year, a group of parents, educators, and others who live, work, or otherwise interact with children and young people has devoted energy to exploring how we will raise	3,000.00	16	3000
Christ Church Cathedral - Episcopal Diocese of Indianapolis	IN	IMPACT	Worship with Bravery	The Episcopal Diocese of Indianapolis' proposed project is called Worship With Bravery. Our goal is to create learning experiences in which we can more deeply understand the	20,000.00	16	11000
Diocese of the Central Gulf Coast	FL	IMPACT	Commission on Racial Justice & Reconciliation	One of the beauties of the Becoming Beloved Community curriculum is that it can be used as a platform for discussion among believers of many faith traditions and can also be modified for	20,000.00	16	12000
Convocation of Episcopal Churches in Europe	AE	IMPACT	Engaging Racial Justice and Inclusion	The Episcopal Church is a global church. This grant comes to you from one of the frontiers of that reality. The Convocation of Episcopal Churches in Europe is proclaiming the loving,	20,000.00	16	11000
Diocese of Southern Ohio	OH	IMPACT	Growing Centers of Practice	We are building a movement toward Becoming Beloved Community in our diocese. This project is intended to provide another layer of support for those already engaged in our	20,000.00	16	10000
Episcopal Diocese of Northern California	CA	IMPACT	Commission for Intercultural Ministries	The Diocese of Northern California, through its Commission for Intercultural Ministries, would contract with Dr. Catherine Meeks (from Absalom Jones in Georgia) to provide our	15,000.00	16	5000
Episcopal Diocese of Western North Carolina	NC	SEED	Racial Reconciliation Fellowship for Young Adults	Our project, a Racial Reconciliation Fellowship for Young Adults, is a six month fellowship that focuses on learning the racial relations history of the Episcopal Church in Western North	8,700.00	16	5700
Episcopal Peace Fellowship	PA	SEED	Pilgrimage towards Racial Reconciliation	Episcopal Peace Fellowship 80th anniversary events "Pilgrimage towards Racial Reconciliation" Center for Reconciliation Cathedral of St. John Providence, Rhode Island November 10-11,	3,000.00	16	3000
National Association of Episcopal Schools	NY	SEED	Initiative: "At the Heart of Our Identity: Being Episcopal, Being	The National Association of Episcopal Schools (NAES) seeks a SEED to provide scholarships for participants in an upcoming series of meetings related to our initiative "At the Heart of Our	10,000.00	16	5000
Saint Andrew's Episcopal Church	CA	IMPACT	Dismantle Systemic Racism in the Justice System	Citing Becoming Beloved Community, as "not so much a set of programs as a journey," Saint Andrew's Episcopal Church set out five years ago by building a ministry in the County's jail system, respectfully the nation's 4th largest. A monthly worship service with 8 men has grown	20,000.00	16	7000

Becoming Beloved Community Grants Program

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Episcopal Institution Requesting Grant	State	Grant Type	Please provide a brief narrative of this proposed project		Requested	SCORE	Recommended
					TOTAL	TOTAL	TOTAL
St. Paul's Episcopal Church	OH	SEED	Courageous Conversations	(In case our answers to the rest of the questions are squeezed together as they show on my screen without extra hard returns as I am inserting to make it readable, then the first attached file will be the correct document with all the answers for the questions.)	10,000.00	16	6000
St. Paul's Episcopal Mission	WA	SEED	St. Paul's, Tri-Cities, WA Racial Equity & Social Justice Coalition	Transformational Purposes of St. Paul's (Diocese of Spokane) and the Tri-Cities, Washington Racial Equity & Social Justice Coalition	10,000.00	16	4000
Church Divinity School of the Pacific	CA	SEED	Faculty Training in Diversity, Equity, and Inclusion	For the past two years, the faculty of Church Divinity School of the Pacific (CDSF) has been working actively to embed our core values of diversity, equity, and inclusion more deeply in	10,000.00	14	3500
PRISM Restorative Justice (Episcopal Diocese of Los Angeles)	CA	IMPACT	Building Bridges to Communities of Justice	Building Bridges to Communities of Justice is a collaborative project shaped by the life and teachings of Jesus of Nazareth, who said "I was in prison and you visited me" (Matt. 25). For	20,000.00	15	7000
The Episcopal Diocese of Michigan	MI	IMPACT	European-American/Arabic Church Partnership	Christ Episcopal Church (CECD) and Mother of the Savior (Mots) are on the brink of a new adventure, a partnership in faith between a predominantly white European English-speaking	20,000.00	16	12000
Episcopal Camps and Conference Centers (ECCC)	CA	IMPACT	Building Inclusive, Representative and Authentic Communities	The work of building equitable organizations is an individual endeavor and a collective commitment. This project seeks to deepen structural, organizational, and individual awareness	13,625.00	14	10000
The Diocese of Easton	MD	SEED	Trail of Souls: Next Phase	The Episcopal Churches of Maryland commemorated the 150th anniversary of the official abolishment of chattel slavery in Maryland on All Saints' Day, Nov. 1, 2014, with the Trail of Souls: Truth and Reconciliation Pilgrimage. This day-long journey visited	8,500.00	14	2500
The Episcopal Diocese of Southwestern Virginia	VA	IMPACT	Service Never Sleeps Trainings on Privilege, Racism and Justice	The proposed project would allow the Diocese of Southwestern Virginia (DIOSWVA) to put in place for years to come, a sustained structure and resources to provide education on	19,200.00	16	12000
GRANTS BELOW THIS LINE ARE NOT FUNDED FOR THIS GRANT CYCLE							
Diocese of Ohio	OH	IMPACT		The "My Work to Do" affinity group focused on anti-racism was inspired by the line above, expressed to Suzanne Edwards-Acton by a number of white acquaintances, mentees, colleagues and friends. Many of these folks feel stuck because there isn't a local program or accessible conversation happening in their local region, church or workplace. These affinity	10,000.00	15	2000
Episcopal Diocese of North Carolina, The	NC	IMPACT		The Racial Justice and Reconciliation Committee of the Diocese of North Carolina (RJRC), on behalf of Episcopalians United Against Racism (EUAR) requests \$20,000 in support of the EUAR/CIP Together in Faith Project to continue expansion, enhancement, and solidification of the successful collaborative anti-poverty/anti-racism, community building work in Durham	20,000.00	15	10000
St. Luke's Episcopal Church/MORE Justice	SC	IMPACT		The five-part series of online/ZOOM sessions bring a community of white women (and Women of Color allies) across the country that gather together — regardless of time or geographic boundaries — to watch a video or read an article around themes of housing discrimination, implicit bias, whiteness as a function, customs of white supremacy, — as well as "where do we	20,000.00	15	8000
St. Martin's Episcopal Church	VA	IMPACT		Building on its founding vision, solid history and recent travels around the labyrinth of Becoming Beloved Community, St. Martin's, Williamsburg seeks to facilitate spiritual formation with our neighbors as we grapple with racial healing, reconciliation and justice. We want to strengthen connections among local congregations, agencies, and educational institutions;	20,000.00	15	8000
St. Paul's Episcopal Church	AR	SEED		Our proposed project entails efforts to dismantle racism training in two tiers. We hope to provide immediate training for the staff and vestry of our parish as well as engaging members of our Becoming Beloved Community Ministry (BBC) in the long-term process of becoming	9,990.00	15	5000

Becoming Beloved Community Grants Program

FALL 2019 TOTAL RECOMMENDED AMOUNT: 350,600.00

Episcopal Institution Requesting Grant	State	Grant Type	Please provide a brief narrative of this proposed project	Requested	SCORE	Recommended TOTAL
Episcopal Diocese of Michigan	MI	SEED	Weaving the Fabric of Community invites people from all faiths, and no faith, to share a meal, engage in constructive dialogue, build deeper community friendships, listen to one another, learn how to be comfortable with people of different cultures and ideas, and work together to weave a stronger community by lifting up our diversity. At the meals and conversations people	7,600.00	14	6000
Episcopal Diocese of Northern Indiana (EDNIN)	IN	IMPACT	The affinity group meetings follow a Restorative Justice Model that emphasizes healing and learning through constructivist listening and group process. The peace circle aims to repair the harm done by acknowledging the root of the problem, coming to an understanding of complicity, accepting responsibility, and beginning the process of racial restoration and	20,000.00	14	8000
St. Marks, Minneapolis	MN	SEED IMPACT	Minnesota is associated with some of the worst racial disparities in the nation. PEW research on black racial integration by state, MN ranks 47 th out of 51. Ironically, many Minnesotans perception does not match reality. The historical perception associates	20,000.00	14	5000
The Episcopal Diocese of Western New York Commission to Dismantle Racism and Discrimination	NY	IMPACT	CONNECTING FAITH COMMUNITIES IN TIMES OF RACIAL CRISIS The impetus for our initiative originates from alarming data on the segregation of our city, Buffalo New York as well as within our Episcopal churches. In 2016, Buffalo was designated as the eighth most segregated city in the United States according to the 24/7 Wall St. analysis of	20,000.00	14	10000
The Standing Committee of the Diocese of North Carolina	NC	IMPACT	The Standing Committee of the Diocese of North Carolina serves at the center of our diocesan structure of leadership and governance. In our work with vulnerable congregations and with those in the ordination process we have come to see that the historic patterns and structures of our institution are places of systemic racism and bias. We report of this. In our	20,000.00	14	7000
St. Francis on the Hill Episcopal Church	TX	SEED	The primary aim of this proposal is to explore racism/bias in Episcopal Churches among the Latino community in the El Paso and Marfa, TX. This will be accomplished by identifying obstacles and structural bias that has limited church participation and membership by a majority Latino community. Gaining such knowledge will come from data gathered from a	8,000.00	13	4000
St. Mary's Episcopal Church	NC	SEED	Create a one-day, free High Point (NC) Racial Reconciliation Symposium 2020 of religious speakers and sacred conversations in partnership with High Point Christian inner-city churches to be held at St. Mary's Episcopal Church Community Life Center (capacity 250) to spark new visions of racial reconciliation, mission centered neighborhoods, and church ministries in inner	10,000.00	13	5000
St. Paul's Episcopal Church	CA	SEED	The proposed project, New Time, New Math, New Partners, will bring together parents from El Vista Elementary School and parishioners from St. Paul's Episcopal Church in a series of trainings with a two-fold design, the first component will be to offer trainings designed to develop the necessary skills to tutor El Vista Elementary School students in mathematics; the	9,800.00	13	4500
The Episcopal Diocese of Michigan	MI	SEED	Our hope is to create several youth and young adult focused opportunities, using the "Dismantling Racism" curriculum, to introduce the youth and young adults to the idea of Becoming Beloved Community, encouraging them to do the work of racial healing, reconciliation, and justice in their churches and communities, inviting both young and old to	10,000.00	13	7000
Appleton Episcopal Ministries	GA	IMPACT	Appleton has just completed delivery of its third Children's Defense Fund (CDF) Freedom School, an intensive full-day, six-week reading curriculum and enrichment summer program . Our program serves 50 rising 1st - 3rd graders from Ingram-Pye, Southfield, and Riley Elementary Schools in the Bibb County School District. Appleton's Freedom School is offered	20,000.00	12	5000
Ascension School Camp and Conference Center	OR	IMPACT	For millennia, the land on which Ascension School sits was inhabited by the tribes of the Grande Ronde Valley. In the late 1800s, a girls' school was established on the land by Samuel French, a settler, and later deeded to the Episcopal Church. After a tragic fire in 1924, Ascension School Camp and Conference Center was established. We sit on approximately 100	19,900.00	12	7000
Diocese of North Carolina	NC	SEED	This effort will feature Debby Irving, author of Waking Up White: Finding Myself in the Story of Race, on a five-day tour speaking at eight events in our diocese in April 2020. Debby Irving is a powerful speaker who tells her story of her racial awakening in which many people see themselves as sharing the same journey. She has the ability to help us face uncomfortable	10,000.00	12	3500

Becoming Beloved Community Grants Program

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Episcopal Institution Requesting Grant	State	Grant Type	Please provide a brief narrative of this proposed project	Requested	SCORE	Recommended
				TOTAL	TOTAL	TOTAL
Episcopalians Against Racist Systems (EARS) - Diocese of Central Pennsylvania	PA	IMPACT	Our Diocese is in the midst of a 15-20 year plan to become a Diocese with an anti-racist identity. We have been working with The People's Institute for Survival and Beyond since 2018, offering "Undoing Racism" workshops. During 2019 we have begun to explore how to offer this foundational work and ongoing support to youth and young adults.	19,840.00	12	7840
St. Andrew's Episcopal Church	NH	IMPACT	The proposed project would support the Episcopal Church of New Hampshire in broadening its relationships with other households of faith to garner support in developing advocacy around issues of racial, immigrant, and economic justice. The purpose will be to develop core teams of trained, active lay leaders in at least 5 NH Episcopal congregations who are committed to	20,000.00	12	3000
Virginia Theological Seminary	VA	SEED	In June of 2020, the Doctoral Programs at Virginia Theological Seminary will offer a weekend workshop that builds students' leadership skills in intercultural competence, allowing them to shape communities of diversity, equity, and inclusion. This workshop is a version of VTS' existing Intercultural Competency Course (ICC). As it currently exists, the Intercultural	4,000.00	12	1000
Antiracism Committee of the Episcopal Diocese of New York	NY	IMPACT	Over the past several months, a group of spiritual leaders and congregants, including members of the People's Institute for Survival and Beyond, the Episcopal Diocese of New York and the Episcopal Diocese of New Jersey have formed an interfaith coalition which encourages faith, spiritual and ethical communities to address the issues of racism through self-examination and	20,000.00	11	0
Bread & Roses Ministry, Trinity Episcopal Church	VA	IMPACT	Bread & Roses is seeking funding from the Becoming Beloved Communities IMPACT to expand upon the racial reconciliation work already happening within Trinity Episcopal Church to develop liturgical resources for healing, reconciliation and justice through the implementation of dinner church.	20,000.00	11	7000
Haitian Congregation of the Good Samaritan Episcopal Church	NY	SEED	The Haitian Congregation of the Good Samaritan seeks to write a play to tell the history of our congregation. In the process of writing the play we will gather stories from members of the congregation. The process of storytelling will, we believe, have a positive impact on the faith and unity of the congregation, as we are reminded how much God has done for us these past	10,000.00	11	5000
The Diocese of Southeast Florida	FL	SEED	Becoming the beloved community - drawing on the tenets offered by the late Dr. Martin Luther King, Jr in re-imagining a world where justice and love would prevail. While this is a tall order, This initiative is grounded in prayer, study and action. While there is no panacea for the complexities that exist in racist, ethnic healing and	10,000.00	10.6	0
St. Paul's Episcopal Church	NH	IMPACT	New Hampshire has a hidden history of slavery and racism that is unknown to a large number of our population. Our project will provide for a bus and lunch for approximately 30 St. Paul's parishioners of all ages to travel from Concord to Portsmouth NH to visit the Black History museum and take the tram for the Black Heritage Trail tour. There will be time for discussion	2,550.00	10	1000
Saint Augustine Canterbury	NE	SEED	Like many cities in the United States Omaha has food deserts. A food desert is an area where there is lack of access to healthy affordable food. There is also a lack of transportation to reach groceries stores either municipal or personal. The closest thing to a grocery store in a food desert is the corner gas stations which sell processed food and is very expensive.	10,000.00	9	2500
Grace Episcopal Church, Hartford	CT	SEED	Background - On May 5, 2018 (Cinco de Mayo), as part of its year-long 150th anniversary celebration, Grace Episcopal Church (Hartford), threw open its doors and sponsored a dance party for the neighborhood. Ray Gonzales and his salsa orchestra provided live music for the three hour event which drew at least one hundred people from the Grace congregation, the	10,000.00	6	0
St. Andrew's Episcopal Church	CA	SEED	Many issues in coastal North County San Diego are hidden by wealth and a culture of abundance in a suburban coastal setting. Despite this, a lack of affordable housing, homelessness, drug problems, and immense wealth inequality still leave indelible imprints on daily life. Coming to common ground on how to best address these issues often results in	10,000.00	6	0
St. Anna's Episcopal Church, New Orleans	LA	IMPACT	Anna's Place NOLA, a holistic out-of-school-time program, has been an integral part of changing the lives of at-risk youth in New Orleans by offering academic enrichment, social-emotional programs, and arts experiences for over a decade. It is our theory that to combat the system of racism we must analyze inequality within our community as a first step	20,000.00	5	0

Becoming Beloved Community Grants Program						
FALL 2019 TOTAL RECOMMENDED AMOUNT: 350,600.00						
Episcopal Institution Requesting Grant	State	Grant Type	Please provide a brief narrative of this proposed project	Requested	SCORE	Recommended
					TOTAL	
St. Andrew's Episcopal Church	CA	SEED	The reputation that we as a Beloved Community uphold and live by is respected in the city of Taft, California. Now is the time to expand our leadership and to grow our Beloved Community through the act of a needed service no other Taft, California organization is providing.	10,000.00	4	0
St. John's Episcopal Church, Wake Forest	NC	IMPACT	Our project will build on a two-pronged effort St. John's has developed over the past two and a half years. In 2017 St. John's formed an adult Christian formation program called "Becoming Beloved Community" which meets monthly to focus on "Telling the Truth" and	20,000.00	12	
St. Luke's Episcopal Church	MN	SEED	Through the production of a local documentary we will trace the history of two African American families over the course of 175 years. The stories of the Curry and Wallace	10,000.00	13	

482,940