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Adopted on: October 19, 2026

EC 008 Appointment to the Investment Committee

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That Rebecca (Becky) Lilly be appointed to the Investment Committee of the Executive Council for a three-year term.

EXPLANATION

Pursuant to Article VIII, Section 4(b) of the By-Laws of Executive Council, the Investment Committee shall consist of the Treasurer of the Society, along with at least six, but no more than nine additional members. Members of the Investment Committee shall be nominated jointly by the Chair and Vice Chair of the Council and elected by the Council. Members serve for a term of three years or until a successor has been elected. The Investment Committee currently consists of the Treasurer and six members, and the Chair and Vice Chair have nominated Ms. Lilly to serve as an additional member of the Committee.

The Rev. Molly James
Interim Executive Officer
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

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Adopted on: October 19, 2026
EC 009 Strategic Plan

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That this Executive Council gathered at The Episcopal Church Center in New York City on October 19, 2026 adopts the strategic plan, emerging opportunities, and budget implications as presented.



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Adopted on: October 19, 2026

FIN-GO 002 Sale of 815 Second Avenue, New York, NY

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Chief Financial Officer and Chief Legal Officer of the DFMS are authorized to negotiate a Purchase and Sale Agreement (PSA) for the sale of the Church Center building located at 815 2nd Avenue, on terms and conditions substantially consistent with the sale transaction presented to the Finance Committee and Governance and Operations Committee on September 22, 2026, and approved by the Executive Council at its October 19, 2026 meeting; and be it further

Resolved, That the CFO, CLO, and such other officers of the DFMS as required, are authorized to execute the PSA and related documentation, and to complete the sale of the Church Center building subject to the terms and conditions set forth in the PSA; and be it further

Resolved, That 25% of the net proceeds of the sale of the Church Center building shall be placed in a new trust fund, the income and principal of which shall be used (1) to pay the cost of a temporary office for DFMS staff and (2) to fund costs associated with a new permanent location for the Church Center in a metropolitan area or state to be determined; and be it further

Resolved, That the remainder of the net proceeds of the sale of the Church Center building shall be placed in a new trust fund, the income of which shall be used to fund grants for church planting, redevelopment, and revitalization.

EXPLANATION

In 2012, General Convention stated its will "to move the Church Center headquarters away from the Church Center building at 815 2nd Avenue, New York City." (Resolution 2012-D016).

In 2025 and 2026, with the assistance of outside consultants, the DFMS conducted an extensive review of options with respect to the Church Center building that included: (1) retaining the building and keeping the Church Center headquarters there; (2) moving the headquarters out of the building, and retaining the building and redeveloping it for residential use; and (3) moving the headquarters out of the building and ceding ownership via a sale or ground lease for redevelopment by a third party.

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In June 2026, the results of this review were presented to Executive Council. It decided that the best option was to sell or ground lease the building and move the Church Center headquarters to a new temporary location, to allow time for the discernment of the metropolitan area or state for a new permanent location for the Church Center.

In July through September 2026, the DFMS conducted a broad marketing process and received numerous offers to sell the building for cash.



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Adopted on: October 19, 2026

Amendment to FIN 017 The Subcommittee on the Support for Association of Episcopal Deacons (AED) and Appointment of Members

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The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That on June 25, 2025, the Executive Council adopted FIN-017 that created the Finance Sub—committee on the Support for Association of Episcopal Deacons (AED) and appointment of its members; and be it further

Resolved, That immediately prior to the adoption of FIN-017, the named chair of the Subcommittee, the Ven. Stannard Baker passed away and this resolution was named in his honor. Furthermore, The Ven. Aaron Perkins was named as the new chair of this Subcommittee; and be it further

Resolved, That the Subcommittee has met and has produced a comprehensive report that has been presented to the Executive Council Joint Standing Committee on Finance and which is now being presented to the Executive Council at its October 19, 2026 meeting; and be it further

Resolved, That the Subcommittee has completed its tasks as stated in FIN-017, that is, they have addressed the following issues and have reported their findings in their report:

1. How to provide ongoing support of the diaconal ministry; and
2. How the request for $200,000 made in the resolution for this triennium in the third resolve of D023 will be utilized; and be it further

Resolved, That the there is a need for continued support from the Subcommittee to assist in the implementation of the recommendations made in the report by the DMFS staff and in identifying other entities who can help implement the recommendations; and be it further

Resolved, That after further discussions with the Subcommittee, the JSC on Finance recommends the addition to the list of tasks for the Subcommittee to provide advice and assistance with the implementation of the recommendations that can be accomplished or initiated during the balance of this triennium term at which time their term will end. Funding for the work of the Subcommittee will be provided by the Office of the General Convention; and be it further

Resolved, That the JSC on Finance for the next triennium 2028-2030 determine the continuation of this work until the recommendations have all been completed.

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EXPLANATION

The Subcommittee on Support for the diaconal ministry has completed its initial tasks as set forth in FIN-017 and has provided the Executive Council and the General Convention with a full report of their findings and recommendations. It is imperative that the recommendations be reviewed and implemented as deemed necessary.

The Subcommittee members represent a group who are committed to the purpose and goals reflected in the report and that they possess the knowledge, experience and dedication needed to move this forward. The DFMS Office of Formation is committed to work on the recommendations but would benefit from the expertise of this group to move the objectives forward.



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Adopted on: October 19, 2026

FIN 040 2026 New Episcopal Community Grants

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Advisory Group on Church Planting and Revitalization and the Treasurer be authorized to distribute New Episcopal Community Grants in the amounts set forth in the attached schedule.

EXPLANATION

New Episcopal Community (NEC) Grants support emerging Episcopal communities as they begin, grow, and deepen their ministries in response to God's call in their particular contexts. The response to this year's grant cycle reflects both the vitality of this work and the significant need across the Church. A total of 85 applications were submitted, of which 82 were eligible, representing 44 dioceses. Together, applicants requested approximately $1.57 million in support. Applications represented communities across The Episcopal Church, including eight locations outside the United States.

Funding for the 2026 awards will be drawn from budget funds pursuant to General Convention Resolutions 2024-A045 (Support New Episcopal Worshiping Communities) and 2024-A046 (Support New Bi-Cultural and Multi-Cultural Ministries). The maximum grant amount is $20,000. The Advisory Group on Church Planting and Revitalization recommends 29 New Episcopal Communities for funding, representing a total investment of $565,500, equal to the grant funding available.



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New Episcopal Community Grant Recommendations

Communities Recommended for Funding

Diocese of Alaska, Eucaristía en Español at St. Mary's Episcopal Church - $7,200

Eucaristía en Español is a growing Spanish-language worshiping community at St. Mary's serving Latino and Spanish-speaking people in Anchorage through monthly Eucharist, shared meals, and an inclusive expression of Episcopal faith. Its next faithful step is to reach more Spanish-speaking through retreats, a Spanish-language book group, music, and continued community outreach.

Diocese of Colorado, Holy Companion Episcopal Church - $20,000

Holy Companion is an intergenerational Episcopal community in rapidly growing Sterling Ranch, creating a spiritual home for neighbors—including many who have stepped away from institutional Christianity—while also building meaningful ecumenical and interfaith relationships. Its next faithful step is to establish a consistent rhythm of worship, formation, and service through dependable gathering space, strengthened ministry leadership, and a predictable weekly presence.

Diocese of Dallas, Advent, Celina - $20,000

Church of the Advent is a new Episcopal church plant in rapidly growing Celina, creating a community of worship, discipleship, and belonging particularly oriented toward young families, newcomers, and people with little or no connection to liturgical Christianity. Its next faithful step is to launch weekly public worship, deepen its small-group discipleship, and expand its reach into the community as it grows from its established core team into a public worshiping congregation.

Diocese of Dallas, Grace Community - $20,000

Grace Community is a culturally rooted, Farsi-speaking Episcopal community where Persian refugees, asylum seekers, immigrants, and their families find worship, belonging, discipleship, and a connection to the wider Church. Its next faithful step is to establish a consistent, culturally responsive ministry for youth and young adults, creating an intentional pathway for the next generation to grow as disciples, navigate Persian and American identities, and emerge as leaders in the Church.

Convocation of Episcopal Churches in Europe, Mission Épiscopale Francophone de la Résurrection - $20,000

Mission Épiscopale Francophone de la Résurrection is a multicultural and multinational French-speaking Episcopal community in Paris, serving people from across the global Francophone community with an affirming and reconciling expression of the Gospel. Its next faithful step is to expand that witness beyond Paris through higher-quality livestreamed worship while beginning to develop culturally grounded French-language Episcopal formation resources for children, youth, and adults.

Convocation of Episcopal Churches in Europe, Saint Nino's Mission Church, Tbilisi, Georgia - $20,000

Saint Nino's is a predominantly young, lay-led Episcopal community offering an affirming Christian witness in Tbilisi, Georgia, including a spiritual home for LGBTQ+ people and others seeking a more welcoming expression of faith. Its next faithful step is to strengthen its stability and formation through more frequent clergy presence, Georgian-language resources, and continued work toward legal recognition as a church in Georgia.

Diocese of Hawaii, Hālau Wa'a Episcopal, Honouliuli - $20,000

Hālau Waʻa is a culturally grounded Episcopal community serving the rapidly growing and diverse communities of West Oʻahu through worship, small "waʻa" gatherings, service, and ministry rooted in Hawaiian values and culture. Its next faithful step is to deepen its community presence and move toward the long-term vision of Hālau Waʻa Commons, a permanent gathering place for worship, cultural learning, education, and community life.

Diocese of Hawaii, Kāne'ohe Episcopal Ministry Center, Korean Ministry - $20,000

This emerging Korean-language Episcopal community seeks to reconnect Korean immigrants and Korean Americans on Oʻahu with a culturally rooted, grace-centered expression of Christian faith while sharing a ministry campus with a developing Tongan community. Its next faithful step is a 6–12 month pilot to build relationships across Oʻahu's Korean community, establish a consistent rhythm of prayer and gathering, and grow toward weekly Sunday worship and a committed core congregation.

Diocese of Idaho, Grace / La Gracia - $20,000

Grace / La Gracia is the Diocese of Idaho's first bilingual, bicultural Episcopal worshiping community, bringing English- and Spanish-speaking neighbors together as one congregation shaped by shared worship, leadership, formation, and service. Its next faithful step is to build the ministry capacity and financial stability needed to deepen bilingual discipleship, develop lay leaders, expand community relationships, and establish a sustainable foundation for this growing community.

Diocese of Kentucky, Trinity South Sudanese Episcopal Church - $20,000

Trinity is a new Episcopal congregation where South Sudanese refugees and their families worship in Dinka, English, and Arabic while finding spiritual belonging, practical support, and connection to their cultural heritage. Its next faithful step is to deepen Christian formation for children, youth, and adults, expand educational and family support ministries, develop new leaders, and strengthen its foundation as a sustainable Episcopal mission congregation.

Diocese of Massachusetts, Trinity-Trinidad Episcopal Church, Haverhill - $20,000

Trinity-Trinidad is a bilingual, multicultural Episcopal community in Haverhill where English- and Spanish-speaking members worship and lead together as one congregation, creating a home particularly welcoming to Latino immigrants. Its next faithful step is to deepen relationships across language and culture, expand sustained evangelism, and equip more members for lay and ordained leadership, with grant support providing the pastoral, translation, formation, and coordination capacity required for a truly bilingual community to flourish.

Diocese of Michigan, Mother of the Savior Church - $20,000

Mother of the Savior is a bilingual Arabic-English Episcopal-Lutheran community in Dearborn serving Arab and Middle Eastern Christians, immigrants, and refugees through worship, pastoral care, formation, and relationships. Its next faithful step is to build a more sustainable ministry of pastoral care and healing by developing culturally responsive, trauma-informed resources and equipping lay and youth leaders to provide spiritual care, strengthen Arabic-language worship, and accompany families navigating grief, displacement, immigration, and the ongoing effects of conflict in the Middle East.

Diocese of Minnesota, Casa Maria - $20,000

Casa Maria is an emerging bilingual Episcopal community among immigrant and refugee families in Richfield, Minnesota, where relationships formed through hospitality and practical support are opening

pathways to prayer, worship, discipleship, and shared leadership. Its next faithful step is to deepen those relationships into a more intentional worshiping community by expanding bilingual formation, pastoral and spiritual accompaniment, community meals, and opportunities for immigrant participants to discover their gifts and increasingly lead the community's life and mission.

Diocese of Minnesota, Good Courage Farm - $20,000

Good Courage Farm is an agrarian Christian community where worship, discipleship, Creation care, food justice, and shared work come together. Its next faithful step is not to add more programming, but to build the organizational capacity needed to sustain what has already taken root by hiring a full-time Director of Operations, freeing its priest-in-charge and ministry leaders to focus more fully the community's distinctive life of prayer, farming, and hospitality.

Diocese of Missouri, St. Monica Missional Community - $20,000

St. Monica is an emerging African Anglican-Episcopal community serving African immigrants, members of the African diaspora, and intercultural families in the Greater St. Louis and St. Charles region. Rooted in Anglican sacramental tradition and enriched by African spirituality, hospitality, and worship, the community offers a spiritual home for people who may have become disconnected from their Anglican identity after immigrating to the United States, while nurturing worship, discipleship, pastoral care, youth formation, and belonging across generations.

Diocese of Nebraska, The Benedictine Way - $20,000

The Benedictine Way is a diverse Christian community in North Omaha bringing Benedictine spirituality into the world through a shared life of prayer, formation, hospitality, service to neighbors experiencing food insecurity, young-adult ministry, and an expanding online contemplative community. Having grown substantially since its founding, its next faithful step is to deepen and distribute leadership by moving its Dean of Community Life into a full-time role, strengthening young-adult ministry, operations, fundraising, retreat development, and the next generation of leaders who can sustain the community's growing mission.

Diocese of New York, The Society of the Siblings at Bethany - $20,000

The Society of the Siblings at Bethany is an intentional Christian community living, praying, and practicing hospitality together in a previously vacant rectory at the Church of the Atonement in the Bronx. Its next faithful step is twofold: strengthen the legal, administrative, and physical foundation of its first house while preparing to establish a second house at St. Stephen's in Woodlawn, extending its model of prayer, presence, hospitality, and congregational vitality into another Bronx neighborhood.

Diocese of North Carolina, New Hope Collaborative - $20,000

New Hope Collaborative is transforming the former St. Mark's Episcopal Church campus in East Raleigh into a community hub where faith, justice, service, and relationships intersect. Its next faithful step is to deepen its identity as a New Episcopal Community by moving beyond a shared ministry space toward a recognizable spiritual home, creating stronger pathways from community relationships and service into worship, prayer, formation, discipleship, and leadership.

Diocese of Northern California, The Village at St. Patrick's, Kenwood - $18,300

The Village is a new missional community emerging from St. Patrick's in Kenwood to reach Gen Z and Latino young adults in Sonoma Valley, particularly those who may feel disconnected from traditional forms of church. Its next faithful step is to begin sustained outreach and weekly gatherings that allow young adults to

shape the community alongside clergy and peer leaders. Grant support will provide the leadership, food, materials, gathering space, and outreach resources needed to establish that rhythm and build a community of belonging and faith.

Diocese of Northern Indiana, Iglesia Episcopal de Santiago - $20,000

Iglesia Episcopal de Santiago is a new Spanish-speaking Episcopal community taking root in Goshen, Indiana, where a large and growing Latino population has had limited access to an affirming, sacramental, and liturgical Episcopal community. Its next faithful step is to establish a stable worshiping congregation by deepening relationships with Latino neighbors, expanding the paid ministry capacity of its Spanish-speaking clergy, and developing culturally responsive formation and outreach that can grow into a sustainable Spanish-speaking Episcopal presence in Goshen.

Diocese of Northern Michigan, U.P. Wild - $20,000

U.P. Wild is a nature-based faith community with seven branches across Michigan's Upper Peninsula, creating spiritual community for people who encounter God outdoors, including many who feel disconnected from or wounded by traditional church. Its next faithful step is to deepen spiritual connection within and among its widely dispersed branches through expanded retreats, rituals, formation resources, gatherings, and shared ministry that can strengthen each local community while knitting the seven branches together.

Diocese of Oklahoma, Episcopal Church of the Redeemer, Okmulgee - $20,000

Redeemer is a renewed, Native-led Episcopal community in the capital of the Mvskoke Nation, proclaiming the Gospel while honoring Mvskoke language and culture through worship, children's formation, recovery ministry, hospitality, and relationships among Native and non-Native neighbors. Its next faithful step is to strengthen its ministry with children and families by supporting dedicated children's ministry leadership and expanding discipleship, worship, and formation resources that incorporate Mvskoke language, hymnody, and cultural heritage.

Diocese of Pittsburgh, Church of the Incarnation - $20,000

Church of the Incarnation is restoring an Episcopal presence to Beaver County after nearly twenty years, welcoming people returning to faith, exploring Christianity for the first time, or seeking an inclusive sacramental community after difficult experiences with the Church. Its next faithful step is to establish a sustainable children's ministry through dedicated leadership, welcoming spaces, formation and retreat opportunities, and trained volunteers so that the growing number of children and families can be fully formed and supported in the life of the congregation.

Diocese of San Diego, Good Shepherd, Bonita - $20,000

El Buen Pastor is a new bilingual and cross-cultural congregation at Church of the Good Shepherd, creating a Spanish-language Episcopal community for Latino families, young people, and unchurched neighbors in the culturally diverse South Bay near the U.S.–Mexico border. Its next faithful step is to deepen this newly launched community through Spanish-language formation, music and worship, fellowship and outreach, leadership development, and culturally grounded opportunities such as Cursillo that can strengthen discipleship and grow a sustainable community of lay leaders.

Diocese of San Diego – Resurrection Episcopal Church - $20,000

Resurrection is a growing Episcopal community in San Diego's Ocean Beach neighborhood where LGBTQIA+ people and families, unhoused neighbors, people in recovery, young adults, and those wounded by previous

church experiences are finding belonging through sacramental worship, relationship, service, and formation. Its next faithful step is to strengthen the ministries and leadership needed for continued growth, with particular emphasis on launching a children's formation ministry with dedicated space, trained volunteers, and part-time leadership to better welcome and form young families.

Diocese of Texas, Mosaic Episcopal Church - $20,000

Mosaic is a diverse and inclusive Episcopal community in rapidly growing West Pearland, creating multiple pathways into Christian community for young adults, families, LGBTQ+ people and allies, spiritual seekers, people recovering from church hurt, and neighbors who may not initially connect through traditional Sunday worship. Its next faithful step is to expand the accessibility and reach of its ministry through upgraded audio, visual, assisted-listening, and livestream technology that will strengthen in-person worship while connecting homebound participants, newcomers, and others exploring faith online.

Diocese of Washington, The Well, Bowie MD - $20,000

The Well is a multicultural Episcopal community with Black leadership in Bowie, MD, building relationships with unchurched and spiritually curious people—particularly young adults, young families, and people from the African diaspora and Latine communities—through hospitality, conversation, service, and accessible forms of worship. Its next faithful step is to expand relational evangelism so its network of small gatherings can grow into a sustainable worshiping community, increasing opportunities for connection, intentionally engaging Black men, developing additional lay evangelists, and broadening digital outreach.

Diocese of Washington, Water and Wilderness Church - $20,000

Water and Wilderness Church is a fully outdoor Episcopal community worshiping along the Potomac River, creating a threshold between church and world for people who encounter God in nature, seek authentic spiritual community, or have been harmed by or disconnected from traditional church. Its next faithful step is to distribute leadership more deeply among lay members while building the organizational capacity for expanded youth ministry and future "tributary" communities in other dioceses, supported by stronger communications, financial administration, fundraising, and program infrastructure.

Diocese of Western Massachusetts, St. Paul's Episcopal Church, Haverhill - $20,000

St. Paul's Hispanic Ministry is building a bilingual and culturally responsive Episcopal community in Holyoke where Spanish-speaking adults, children, youth, and families can worship in their own language while becoming fully connected to the life, service, and leadership of the wider parish. Its next faithful step is to move from establishing the ministry toward long-term sustainability by deepening discipleship, developing Hispanic lay leaders, expanding bilingual formation and outreach, and strengthening relationships between the parish's English- and Spanish-speaking communities.

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Adopted on: October 19, 2026
FIN 042 No Buy List addition

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Executive Council, meeting October 19, 2026, approves the addition of Heidelberg Materials to the DFMS No Buy list / Global Human Rights Screen due to its expanding exposure to multiple conflict-affected and high-risk areas, including Western Sahara, Indonesia, Russia, Ukraine, and the Palestinian Territories.

EXPLANATION

The Episcopal Church has participated in multi-investor dialogue with this company since 2021, focusing on the company's exposure to CAHRA (conflict-affected and high-risk areas) risks in Western Sahara, Indonesia, Russia, Ukraine, and the Palestinian Territories. Investors have discussed a range of issues with the company, including compliance with the new German Supply Chain Act, which mandates human rights due diligence; the expanding Nahal Raba quarry in the West Bank, which supplies material for settlements; the expansion of operations in Western Sahara, which is occupied by Morocco; and the company's reluctance to release its environmental and social impact assessment report to stakeholders in Indonesia. Although Heidelberg Materials has referenced the risks of operating in conflict-affected and high-risk areas, the use of conflict-sensitive analysis, and alignment with international humanitarian law in its recent Policy Statement on Human Rights, its expanding presence in high-risk contexts indicates a significant gap between stated policy and actual practice.

Our consultant for our global human rights screen, Heartland Initiative, has recommended to CCSR that we place Heidelberg Materials on our No Buy list. CCSR voted on September 19, 2025 to accept this recommendation and to forward this resolution to FinCom and the Executive Council for consideration.



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Adopted on: October 19, 2026

FIN 043 EC CCSR Shareholder Engagement Work for 2026-2027

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Executive Council, meeting October 19, 2026 approve the 2026-2027 shareholder engagement work plan of the Executive Council Committee on Corporate Social Responsibility (CCSR) as set forth below;



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Socially Responsible Investment and Shareholder Engagement Advocacy Plan 2026-2027

Corporate social responsibility and socially responsible investing are important ways The Episcopal Church carries out its public witness. Through the activities of DFMS (Domestic and Foreign Missionary Society) staff, consultants, partners, and with recommendations by the Committee on Corporate Social Responsibility to the Executive Council, The Episcopal Church aims for investments that reflect the values General Convention and Executive Council have set through policy statements and resolutions. The work of socially responsible investment also aligns with and reinforces the broader work of public policy advocacy of the Office of Government Relations and Episcopal Church representative to the United Nations.

The priority areas of The Episcopal Church engagement will continue to be:

- Anti-Poverty
- Immigration and Refugees
- Racial Reconciliation and Justice
- Climate and Environment
- Human Rights and Peacebuilding

Additionally, The Episcopal Church will emphasize the importance of upholding the structures and policies that support socially responsible investing, including policies of the Securities and Exchange Commission and the processes governing shareholder resolutions and engagement.

By aligning our focus in all these areas, The Episcopal Church will have a greater impact across sectors. The work laid out here is complemented by partners including the Interfaith Center on Corporate Responsibility as well as Mercy Investments and Heartland, who work with DFMS as consultants. Across all these topic areas, DFMS will push for transparency and accountability by corporations, including advocating for lobbying disclosures. All advocacy will continue to uphold the right of investors to engage in socially responsible investing. Specific companies to be engaged and proposals to be filed will be reviewed and approved by DFMS leadership in consultation with consultants and partners. In addition, DFMS receives many opportunities to sign onto letters that address corporate social responsibility on issues related to church policy. DFMS leadership, especially the CFO and the chief of Public Policy and Witness, will determine whether to sign such letters after consultation with the Director of Government Relations, who will also advise on investor letters addressed to the administration or Congress.

CCSR regularly reviews the companies on the DFMS No-Buy Lists and may recommend the addition or deletion of companies there listed based on the criteria of each investment screen as determined by General Convention and /or Executive Council. The No-Buy lists include tobacco, private prisons, military defense contracting, fossil fuels, and companies with connection to human rights abuses.

Most of this work will be managed by Mercy Investment Services, except for the work on conflict-affected and high-risk areas (CAHRA), which is managed by Heartland Initiative. CCSR members can continue to monitor other issues and raise action for committee and Executive Council approval.

In the year ahead, CCSR members will continue to educate the church about leveraging investments to align with values and the opportunity that socially responsible investments present to individuals, parishes, and dioceses.

Anti-Poverty

The Episcopal Church seeks to end poverty and address human suffering, promoting access to healthcare, a strong social safety net, and a just tax system for all. The Episcopal Church seeks to effect change in gun violence by engaging gun manufacturers through shareholder advocacy to minimize lethal and criminal uses of their products.

Issue: Access to Health Care

Objectives
• Improve transparency and reporting on current practices and how they impact access to health services; advocate for implementation of best practices and industry standards, and push for the development of human rights policies and implementation through impact assessment practices.

Issue: Worker Rights

Objectives
• Engage companies to pay a living wage, ensuring workers can afford a decent standard of living, particularly in traditionally low-wage sectors. • Raise workplace safety concerns, including those related to production quotas, the use of technology, and the risk of workplace violence.

Issue: Gun Safety

Objectives
• As a public health issue, engage gun manufacturers to adopt more smart technologies for weapons; engage retailers to restrict which weapons they sell and under what conditions; engage both to adopt the Sandy Hook Principles--which protect the rights of gun ownership and the rights of citizens to be safe and secure--and to report on their lobbying activities and expenses for gun rights. • Determine when to invest in gun manufacturers to seek changes in corporate behavior. • Engage related industries such as insurers on how they are managing the impact of the epidemic of gun violence in the United States of America.

Immigration and Refugees

The Episcopal Church supports policies and practices that assist communities in serving migrants, addresses global migration, and protects the rights of migrants.

Issue: Immigration/Refugees/Migration

Objectives
• Engage companies that employ migrant workers (documented and undocumented) in their workforce or supply chains on issues such as fair treatment, adequate health care, wage theft, job training, child labor, or other labor/human rights issues • Divest from private prisons, including those participating in immigrant detention. Seek to address human rights policies, implementation, and disclosure with implementation metrics • Engage companies to encourage advocacy for comprehensive immigration reform and just immigration policies in the United States • Encourage companies to examine how immigration policies and mass deportations are affecting their operations, employees, and communities and how they might address these impacts. • Push back against aggressive surveillance practices for immigration enforcement.

Racial Reconciliation and Justice

The Episcopal Church respects the dignity of all people and seeks to end systemic racism, reform the criminal justice system, and enhance voting rights.

Issue: Rights of Indigenous Cultures and Communities

Objectives
• Improve transparency and reporting on current practices related to Indigenous peoples, particularly in the mining sector and how companies are implementing best practices and industry standards, human rights impact assessments, and community development and impacts. • Assess company risks related to conflict minerals in supply chains and their environmental and public health impacts for indigenous peoples and nearby communities. • Engage companies to ensure free prior informed consent (FPIC) is used in siting projects and obtaining community consent during entire project with a special focus on Indigenous communities. • Encourage community engagement in water-stressed areas, including mitigating impact on the most vulnerable, including women, Indigenous people, and people who are impoverished.

Issue: Diversity, Equity, and Inclusion

Objectives
• Engage companies to understand how they are addressing income inequalities, racial disparities, and other human capital issues.

Climate and Environment

The Episcopal Church considers the climate crisis a defining issue of our time and urges accelerated action to reduce carbon emissions, phase out fossil fuels, invest in renewable energies, transition to a sustainable energy economy in a just way, and protect human rights and biodiversity.

Issue: Stewardship of Water

Objective – Water and healthy communities
• Engage companies on science-based water stewardship targets and the human right to water, in their operations and their supply chains. Participate in Ceres' "Valuing Water" initiative. • Engage technology companies on the impact of data center growth on local water supplies

Issue: Climate Change

Objectives – Climate Change and a Healthy Environment
• Engage companies to adopt science-based targets for reducing greenhouse gas emissions; adopt technologies to monitor and reduce methane emissions; adopt new and cleaner energy technologies; promote efficiency; promote transparency in reporting; and protect consumers, particularly low-income consumers. • Engage companies to improve public disclosure and transparency in reporting. Request information about current and future company operations and products including company plans to manage carbon asset risk and comply with a regulatory scenario that holds global temperature rise below a 1.5/2-degree Celsius threshold. • Engage companies to accelerate progress toward a net-zero future in the food sector, focused on Ceres' Food Emissions 50. • Engage financial institutions to ensure commercial lending and investment policies address socioeconomic and environmental concerns, particularly climate change, water stewardship, pipelines, and financing in their lending practices. • Engage companies to ensure positive community impact of company operations on society; and that local economy and environmental concerns are appropriately assessed and transparently reported (sustainability reports), including environmental justice concerns and operational impacts on the most vulnerable, including women, Indigenous people, and people who are impoverished. • Engage technology companies and utilities to ensure that the growth of AI and large data centers does not negatively impact water resources, climate emissions and electricity availability and consumer pricing.

Issue: Climate Lobbying

Objective – Lobbying and Political Spending Disclosure
• Engage companies to address political spending, lobbying and trade association contributions, and other financial support, such as political ads and trade association memberships to climate issues. • Ensure companies align public pronouncements with expenditures in lobbying and stated values match lobbying asks about regulation, investments and that asks are in line with transforming industries that are harmful.

Human Rights and Peacebuilding

The Episcopal Church supports policies and practices that prioritize humanitarian assistance and peacebuilding, promote gender justice, and prevent human rights abuses, working toward reconciliation in the U.S. and around the world.

Issue: Human Rights

Objective - Labor Trafficking in Workplace & Supply Chain
• Encourage companies to develop human rights policies tailored to their business models. • Engage companies on efforts to ensure compliance with human rights standards in their own workforce and supply chains and the communities in which they operate, including outsourced labor brokers, requirements in subcontractor contracts, living wage, worker health and safety, rights to unionize, free, prior, and informed consent (FPIC), and the protection of human and environmental in local communities. • Oppose surveillance technologies that restrict and/or deny labor and human rights. Where possible these engagements will be integrated with those companies exposed to surveillance risks in conflict-affected and high-risk areas. The proliferation of spyware presents acute and pervasive risks to civil liberties, human rights, national security, and financial performance, mandating urgent investor action. Spyware secretly monitors individuals or organizations without their consent—turning users' phones into spy tools—and presents a national security risk distinct from its human rights impact. Companies involved in the development and sale of spyware present severe and systemic material risks to both companies in the broader technology ecosystem and shareholders. We commit to develop and implement exclusionary investment screens for companies involved in the development, commercialization, distribution or provision of spyware technologies.

Objective –Elimination of Human Trafficking and Online Exploitation of Children
• Engage companies on compliance with best practice standards to mitigate labor trafficking, and child and women sexual trafficking. • Engage companies to address online child sexual exploitation and enhance child safety protections.

Issue: Conflict-Affected and High-Risk Areas (CAHRA)

Note: ***All engagements in this objective are supported by Heartland Initiative.***

Objectives
• Engage companies with direct or value chain activities in CAHRA, which are areas "identified by the presence of armed conflict, widespread violence, including violence generated by criminal networks, or other risks of serious and widespread harm to people [and] often characterized by political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure, widespread violence and violations of national or international law." (e.g., Democratic Republic of Congo, Israel/Palestine, Myanmar, Russia/Ukraine, Sudan, Xinjiang Uyghur Autonomous Region (XUAR), China, U.S./Mexico border, Venezuela). Encourage companies to conduct heightened human rights due diligence processes and develop responsive policies, practices, and governance measures to help ensure they are not directly or indirectly benefiting regimes and/or armed groups in CAHRA or engaged in repressive practices impacting vulnerable populations (e.g., civilians, human rights defenders, workers, Indigenous people). • Develop a human rights screen for Israel/Palestine and "high" and "severe" risk rated CAHRA around the globe. • Continue to implement DFMS Weapons No Buy List based on the following DFMS No

	Investment in Certain Weapons Policy: That DFMS shall not invest in any company or corporation that is materially engaged or involved in the production, use, or stockpiling, or the sale, transfer, or export of, any weapon or weapons system, or any key component thereof, whether now existing or developed hereafter, that can cause or lead to mass or indiscriminate injury or death to civilians or widespread destruction of civilian infrastructure, including, without limitation, biological weapons, chemical weapons, nuclear weapons, weapons that injure by fragments which are not detectable in the human body (non-detectable fragment weapons), incendiary weapons, blinding laser weapons, anti-personnel mines, cluster munitions, and lethal autonomous weapons systems, or any other weapons or weapons systems or key components thereof that are excessively injurious or have indiscriminate effects.

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Adopted on: October 19, 2026

FIN 044 2026 Diocesan Assessment Relief

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Assessment Relief requests set forth in the attached schedule be granted in the amounts specified therein.

EXPLANATION

The Enabling Resolution (A164), adopted by the 81st General Convention, for the Budget for The Episcopal Church provides that the assessment formula (Canon I.4.6.b.) for the 2025-27 Triennium shall be based on a flat rate of 15% of each diocese's adjusted operating income less a $200,000 exemption. Dioceses may apply for relief from the canonical assessment formula on the basis of financial hardship or for other reasons by submitting requests to the Assessment Review Committee (ARC), which then makes recommendations to the Finance Committee. The attached schedule represents the ARC's recommendations for dioceses that have requested relief from the 2026 assessment.



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Summary of Assessment Review Requests

2026

	Diocese	Diocesan Income	Exemption	2026 Covenant Commitment	2026 Rate	Requested Commitment	Requested Rate	Requested Waiver	Request Notes
1	Albany	$ 1,317,920	$ (200,000)	$ 167,688	15.0%	$ 111,792	10.0%	$ (55,896)	Waiver request received 7/17/2026
2	Colombia	$ 446,043	$ (200,000)	$ 36,906	15.0%	$ 2,500	1.0%	$ (34,406)	Waiver request received 11/28/2026
3	Dominican Republic	$ 954,107	$ (200,000)	$ 113,116	15.0%	$ 23,000	3.0%	$ (90,116)	Waiver request received July 2025; additional info 8/13/26
4	Florida	$ 2,576,955	$ (200,000)	$ 356,543	15.0%	$ 273,350	11.5%	$ (83,193)	Waiver request pending confirmation; prior year request 11.5% for 2026
5	Navajoland	$ 373,997	$ (200,000)	$ 26,100	15.0%	$ 5,000	2.9%	$ (21,100)	Waiver request received Nov. 2025, additional info 7/17/26
6	Springfield	$ 819,375	$ (200,000)	$ 92,906	15.0%	$ 35,000	5.7%	$ (57,906)	"Since 2004, commitment based on funds sent to DFMS by diocesan churches."

Total Requested Waivers	$ (342,618)
Assessment Reserve - 2026 Budget	(1,000,000)
Net Budget Impact	$ 657,382

= estimates; awaiting further information

	Diocese	Requested Rate	Requested Waiver	Proposed Rate	Proposed 2026 Waiver	ARC Recommendations
1	Albany	10.0%	(55,896)	10.0%	(55,896)	Approve. Discuss plan to reach 15%.
2	Colombia	1.0%	(34,406)	1.0%	(34,406)	Approve. Discuss plan to reach 15% and risk to Block Grant funding
3	Dominican Republic	3.0%	(90,116)	3.0%	(90,116)	Approve. Discuss plan to reach 15% and new waiver process.
4	Florida	11.5%	(83,193)	11.5%	(83,193)	Approve. Discuss plan to reach 15% sooner than proposed plan.
5	Navajoland	2.9%	(21,100)	2.9%	(21,100)	Approve. Discuss plan to reach 15% sooner than proposed plan.
6	Springfield	5.7%	(57,906)	15.0%	-	Deny; no basis for waiver request provided.

Total ARC Recommended Waivers	$ (284,711)
Assessment Reserve - 2026 Budget	(1,000,000)
Net Budget Impact	$ 715,289

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Adopted on: October 19, 2026
FIN 045 2026-27 CETALC Grants

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Chief of Public Policy and Witness and the Chief Financial Officer be authorized to use income distributed during 2026 from Trust Fund #809 and Trust Fund #1156 in the amounts set forth on the attached schedule for educational and theological programs, as recommended by the Commission on Theological Education for Latin America and the Caribbean (CETALC) gathered in Puerto Rico during August 2026, 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 Chief of Public Policy and Witness and the Chief Financial Officer; and be it further

Resolved, That any funds not allocated during 2026 be reinvested.

EXPLANATION

The Commission on Theological Education for Latin America and the Caribbean is charged with the responsibility of reviewing all requests for funding from the income of Trust Fund #809 (fund established with the proceeds from the sale of the Seminary property in Puerto Rico) and of Trust Fund #1156 (funds established with approximately $339,000). The Commission carefully reviews and respectfully submits its recommendations to Executive Council for review and approval once each year.

Trust Funds #809 and #1156 are expected to receive dividends totaling approximately $500,000 in 2026, which exceeds the amount requested for distribution in the attached schedule.

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Adopted on: October 19, 2026

FIN 046 Clergy Housing Allowances – 2027

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That a portion of the total compensation paid to each clergy employee for calendar 2027 shall be designated to be a Housing Allowance within the meaning of Section 107 of the Internal Revenue Code; and be it further

Resolved, That the Executive Council designates $71,133 as Housing Allowances for 2026 made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 the amounts requested by clergy employees of the DFMS and presented to the Chief Financial Officer as indicated in the attached list.

EXPLANATION

The Internal Revenue Code and Internal Revenue Service Regulations require that Clergy Housing Allowances must be approved by the governing body. Requests for Housing Allowances are considered as soon as practicable, either by the Executive Council or by the Executive Committee, on behalf of the Executive Council.

A Housing Allowance may not exceed 100% of the annual cash salary of the clergy receiving such allowance. The requested amounts on the attached list are within the salary limitations. Individual salaries are available for review in the Finance Office.



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Staff Member	Requested Clergy Housing Allowance 2027
Braden, Anita L	[redacted]
Brokenleg, Isaiah E	[redacted]
Bustos, Miguel M	[redacted]
Chavez, David Ulloa	[redacted]
Combs, Carrie Anne	[redacted]
Crist, Mary Frances	[redacted]
Dyer, Maurice Andrew	[redacted]
Guidero, Kirsten L	[redacted]
Karanja, Daniel N	[redacted]
Kempf, Barbara A	[redacted]
Kingsley, Timothy M	[redacted]
Lagman, Jo Ann J	[redacted]
Mackenzie, Lester V	[redacted]
McLoughlin, José A	[redacted]
Melton, Heather L	[redacted]
Pankey, Steven J	[redacted]
Ritonia, Ann M	[redacted]
Robertson, Charles K	[redacted]
Rowe, Sean W	[redacted]
Shipman, Sarah L	[redacted]
Smith, Twila J	[redacted]
Young, Nicholas K	[redacted]

Requests as of 10.8.2026, mw

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Adopted on: October 19, 2026

FIN 047 2027 Dividend Rates for the DFMS Trust Fund Portfolios

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The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the dividend rate for 2027 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at $1.23 per share based on 4.5% of the average year-end market values of the portfolio for the five years ending 2025; and be it further

Resolved, That the dividend rate for 2027 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of the DFMS, including Custodial Trust Funds managed for third parties, be set at $1.23 per share based on 4.5% of the average year-end market values of the portfolio for the five years ending 2025.

EXPLANATION

The dividend rate is intended to preserve the value of the Trust Fund portfolios after giving effect to annual price inflation. Year-end market values of the portfolio and annual dividends per share since 2015 are set forth below:

Year Ending 12/31	Endowment Year-End Market Value	Year-End Value per Share	5-year average $ Value per Share	Draw Rate	Dividend per Share
2015	$355,969,542	$21.29	$20.654	5.0%	$0.96
2016	$365,914,910	$21.32	$21.355	5.0%	$1.01
2017	$448,897,531	$24.34	$22.364	5.0%	$1.03
2018	$415,504,874	$21.54	$22.208	5.0%	$1.06
2019	$506,305,956	$25.06	$22.708	5.0%	$1.11
2020	$587,473,257	$28.79	$24.209	5.0%	$1.11
2021	$649,394,321	$30.27	$26.000	5.0%	$1.13
2022	$518,919,302	$23.33	$25.798	5.0%	$1.21
2023	$582,386,203	$25.66	$26.662	5.0%	$1.30
2024	$609,789,445	$27.16	$27.043	5.0%	$1.28
2025	$674,484,773	$30.29	$27.342	5.0%	$1.33
2026				4.5%	$1.21
2027				4.5%	$1.23

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The long-term target investment return for the Endowment comprising the Trust Funds is 7.5%. The Bloomberg Consensus Consumer Price Inflation (CPI) forecast for 2027 is 3.2%, which implies a dividend rate net of inflation of 4.3%. Historical Endowment investment returns since inception have exceeded the long-term target, and a slightly higher dividend draw rate of 4.5% remains prudent.

The recommended dividend and supporting calculations are consistent with standards of prudent fiduciary conduct in the management of endowment funds and with general practice among university, foundation, and other non-profit endowment funds.

In making this recommendation, the following factors were considered in accordance with the New York Prudent Management of Institutional Funds Act:

1. The Endowment is intended to be of perpetual duration, and the need to support current operations must be balanced against the need for funds in the future.
2. Revenue and expense expectations, general economic conditions, and past practice support appropriating funds from the Endowment.
3. The applicable gift instruments allow income from trust funds that support the operating budget of the DFMS to be used for operations.
4. Current investment market conditions support using past market values as the basis of the dividend draw rate.
5. Price inflation has a direct impact on the purchasing power of the Endowment. A number of economic factors support inflation expectations of approximately 3% in 2027, while the DFMS anticipates 4% in actual cost inflation, driven largely by salary and benefits expenses.
6. The Endowment has generated a 9.5% average annual return over the past 10 years.
7. Management has implemented restructuring and cost reduction programs that allow the DMFS to balance its budget at a 4.5% dividend payout rate.
8. The draft 2027 Budget currently under review by the Joint Budget Committee assumes the proposed 4.5% dividend payout rate.



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Adopted on: October 19, 2026

FIN 048 Trust Fund #1364, St. Mary Magdelene Episcopal Church Endowment Fund (2026)

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That Trust Fund #1364, the St. Mary Magdelene Episcopal Church Endowment Fund, be established as an investment account for St. Mary Magdelene Episcopal Church, Belton, MO, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund #1364, St. Mary Magdelene Episcopal Church Endowment Fund (2026)

This fund was established with $59,311 as an investment account by St. Mary Magdelene Episcopal Church, Belton, MO. This is a custodial-type fund, meaning that DFMS is not a trustee for these funds but, as custodian, is providing the owner (St. Mary Magdelene Episcopal Church, Belton, MO) with access to investment management through the DFMS endowment. The owner may add to or withdraw funds at its discretion.



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Adopted on: October 19, 2026

FIN 049 Trust Fund #1365, Diocese of Olympia Endowment Fund (2026)

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That Trust Fund #1365, the Diocese of Olympia Endowment Fund, be established as an investment account for the Diocese of Olympia, Olympia, WA, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

EXPLANATION

Trust Fund #1365, Diocese of Olympia Endowment Fund (2026)

This fund was established with $105,000,000 as an investment account by the Diocese of Olympia, Olympia, WA. This is a custodial-type fund, meaning that DFMS is not a trustee for these funds but, as custodian, is providing the owner (the Diocese of Olympia, Olympia, WA) with access to investment management through the DFMS endowment. The owner may add to or withdraw funds at its discretion.



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Adopted on: October 19, 2026

FIN 050 Appointment of Independent CPA Firm for 2026-2028

The following is a true copy of a Resolution adopted by the Executive Council.

Resolved, That the Executive Council, upon the recommendation of the Audit Committee, hereby approves the appointment of Capin Crouse LLC, to audit all accounts under the management or control of the Council and the Domestic and Foreign Missionary Society for each of the years ending December 31, 2026, 2027, and 2028.

EXPLANATION

Canon I.4.3 provides that, upon recommendation of the Audit Committee, the Executive Council shall employ an independent certified public accounting (CPA) firm to audit the accounts of the DFMS annually. The Audit Committee charter authorizes the Committee to recommend a CPA firm to the Finance Committee to make a resolution to Executive Council for this purpose. In April 2026, the Audit Committee issued a Request for Proposals (RFP) for the three years ending December 31, 2028, and received proposals from eight CPA firms, including the DFMS's current auditor. The Audit Committee recommends the appointment of Capin Crouse LLC as independent auditor for the three years ending December 31, 2028.



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