



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 18, 2018

EC 001 Elections and Appointments

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Chaska, Minnesota from October 15-18, 2018, upon nomination by the Chair and Vice Chair of the Executive Council appoint and/or elect the following people:

The Joint Standing Committee on Audit

Resolved, That in accordance with Canon I.4.3, the Chair and Vice Chair nominate and Executive Council elects the following people as members of the Joint Audit Committee for a three-year term beginning January 1, 2019 and ending December 31, 2021:

Dr. Delbert Glover
Diocese of Rhode Island, II
Second term

Mr. G. William Haas
Diocese of New York, II
Second term

Mr. Bryan W. Krislock
Diocese of Olympia, VIII
Second term

The Rt. Rev. Wayne Hougland
Diocese of Western Michigan, V
First term

The Rev. Mally Lloyd Ewing
Diocese of Massachusetts, I
Executive Council member

Ms. Tess Judge
Diocese of East Carolina, IV
PB&F member

The Joint Investment Committee

Resolved, That in accordance with Executive Council By-laws Article VIII, Section 4(b), the Presiding Officers nominate and Executive Council elects the following people as members of the Joint Investment Committee for a three-year term, beginning 1/1/2019 and ending 12/31/2021:

The Rev. Andrew Walter (Chair)
Diocese of Washington, III
Second term

Mr. James S. Simon
Diocese of Ohio, V
First term

Ms. Marion Austin
Diocese of San Joaquin, VIII
First term

Mr. Gordon B. Fowler, Jr.
Diocese of Pennsylvania, III
First term

Ms. Janet Brown
Diocese of California, VIII
First term

Mr. Dale O Akinla II
Diocese of New York, II
First term

Mr. John Talty (Vice Chair)
Diocese of New York, II
First term

Executive Council member (to be announced)

Executive Council Economic Justice Loan Committee

Resolved, That the Executive Council appoints the following people as members of the Executive Council Economic Justice Loan Committee for a three-year term, beginning 1/1/2019 and ending 12/31/2021:

Ms. Lindsey Parker (Chair)
Diocese of Massachusetts, I
First term

The Rev. Paula Jackson
Diocese of Southern Ohio, V
First term

Mr. Timothy Gee
Diocese of El Camino Real, VIII
First term

Ms. Kat Taylor
Diocese of California, VIII
First term

Mr. Will Mebane
Diocese of Massachusetts, I
Second term

The Rev. Andrew Walter (Investment Committee member)
Diocese of Washington, III
Second term

The Hon. Warren Wong (Executive Committee member)
Diocese of California, VIII
Second term

Executive Council Committee on Corporate Social Responsibility member (to be announced)

Executive Council Committee on Historically Black Colleges and Universities

Resolved, That the Executive Council appoints the following people as members of the Executive Council Committee on Historically Black Colleges and Universities for a three-year term, beginning 1/1/2019 and ending 12/31/2021:

The Rev. Canon Jamie Callaway
Diocese of New York, II
Second term

The Rev. Dr. Eugene Lowe
Diocese of New York, II
Second term

The Rev. Dr. Canon Michele Hagans
Diocese of Washington, III
Second term

The Very Rev. Dr. Martini Shaw
Diocese of Pennsylvania, III
Second term

Dr. Joel Cunningham
Diocese of Tennessee, IV
Second term

Dr. Anita P. George
Diocese of Mississippi, IV

Second term

Mr. Scott Evenbeck
Diocese of New York, II
Second term

The Rt. Rev. Arthur B. Williams, Jr.
Diocese of Ohio, V
First term

Dr. Sean Decatur
Diocese of Ohio, V
First term

The Honorable Martha B. Alexander
Diocese of North Carolina, IV
First term

Executive Council Committee on Corporate Social Responsibility

Resolved, That the Executive Council appoints the following people as members of the Executive Council Committee on Corporate Social Responsibility for a three-year term, beginning 1/1/2019 and ending 12/31/2021:

The Rt. Rev. Douglas Fisher (chair)
Diocese of Western Massachusetts, I
Second term

The Rev. Canon Brian Grieves
Diocese of Hawaii, VIII
Second term

Mr. Paul Neuhauser
Diocese of SW Florida, IV
Second term

Mr. Casey C. Clark
Diocese of Pennsylvania, III
First term

The Rev. Kirsten Snow Spalding
Diocese of California, VIII
First term

The Hon. Byron Rushing
Diocese of Massachusetts, I
First term

Assessment Review Committee

Canon Rosalie Simmonds Ballentine
Diocese of the Virgin Islands, II
Second term

The Rev. Patricia Downing
Diocese of Delaware, III
First term

The Rt. Rev. William M. Klusmeyer
Diocese of West Virginia, III
Second term

Ms. Nancy Koonce
Diocese of Idaho, VIII
First term

The Rt. Rev. Mark Lattime
Diocese of Alaska, VIII
Second term

The Rev. Mally Ewing Lloyd, Chair
Diocese of Massachusetts, I
Second term

The Rt. Rev. Gregory Rickel
Diocese of Olympia, VIII
Second term

The Rev. Dr. James E. Taylor
The Episcopal Church in South Carolina, IV
Second term



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



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EC 002 Appointment of Independent Auditors

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council, upon the recommendation of the Audit Committee, hereby approves the appointment of Grant Thornton, LLP, to audit all accounts under the management or control of the Council and the Domestic and Foreign Missionary Society for the year ending December 31, 2018.

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Adopted on: Oct 18, 2018

EC 003 Ratify Election of Episcopal Relief & Development Board

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

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 September 6, 2018.:

FOR RATIFICATION:

After being duly re-nominated by The Presiding Bishop and Chair of the Episcopal Relief & Development Board:

Ms. Rosalie Simmonds Ballentine

Ms. Sophie Hollingsworth

The Rev. David C. Killeen

Mr. John "Jock" MacKinnon

Ms. Laura Ellen Muglia

are re-elected to serve as members of the Board of Episcopal Relief & Development in the class 2021(b) (term ends on 12/31/21).

After being duly nominated by The Presiding Bishop and Chair of the Episcopal Relief & Development Board:

Ms. Teri Lawver

Mr. Matthew Silva

are elected to serve as members of the Board of Episcopal Relief & Development in the class 2021(a) (term ends on 12/31/21).

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Adopted on: Oct 18, 2018

EC 004 Compensation for the President of the House of Deputies

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That Executive Council, acting pursuant to General Convention Resolution B014, sets the director's and officer's fees for the President of the House of Deputies at the annual rate of \$210,000 inclusive of any pension payments required by the Church Pension Fund. The President is to be paid these fees as an independent contractor, and in accordance to the policies of the DFMS; and be it further

Resolved, That the compensation period begins upon the election of the President of the House of Deputies for a 36 month period.

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FIN 001 2019 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 Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the dividend rate for 2019 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% the average yearend market values of the portfolio for the five years ending 2017; and be it further

Resolved, That the dividend rate for 2019 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% the average yearend market values of the portfolio for the five years ending 2017.

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Adopted on: Oct 18, 2018

FIN 002 Approve 2019 Budget

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council approves the revised 2019 Budget for The Episcopal Church.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 18, 2018

FIN 003 CETALC Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, 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 2018 from Trust Fund No.809, up to \$362,487.00, 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 the Dominican Republic, July 31 – August 4, 2018; 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 balance not awarded by the Canons during 2019 be reinvested.

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FIN 004 Accept Revised Investment Policy Statement

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council accepts the revised Investment Policy Statement of the Domestic & Foreign Missionary Society revised September 28, 2018.

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

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

October 2018

TABLE OF CONTENTS

	Page
Introduction	3
Statement of Objectives	4
Duties and Responsibilities	5
Statement of Investment Policy	8
Control Procedures	12
Miscellaneous Administrative Policies	14
Appendices	
Exhibit A: Asset Classes	16
Exhibit B: Fossil Fuel Manager Guidelines.....,,,,,,,,,,,,,	17
Exhibit C: Manager Guidelines	20
Prohibited Securities: No-Buy List	25

INTRODUCTION

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

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

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

STATEMENT OF OBJECTIVES

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

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

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

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

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

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

DUTIES AND RESPONSIBILITIES

Investment Committee

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

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

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

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

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

The responsibilities of the Investment Committee include:

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

The Investment Managers

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

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

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

The Consultant

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

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

- candidates for recommendation to the Investment Committee and assisting the Investment Committee with candidate interviews; and
11. Attending the regular meetings of the Investment Committee, and at other times as requested by the Investment Committee.

STATEMENT OF INVESTMENT POLICY

Plan Asset Allocation Targets and Ranges

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

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

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

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

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

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

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

Adherence to Policy Targets and Ranges

Rebalancing asset allocations to policy targets is essential for maintaining the risk/return profile adopted by the Investment Committee. Maintaining a disciplined rebalancing policy to keep the

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

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

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

Investment Manager Selection

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

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

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

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

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

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

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

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

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

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

Investment Manager Benchmarks

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

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

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

Investment Manager Guidelines

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

Diversification

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

Volatility

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

Voting of Proxies

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

Execution of Security Trades

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

CONTROL PROCEDURES

Review of Investment Policy and Objectives

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

Monitoring Investment Managers

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

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

Performance reviews will focus on:

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

Manager Watch List

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

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

Terminating Managers

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

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

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

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

Measuring Costs

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

MISCELLANEOUS ADMINISTRATIVE POLICIES

Endowment Composition

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

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

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

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

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

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

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

Distribution Policy

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

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

REVIEW AND ACCEPTANCE

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

Signature: *MJKerr*

Name: Michael J. Kerr
Chair, Investment Committee

Exhibit A

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

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

Exhibit B

Fossil Fuel Investment Guidelines

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

The Committee:

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

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

The following is a list of restricted companies based on the fossil fuel screens mentioned above:

Fossil Fuel Companies	Cusip	SEDOL	Fossil Fuel Companies	Cusip	SEDOL
CABOT OIL & GAS CORPORATION	127097103	2162340	ENI S.P.A.	26874R108	7145056
THE SOUTHERN COMPANY	842587107	2829601	Energen Corporation	29265N108	2012672
SOUTHWESTERN ENERGY COMPANY	845467109	2828619	EQT CORPORATION	26884L109	2319414
MURPHY OIL CORPORATION	626717102	2611206	FAROE PETROLEUM PLC		3303290
Idemitsu Kosan Co.,Ltd.	45166E104	B1FF8P7	Galp Energia, SGPS, S.A.	364097105	B1FW751
Mitsubishi Corporation	606769305	6596785	ENGIE S.A.	29286D105	B0C2CQ3
GULFPORT ENERGY CORPORATION	402635304	2398684	GAZPROM PAO	368287207	B59L4L7
Japan Petroleum Exploration Co., Ltd.	47110T104	6711696	THE HONG KONG AND CHINA GAS COMPANY LIMITED	438550303	6436557
Canacol Energy Ltd.	134808203	B97DSV1	HUNTING PLC	445828106	0447889
HINDUSTAN PETROLEUM CORPORATION LIMITED	433224102	6100476	INPEX CORPORATION	45790H101	B10RB15
CHINA OIL AND GAS GROUP LIMITED		B0703Z8	INDIAN OIL CORPN. LIMITED	454338104	6253767
AKER ASA		B02R4D9	KoreaGasCorporation	50066AAD5	6182076
SRC Energy Inc.	78470V108	BD8ZX20	Lundin Petroleum AB	55037R200	7187627
J.O.E.L. JERUSALEM OIL EXPLORATION LTD.		6477073	MOL Magyar Olaj- es Gazipari Nyilvanosan Mukodo Res	608464202	BD5ZXH8
GRUPA LOTOS SPOLKA AKCYJNA		B0B8Z41	TELLURIAN INC.	87968A104	BD3DWD3
GS Holdings Corp.		B01RJV3	MARATHON OIL CORPORATION	565849106	2910970
SANTOS LIMITED	803021807	6776703	NK ROSNEFT' PAO	67812M207	B59SS16
EXXON MOBIL CORPORATION	30231G102	2326618	NK LUKOIL PAO	69343P105	B59SNS8
OMV Aktiengesellschaft	670875509	4651459	NORTHWESTERN CORPORATION	668074305	B03PGL4

Fossil Fuel Companies	Cusip	SEDOL	Fossil Fuel Companies	Cusip	SEDOL
RING ENERGY INC.	76680V108	B1TGYD6	Oil and Gas Development Co Ltd	67778Q200	6732716
SASOL LIMITED	803866102	6777450	OIL AND NATURAL GAS CORPORATION LIMITED	67778L102	6139362
SURGE ENERGY INC.	86880Y109	2290597	OIL SEARCH LIMITED	677890303	6657604
PATTERSON-UTI ENERGY, INC.	703481101	2672537	ORIGIN ENERGY LIMITED	68618R200	6214861
E.ON SE	268780103	4942904	PTT Exploration and Production Public Company Limited	69364V106	B1359K1
ECOPETROL S.A.	279158109	B2473N4	PAINTED PONY ENERGY LTD.	695779108	BF0LLW6
HESS CORPORATION	42809H107	2023748	PARAMOUNT RESOURCES LTD.	699320206	B073FP1
DENBURY RESOURCES INC.	247916208	2418474	PENN VIRGINIA CORPORATION	70788V102	BZCD9S2
BHP BILLITON PLC	05545E209	0056650	PT Perusahaan Gas Negara (Persero) Tbk	69367P106	6719764
PAR PACIFIC HOLDINGS, INC.	69888T207	BJH08C3	PetroChina Company Limited	71646E100	B28SLD9
MIITSUI & CO., LTD.	606827202	6597302	PETROFAC LIMITED	716473103	B0H2K53
OSAKA GAS CO., LTD.	687739102	6661768	PETROLEO BRASILEIRO S.A. - PETROBRAS	71654V408	2682365
EOG RESOURCES, INC.	26875P101	2318024	POLSKI KONCERN NAFTOWY ORLEN SPOLKA AKCYJNA		5810066
KOC HOLDING ANONIM SIRKETI	49989A109	B03MVJ8	POLSKIE GORNICTWO NAFTOWE I GAZOWNICTWO SPOLKA AKCYJNA	731618104	B0L9113
W&T OFFSHORE, INC.	92922P106	B01Z7M4	RWE Aktiengesellschaft	74975E303	4768962
ETABLISSEMENTS MAUREL ET PROM S.A.	29761A105	B05DY78	Repsol S.A.	76026T205	5669354
NUVISTA ENERGY LTD.	67072Q104	2901167	SKNetworksCompanyLimited		B04PZG1
PTT Public Company Limited	69367C105	BD0BDH1	SAMCHULLY CO.,LTD		6771054
SM ENERGY COMPANY	78454L100	2764188	SANDRIDGE ENERGY, INC.	80007P869	BD1XH30
ROYAL DUTCH SHELL PLC	780259206	B09CBL4	SOUND ENERGY PLC		B90XFF1
PIONEER NATURAL RESOURCES COMPANY	723787107	2690830	SOUTH JERSEY INDUSTRIES, INC.	838518108	2825933
TAMARACK VALLEY ENERGY LTD.	87505Y409	BBJ3TH5	EQUINOR ASA	29446M102	7133608
SK Innovation Co., Ltd.		B232R05	Suncor Energy Inc.	867224107	B3NB1P2
ENCANA CORPORATION	292505104	2793193	SURGUTNEFTEGAZ PAO	868861204	B5BHQP1
SUPERIOR ENERGY SERVICES, INC.	868157108	2806109	TOHO GAS CO., LTD.	88905X108	6895222
NOBLE ENERGY, INC.	655044105	2640761	Thoresen Thai Agencies Public Company Limited		6561750
BP P.L.C.	055622104	0798059	TULLOW OIL PLC	899415202	0150080
CARRIZO OIL & GAS, INC.	144577103	2092801	WHITING PETROLEUM CORPORATION	966387409	BYWSWRO
CENTRICA PLC	15639K300	B033F22	WOODSIDE PETROLEUM LTD.	980228100	6979728
CNOOC LIMITED	126132109	B00G0S5	Obsidian Energy Ltd.	674482104	BDHLTZ4
GAIL (INDIA) LIMITED	36268T107	6133405	ADVANTAGE OIL & GAS LTD.	00765F101	B66PKS8
CHINA GAS HOLDINGS LIMITED	168935104	6460794	AltaGas Ltd.	021361100	B43WJC5
TATNEFT' PAO	876629205	B59BXN2	Bonavista Energy Corporation	09784Y108	B67JFX9
CONCHO RESOURCES INC.	20605P101	B1YWRK7	CRESCENT POINT ENERGY CORP.	22576C101	B67CBW8
COMPAGNIE PETROLIERE IMPERIALE LTEE	453038408	2454241	Enerplus Corporation	292766102	B584T89
KEPPEL CORPORATION LIMITED	492051305	B1VQ5C0	KEYERA CORP.	493271100	B3SGMV5
RESOLUTE ENERGY CORPORATION	76116A306	BD047X4	QEP RESOURCES, INC.	74733V100	B60X657
NOVATEK PAO	669888109	B59HPK1	SK Holdings Co., Ltd.		B39Z8L3
PREMIER OIL PLC	740536107	B43G057	DELEK GROUP LTD.	24664R107	6219640
HALCON RESOURCES CORPORATION	40537Q605	BYVBXW2	Empresas Copec S.A.		2196026
TOTAL SA	89151E109	B15C557	Genesis Energy Limited		BL10N28
NORTHWEST NATURAL GAS COMPANY	667655104	2649586	MEG Energy Corp.	552704108	B4XF9J1
BONTERRA ENERGY CORP.	098546104	B3K3G89	AKER BP ASA	00973RAC7	B1L95G3
RANGE RESOURCES CORPORATION	75281A109	2523334	NAPHTHA ISRAEL PETROLEUM CORP. LTD.		6621966
UNIT CORPORATION	909218109	2925833	Seven Generations Energy Ltd.	81783Q105	BRK0MM4
RELIANCE INDUSTRIES LIMITED	759470107	6099626	ATHABASCA OIL CORPORATION	04682R107	B8DG7Z4
VEDANTA LIMITED	92242Y100	6136040	KINDER MORGAN, INC.	49456B101	B3NQ4P8
SOCO INTERNATIONAL PLC		B572ZV9	PAREX RESOURCES INC.	69946Q104	B575D14
Pakistan Oilfields Ltd		6677141	JXTG Holdings, Inc.	466295102	B627LW9
CANADIAN NATURAL RESOURCES LIMITED	136385101	2171573	ENQUEST PLC		B635TG2
APACHE CORPORATION	037411105	2043962	OASIS PETROLEUM INC.	674215108	B64R5J2
ULTRA PETROLEUM CORP.	903914208	BZ0VZ08	TOURMALINE OIL CORP.	89156V106	B3QJOH8
Brookfield Asset Management Inc.	112585104	2092599	QGEF Participacoes SA		B3M5360
NEWFIELD EXPLORATION COMPANY	651290108	2635079	KOSMOS ENERGY LTD.	500688AA4	B53HHH8
BW OFFSHORE LIMITED		BYNFR4	WPX ENERGY, INC.	98212B103	B40PCD9
TOKYO GAS CO.,LTD.	889115101	6895448	OPHIR ENERGY PLC	68373H108	B24CT19
CHESAPEAKE ENERGY CORPORATION	165167107	2182779	LAREDO PETROLEUM, INC	516806106	B7DX5X2
Senex Energy Ltd	81720V100	6929325	BONANZA CREEK ENERGY, INC.	097793400	BYXGJD8
CNX RESOURCES CORPORATION	12653C108	BF3FTF4	MATADOR RESOURCES COMPANY	576485205	B7MSLL8

Fossil Fuel Companies	Cusip	SEDOL	Fossil Fuel Companies	Cusip	SEDOL
NATURGY ENERGY GROUP S.A.	63903X103	5650422	SAPURA ENERGY BERHAD		B7GJ601
PT Medco Energi Internasional Tbk	58406A105	6254511	MIDSTATES PETROLEUM COMPANY, INC.	59804T407	BDQZFN7
Husky Energy Inc.	448055103	2623836	DIAMONDBACK ENERGY, INC.	25278X109	B7Y8YR3
FORMOSA PETROCHEMICAL CORPORATION		6718716	TORC Oil & Gas Ltd	890895303	BDV82P2
NATIONAL FUEL GAS COMPANY	636180101	2626103	KELT EXPLORATION LTD.	488295106	B9KF5Q8
OCCIDENTAL PETROLEUM CORPORATION	674599105	2655408	ARC RESOURCES LTD.	00208D408	B6463M8
PDC ENERGY, INC.	69327R101	B89M5F2	ANTERO RESOURCES CORPORATION	03674X106	BFD2WR8
PT AKR Corporindo Tbk	69369P104	6048156	K&O Energy Group Inc.		BH4TD79
ALFA, S.A.B. de C.V.	015398AC4	2043423	PEYTO EXPLORATION & DEVELOPMENT CORP.	717046106	B6775F5
ANADARKO PETROLEUM CORPORATION	032511107	2032380	PENGROWTH ENERGY CORPORATION	70706P104	B67M828
BASF SE	055262505	5086577	HURRICANE ENERGY PLC		B580MF5
BHP BILLITON LIMITED	088606108	6144690	PARSLEY ENERGY, INC.	701877102	BMMV736
BAYTEX ENERGY CORP.	07317Q105	B4VGV3	ECLIPSE RESOURCES CORPORATION	27890G100	BN89V84
BEACH ENERGY LIMITED	073333106	6088204	NOSTRUM OIL & GAS PLC	66980J103	BGP6Q95
BHARAT PETROLEUM CORPORATION LIMITED	08861M102	6099723	CALIFORNIA RESOURCES CORPORATION	13057Q206	BZBY210
BIRCHCLIFF ENERGY LTD.	090697103	80B55N1	EXTRACTION OIL & GAS, INC.	30227M105	BZ0CD34
BLACK HILLS CORPORATION	092113109	2101741	CK HUTCHISON HOLDINGS LIMITED	12562Y100	BW9P816
CITIC RESOURCES HOLDINGS LIMITED	17390E101	6369233	Cardinal Energy Ltd.	14150G400	BH8B735
KUNLUN ENERGY COMPANY LIMITED	50126A101	6340078	COSMO ENERGY HOLDINGS COMPANY, LIMITED	221298102	BYSJJ43
CAIRN ENERGY PLC	12776P200	B74CDH8	CENTENNIAL RESOURCE DEVELOPMENT, INC.	15136A102	BYM4Z79
CALLON PETROLEUM COMPANY	13123X102	2186072	Cenovus Energy Inc.	15135U109	B57FG04
CHEVRON CORPORATION	166764100	2838555	WILDHORSE RESOURCE DEVELOPMENT CORPORATION	96812T102	BD09869
China Petroleum & Chemical Corporation	16941R108	6373728	JAGGED PEAK ENERGY INC.	47009K107	BDRW1M8
CIMAREX ENERGY CO.	171798101	2987521	WHITECAP RESOURCES INC.	96467A200	B418WK4
CONOCOPHILLIPS	20825C104	2685717	GRAN TIERRA ENERGY INC.	38500T101	B09R9V5
CONTINENTAL RESOURCES, INC.	212015101	B1XGWS3	ALTA MESA RESOURCES, INC.	02133L109	BG20612
COOPER ENERGY LIMITED		6515616	Crew Energy Inc.	226533107	2554721
DNO ASA	23290P105	B15GGN4	HIGHPOINT RESOURCES CORPORATION	43114K108	BDF0CY3
DEVON ENERGY CORPORATION	25179M103	2480677	TALOS ENERGY INC.	87484T108	BDT56V9
DOGAN SIRKETLER GRUBU HOLDING ANONIM SIRKETI	25658Y107	B03MRG7	Vermilion Energy Inc.	923725105	B607XS1

Exhibit C

Manager Guidelines

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

Portfolio Restrictions

General

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

Proxy Voting: The Society is responsible for voting proxies.

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

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

Common Stocks & Preferreds (U.S.)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Fixed Income Securities & Convertibles (U.S.)

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

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

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

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

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

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

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

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

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

Cash Equivalents (maturity of one year or less)

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

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

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

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

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

Categorical Restrictions

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

Commingled Vehicles

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

Foreign Currency Exposure

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

Use of Derivatives

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

Securities Lending

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

Communications

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

Monthly (Treasurer's office and Consultant only)

Summary transaction registers and asset valuations provided by the custodian.

Quarterly

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

Annually

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

Other

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

Separate Agreements with Specific Managers

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

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

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

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

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

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

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

Exhibit D

Companies Subject to No-buy Portfolio Restrictions

The Domestic & Foreign Missionary Society
Episcopal Church Executive Council
Corporate Social Responsibility Committee
Revised on October 2018

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

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

- **Militarism:** Shares of any company (a) among the top U.S. defense contractors, measured in dollar volume of sales and (b) any company among the top 50 defense contractors that receives more than fifty percent of its revenues from military contracts.
- **For-profit prisons:** Shares of companies that operate for-profit prisons
- **Sudan:** Companies whose activities make continued human rights violations possible by providing revenues to the Sudanese government.¹
- **Tobacco products:** Shares of companies that manufacture or sell tobacco products

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

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

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

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

Sudan	SEDOL
ONGC (India)	6139362

US Tobacco Companies	CUSIP
Altria Group	02209S103
Philip Morris International	718172109
Schweitzer-Maudit International	808541106
Vector Group	92240M108

Non-US Tobacco Companies	CUSIP	SEDOL
Al-Eqbal Investment Company PLC (Jordan)		6460385
British American Tobacco plc (UK and subsidiaries)	GB0002875804	0287580 GB
Carreras Group Ltd (Jamaica)	JMP213891048	2177827 JM
Ceylon Tobacco Ltd (Sri Lanka)	LK0042N00008	6186904 LK
Eastern Company (Egypt)	EGS37091C013	6298177 EG
Godfrey Phillips (India)	INE260B01010	BSBML96 IN
Golden Tobacco	INE973A01010	6302357 IN
Imperial Brands PLC	GB0004544929	0454492 GB
ITC Ltd (India)	INE154A01025	
Japan Tobacco (Japan)	JP3726800000	
Jerusalem Cigarette Co Ltd (Israel)	PS2003111643	
JT International Bhd (Malaysia)	MYL261500002	
Khyber Tobacco Company (Pakistan)	PK0012401011	
Kothari Products Ltd (India)	INE823A01017	6488406 IN
KT&G Group (Korea)	48268G100	
Pakistan Tobacco Company (Pakistan)	PK0002701016	6668305 PK
Pazardzhik BT (Bulgaria)	BG11PAPABT16	7541308 BG
Philip Morris CR A.S. (Czech Republic)	CS0008418869	4874546 CZ
Pleven BT (Bulgaria)	BG11PLPLDT18	7635751 BG
PT Gudang Garam Tbk (Indonesia)	ID1000068604	5549326 DE
RTCL Limited (India)	INE754B01012	B03K6F3 IN
Societe Ivoirienne de Tabacs (Cote d'Ivoire)	CI0000000154	6817475 CI
Sofia-BT (Bulgaria)	BG11SOSOVT14	
Swedish Match AB (Sweden)	SE0000310336	
Union Tobacco & Cigarette Industries Co (Jordan)	JO4107411012	
VST Industries (India)	INE710A01016	
West Indian Tobacco Company Ltd (Trinidad & Tobago)	TTP985721039	



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 18, 2018

FIN 005 Accept Updated Travel Guidelines

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, 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 12/1/2018.

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 December 1, 2018*

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: [Travel and Expense Report Form found at http://www.episcopalchurch.org/page/forms-and-guidelines](http://www.episcopalchurch.org/page/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 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); and the Hampton Inn Manhattan UN (231 East 43rd 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.)

WUFOO

DFMS Travel Request Form

IMPORTANT: Separate forms must be completed for each individual traveler.

Name of Traveler *

First Last

Traveler Status *

Please Select:

Purpose of Trip *

Maximum Allowed: 40 characters. Currently Used: 0 characters.

Traveling by: *

Air

Rail

Air/Rail Travel *

Round-Trip

One-Way

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:

Nancy Smith	nancy.smith@altour.com	866-683-8248 ext. 1424
Rosie Gattas	rosie.gattas@altour.com	866-683-8248 ext. 1507
Lourdes Bada	lourdes.bada@altour.com	866-683-8248 ext. 1515
Mary McCormack	mary.mccormack@altour.com	866-683-8248 ext. 1409

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 18, 2018

FIN 006 Shareholder Engagement Work For 2019

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Chaska, Minnesota, October 15-19, 2018, approves the 2019 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 2019; 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 to report on its 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 a shareholder resolution with one or more of Booking Holdings (Booking.com) and Trip Advisor requesting a report on the company's impact in areas of conflict where violations of international law and human rights have been identified
- File a shareholder resolution with Olin, requesting adoption or compliance with the "Sandy Hook Principles" in their business planning and operations
- File (as lead or co-filer) resolutions with Chevron, Devon, Marathon Petroleum, Delta and Ameron seeking reports on company goals for reducing methane emissions
- File shareholder resolutions with Chevron and NextEra, if dialog fails, seeking information on 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
- File shareholder resolutions with Phillips 66, Marathon Petroleum, and Wells Fargo on the construction of pipelines that endanger indigenous communities.

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The Domestic and Foreign Missionary Society

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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 18, 2018

FIN 007 EC Committee on Corporate Social Responsibility Procedures

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That Executive Council adopts the following procedures to enable the work of the Executive Council Committee on Corporate Social Responsibility.

Approval of Advocacy Plan

In order for CCSR to carry out its work with portfolio companies through shareholder resolutions, dialogue and correspondence, Executive Council must review and approve CCSR's proposed courses of action. Accordingly, CCSR will at least annually submit to Council a list of proposed issue areas ("advocacy plan") based upon General Convention and Executive Council policy statements/resolutions. Upon approval of such advocacy plan by the Council, CCSR shall be authorized to work on the identified issue areas with companies in the DFMS portfolio(s) for which CCSR provides guidance. From time to time, CCSR may propose to EC adding or deleting issue areas.

The issue areas identified shall be based on policy statements/resolutions of the General Convention and/or Executive Council.

CCSR shall identify and list companies that may be included in executing the advocacy plan work. The identified companies may be potential targets for shareholder resolutions, dialogues or correspondence. From time to time, CCSR may add or delete companies from the list of potential targets for CCSR/Church action. CCSR will advise Council of the proposed changes before implementing

Procedures for Executive Council Approval of Shareholder Resolutions

In the case of a shareholder resolution, no shareholder resolution shall be filed in the name of The Episcopal Church without first obtaining an affirmative vote of Executive Council identifying the publicly traded company involved, the subject matter of the action, and if reasonably feasible, the basic text of the resolution. Target companies for possible shareholder resolutions shall be identified on the Extranet at least 30 days before Executive Council approval is to be sought. This identification is critical to enable members of Executive Council to comply fully with conflict of interest rules governing Executive Council and to comply fully with any applicable professional or fiduciary role an Executive Council member may hold beyond service on Executive Council.

CCSR will attach text in draft or final form to any resolution proposed to EC. (Final texts are frequently not available for a Council meeting because they are often drafted in cooperation with ecumenical and interfaith partners of the Church; or may be subject to formal requirements, rules, and deadlines, under the securities laws.) If only draft text is available prior to seeking approval of EC, in order to

assure timely filing, EC may approve such draft text where it conforms to church policy. The EC will be informed of the filing of any shareholder resolution by a posting on the Extranet. Once a final text has been approved in a triennium, it may be used in that triennium with additional companies.

Procedures for Corporate Dialogues and Correspondence

From time to time, CCSR may participate (through its chair, a member of the committee, or a staff member or consultant) in dialogues regarding issue areas previously approved by EC. CCSR will report at least annually to EC regarding such dialogues.

From time to time, CCSR may participate (through its chair, a member of the committee, or a staff member or consultant) in correspondence regarding issue areas previously approved by EC. CCSR will report at least annually to EC regarding such dialogues.

Procedures for Sign-on Letters

From time to time, questions may arise regarding policies or actions by a government or corporate entity that are contrary to policies or statements adopted by the General Convention and/or Executive Council.

The ecumenical and interfaith investor community, working through the Interfaith Center on Corporate Responsibility (“ICCR”), commonly endeavors to respond by expressing the shared views of investors of faith regarding such policies or actions. Frequently the response takes the form of a joint statement (commonly referred to as a “sign-on letter”).

Sign-on letters generally become available through ICCR on short notice and with short deadlines.

CCSR desires to sign onto such letters when they affirm existing Church policy. Accordingly, CCSR wishes to use the following procedures when considering sign-on letters.

- CCSR, acting through its chair, may request that the Treasurer execute the sign-on letter.. The Treasurer will first consult with the Director of the Office of Government Relations and the chair of an appropriate committee of Executive Council to confirm that the letter affirms existing Church policy. After such consideration and consultation, the Treasurer will then execute the sign-on letter.
- Participation in sign-on letters may include all areas that are supported by existing Episcopal Church policy. CCSR will report to EC at least annually regarding all letters signed, citing Church policies that support the action.



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FIN 008 Clergy Housing Allowance

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, 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 Council 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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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
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FOUNDED 1821 • INCORPORATED 1846

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FIN 009 New Custodial Trust Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the following New Custodial Trust Funds be established as investment accounts for the identified owners

TF No.	New Custodial Trust Funds	Owners	Investments
1183	Vickery Endowment Fund	St. Michael's Episcopal Church of Austin, TX	\$ 54,009.00
1184	St. Andrew's Outreach Fund	St. Andrew's Episcopal Church of Newcastle, ME	\$ 30,000.00
1185	St. Mark's Episcopal Church Endowment – Major Maintenance Fund	St. Mark's Episcopal Church of Palo Alto, CA.	\$ 525,088.62
1186	St. Mark's Episcopal Church Endowment – Organ Fund	St. Mark's Episcopal Church of Palo Alto, CA	\$ 25,817.29
1187	St. Mark's Episcopal Church Endowment – All Souls Garden,	St. Mark's Episcopal Church of Palo Alto, CA	\$ 203,382.86
1188	All Souls Episcopal Church Endowment Fund	All Souls Episcopal Church in Ft. Myers, Fl	\$ 15,100.00

1189	WMO – St. Mary’s Episcopal Church, Dodson Fund	St. Mary’s Episcopal Church in Kansas City, MO	\$ 200,000.00
1190	WMO - Episcopal Diocese of Lexington Eastern Kentucky Fund	Episcopal Diocese of Lexington, KY	\$ 304,000.00
1191	WMO - Episcopal Diocese of Lexington Lancaster Fund	Episcopal Diocese of Lexington, KY	\$ 208,948.91
1192	St. John’s Essex NY Financial Reserve Account	St. John’s Episcopal Church in Essex,, NY	\$ 345,623.43
1193	St. John’s Episcopal Church Velma Marie Wood Youth Fund	St. John’s Episcopal Church, of Fallbrook, CA	\$ 5,000.00
		Total New Custodial Trusts	\$ 1,916,970.11

who may withdraw principal and/or income upon request, and may add to the principal at their discretion.



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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 18, 2018

FIN 010 Shareholder Engagement Work For 2019

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting in Chaska, Minnesota, October 15-19, 2018, approves the 2019 shareholder engagement work outlined by the Committee on Corporate Social Responsibility (CCSR) in the attached shareholder advocacy plan part 2 (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 2019 part 2; 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.

- File a shareholder resolution with one or more of Facebook requesting a report on the company's impact in areas of conflict where violations of international law and human rights have been identified
- File a shareholder resolution with DowDupont on the construction of pipelines that endanger indigenous communities.

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The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

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FOUNDED 1821 • INCORPORATED 1846

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FIN 011 Draw from Trust Fund 853

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That based on a written request from the Rt. Rev. Jonathan B. Hart of the Episcopal Church of Liberia (ECL), the Executive Council authorizes that \$251,760.00 be withdrawn from Trust Fund 853 (Class 26) and be distributed to ECL Liberia, to bridge a significant gap in its budget due to rental vacancies; and be it further

Resolved, That from that amount, \$162,000 be used to reimburse the Domestic and Foreign Missionary Society which had advanced the said sum on July 23, 2018 because of the urgency of the request; and, be it further

Resolved, That the remaining \$82,761.00 be available to ECL.

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FIN 012 Rename Trust Fund 1129

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That Trust Fund # 1129, Sackett Projects Fund be renamed to “St. George Operating Reserve Fund” as per the Vestry’s approval of July 25, 2018.

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THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
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FOUNDED 1821 • INCORPORATED 1846

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FIN 013 2019 Requests for Waivers of the 15% Assessment

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council grants waivers of payment of the Assessments for the 2019-2021 triennium to the Dioceses of Arizona, Haiti, Mississippi, Puerto Rico, Virgin Islands, West Texas, according to the following schedule:

Arizona	Forgive past due assessments as per the agreement with the Assessment Review Committee that they will move forward with 15% in 2019, 2020 and 2021.
Haiti	will move from \$5000 - \$11,000
Mississippi	will pay 2019 – 11%; 2020 – 12%; 2021 – 13%
Puerto Rico	full waiver for triennium; will pay something if they can
Virgin Islands	full waiver for triennium; will pay something if they can
West Texas	will pay 2019 – 12%; 2020 – 13%; 2021 – 14% More information will be provided at the February meeting.

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THE EPISCOPAL CHURCH

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FIN 014 Competitive Grant Requirements

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That every grant or loan application that is funded from the Domestic and Foreign Missionary Society budget or from trust funds of which the DFMS is either the trustee or beneficiary, include the following, or similar, language or affirmations:

“In accordance with Canon I.4.6,

- applicant’s diocese pays its full assessment
- applicant’s diocese has been granted a waiver for years (list)
- applicant’s diocese has a pending waiver request
- applicant understands that the applicant’s diocese’s failure to pay its assessment in full or to apply for and receive a waiver shall render the diocese ineligible to receive grants or loans from the DFMS approved by Executive Council”; and be it further

Resolved, That every notification of a grant award include the following, or similar language:

“Recipient understands that the recipient’s diocese’s failure to pay its assessment in full or to apply for and receive a waiver shall render the diocese ineligible to receive grants or loans from the Domestic and Foreign Missionary Society unless approved by Executive Council”.

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The Domestic and Foreign Missionary Society

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THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
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MB 001 Commending the Work of Episcopal Migration Ministries

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council of the Episcopal Church, meeting at the Oak Ridge Hotel and Conference Center October 15-18, 2018, commends the faithful work of the Office of Episcopal Migration Ministries, whose dedicated staff, during a season of flux and uncertainty, have worked tirelessly and in a sacrificial manner to support refugees in many parts of the world who seek resettlement in the United States; and be it further

Resolved, That the work of the Office of Episcopal Migration Ministries, originating in the Presiding Bishop's Fund and its humanitarian work of refugee support and resettlement since the refugee crises of the Second World War, is an integral part of the life of the branch of the Jesus Movement that is the Episcopal Church and its living into the blessing of Becoming the Beloved Community.

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THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
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Adopted on: Oct 18, 2018

PC 001 In Appreciation of Mission Partners

The following is a true copy of a Resolution adopted by the Executive Council at its meeting in Chaska from October 15 – 18, 2018, at which a quorum was present and voting.

Resolved, That the Executive Council express its appreciation for the following appointments made on behalf of the Presiding Bishop in recent months:

Rev. Dr. Donald Drew Binder – Diocese of Virginia – assigned as Chaplain to the Archbishop in the Diocese of Jerusalem. He is accompanied by his wife, Christine. His appointment started on October 1, 2018.

E-mail: ddbinder@gmail.com

Mr. Noah Bullock – Diocese of Vermont - Episcopal Volunteer in Mission with Foundation Cristosal, in the Diocese of El Salvador. This appointment started on April 1, 2018.

E-mail: director.cristosal@gmail.com

Dr. Jenny Coley, PH – Diocese of Long Island – extended mission service and a new assignment as Mission Partner in Health in the Diocese of Tanga, Anglican Church of Tanzania. This appointment started on October 1, 2018.

E-mail: abdihealth@yahoo.com

Mr. Stephen Nagy – Diocese of Connecticut – assigned as Episcopal Volunteer in Mission with St. Paul's Within the Walls, Rome, Italy, Convocation of Episcopal Churches in Europe. His appointment began on September 13, 2018.

E-mail: stephen.nagy@mac.com

Rev. Mary June Nestler – Diocese of Utah – assigned as Course Director and Lecturer at St. George's College, in the Diocese of Jerusalem. Her assignment began on July 1, 2018.

E-mail: mjnjerusalem@gmail.com

Rev. Dr. Joseph Samuel Pagano, PhD, and Rev. Dr. Amy Elizabeth Richter, PhD – Diocese of Maryland – assigned as Episcopal Volunteers in Mission with the College of Transfiguration, Anglican Church of Southern Africa. Their appointment started on April 1, 2018.

E-mail: revjpagano@gmail.com and revamyrichter@gmail.com Blog: <http://www.amyandjoegotoafrica.com>

Rev. Joseph Tracy Rivers and Mrs. Carolyn Rivers – Diocese of Pennsylvania – assigned as Episcopal Volunteers in Mission at St. George's College in the Diocese of Jerusalem. Their appointments began on June 21, 2018.

E-mail: jtrivers3@att.net

Dr. Jennifer Eileen MS Weeks, PhD – Diocese of Arizona - assigned as Episcopal Volunteer in Mission in the Diocese of Panama. Her appointment began on January 13, 2018.

E-mail: jemsweeks@gmail.com

Rev. Della Wager Wells – Diocese of Rhode Island – assigned as Volunteer in Mission, at St. George's College in the Diocese of Jerusalem, through the Porter Fellowship from Berkeley Divinity School at Yale. This appointment started on September 1, 2018.

E-mail: dellawagerwells@gmail.com

Blog: <https://dellasinjerusalem.wordpress.com/>

And be it further

Resolved, That the Executive Council express its appreciation for the following Young Adult Service Corps appointments made on behalf of the Presiding Bishop in recent months:

Mr. Henry Mitchel Bibelheimer – Diocese of Oklahoma – assigned as a YASC Volunteer in the Episcopal Church in the Philippines. His assignment began on September 15, 2018.

E-mail: mbibel10@gmail.com

Blog: <https://yascmitchel.wordpress.com/>

Ms. Elizabeth Grace Bleyнат – Diocese of Western North Carolina – second year extension as a YASC Volunteer - to serve as Chaplaincy Assistant at the Mission to Seafarers in the Diocese of Western Kowloon, Hong Kong. Her assignment resumed on September 18, 2018.

E-mail: bleyneg0@sewanee.edu

Blog: <http://shipvisitingwithelizabeth.blogspot.hk>

Mr. Zachary Jeffers – Diocese of Upper South Carolina – second year extension as a YASC Volunteer - to serve as Chaplaincy Assistant in the Diocese of Wellington, Anglican Church in New Zealand. His assignment resumed on February 14, 2018.

E-mail: zjeffer@g.clemson.edu

Blog: <http://zjeffersyasc.blogspot.com/>

Ms. Kellan Lyman – Diocese of Atlanta – second year extension as a YASC Volunteer in the Church in the Philippines. Her assignment resumed on March 6, 2018.

E-mail: kellan.lyman@gmail.com

Blog: <http://kellaninthephilippines.blogspot.com/>

Mr. Henry Harrison McLeod – Diocese of Upper South Carolina – assigned as a YASC Volunteer in the Diocese of Costa Rica. His assignment began August 20, 2018.

E-mail: mcleodh3@winthrop.edu

Ms. Lydia Grace Pendleton – Diocese of New Hampshire – assigned as a YASC Volunteer in the Diocese of Puerto Rico. Her assignment began on September 10, 2018

E-mail: lpendleton17@gmail.com

Blog: <https://yasclidia.wordpress.com/>

Ms. Madeline Parker Roberts – Diocese of Maine – assigned as a YASC Volunteer in the Diocese of Liverpool, Church of England. Her assignment began on September 15, 2018.

E-mail: madeline.roberts26@gmail.com

Blog: <https://medium.com/@missionmads>

Mr. Gregory Morgan Steffensen – Diocese of Virginia – assigned as a YASC Volunteer in the Diocese of Central Tanganyika, Anglican Church of Tanzania – His assignment began on July 25, 2018.

E-mail: steffensengm@gmail.com

Blog: <https://www.gregindodoma.org/>

And be it further

Resolved, That the Executive Council express its appreciation for the following Young Adult Service Corps volunteer companions who faithfully completed their term of service:

Ms. Sarah Caroline Anderson – Diocese of Mississippi – assigned as a YASC Volunteer in the Diocese of Rift Valley, Anglican Church of Tanzania. Her assignment began October 10, 2017, and ended on July 31, 2018.

E-mail: sarahcand@gmail.com

Blog: <http://sarahandersonyasc.wordpress.com>

Ms. Amelia Bjelland Brown – Diocese of Albany – assigned as a YASC Volunteer in the Anglican Communion Office, Church of England. Her assignment started on September 18, 2017, and ended on September 30, 2018.

E-mail: abjellandbrown@gmail.com

Blog: <http://ameliasyearwithyasc.weebly.com>

Ms. Eleanor Duncan Campbell – Diocese of Virginia – assigned as a YASC Volunteer in the Diocese of Costa Rica. Her appointment started on September 5, 2017, and ended on September 30, 2018.

E-mail: eleanor.d.campbell.11@gmail.com

Blog: <http://annoincostarica.wordpress.com>

Ms. Adrienne Davis – Diocese of Southern Virginia – second year extension as a YASC Volunteer with the Helpers for Domestic Helpers in Hong Kong Island, Hong Kong. Her assignment resumed August 20, 2017, and ended on August 31, 2018.

E-mail: adavis7@mail.umw.edu

Blog: <http://adrienneyasc.blogspot.com/>

Ms. Aspen Gomez – Diocese of Texas – assigned as a YASC Volunteer in the Diocese of Costa Rica. Her assignment began on September 5, 2017, and ended on September 30, 2018.

E-mail: aspen.gomez@yahoo.com

Blog: <http://aspengomez.wordpress.com>

Mr. Benjamin Hansknecht – Diocese of Central New York – assigned as a YASC Volunteer in the Visayas Area Mission, Church in the Philippines. His assignment began on September 5, 2017, and ended on September 30, 2018.

E-mail: hansknechtb@gmail.com

Blog: <http://missiontothephilippinesblog.wordpress.com>

Ms. Jourdan Johnson – Diocese of Connecticut – initially a YASC Volunteer, she extended her assignment as Episcopal Volunteer in Mission in the Diocese of South Western Brazil. Her assignment resumed on January 29, 2018, and ended on August 31, 2018.

E-mail: beijos88@gmail.com

Blog: <http://yascbrazil2016.blogspot.com/>

Mr. Jack Mann Karn – Diocese of Vermont - initially a YASC Volunteer, he extended his assignment as Episcopal Volunteer in Mission

with the Jerusalem Peacebuilders, Inc. at Christ Church, Nazareth, the Diocese of Jerusalem. His assignment resumed on January 19, 2018 and ended on July 31, 2018.

E-mail: jackkarn@jerusalempeacebuilders.org

Blog: <http://servingintheholylan.blogspot.com/>

Ms. Emily Kirk – Diocese of East Tennessee – second year extension as a YASC Volunteer in the Diocese of Liverpool. Her assignment resumed on June 28, 2017, and ended on September, 30, 2018.

E-mail: kirkemily23@gmail.com

Blog: <http://ekirkyasc.blogspot.com/>

Ms. EmmaLee Rachael Schauf – Diocese of Pittsburgh – assigned as a Young Adult Service Corps volunteer in the Diocese of Liverpool, Church of England. Her appointment began on August 28, 2017, and ended on September 30, 2018.

E-mail: emmaleerachael@hotmail.com

Blog: <http://justagirlservinggod.wordpress.com>

Ms. Caroline Whitley Sprinkle – Diocese of North Carolina – assigned as a Young Adult Service Corps volunteer, in the Diocese of Northern Luzon, Episcopal Church in the Philippines. Her appointment began on September 5, 2017, and ended on September 30, 2018.

E-mail: carolinewsprinkle@gmail.com

Blog: <http://carolinesprinkle.wordpress.com>



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