

Executive Council  
Minutes  
Boise, Idaho  
November 1-4, 2004

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## MONDAY MORNING, 11/1/04

The meeting was called to order by the Presiding Bishop at 9:45 a.m. He introduced new staff members, Jim Lemler, Director of Mission, and Bob Williams, Director of Episcopal News Service and Acting Director of Communication. He also announced that Arthur Williams will continue to serve as Director of Ethnic Ministries for the time being. Arthur Williams then introduced Janine Tinsley-Roe, newly hired Missioner for Native Americans. Bishop Griswold then identified Bishop Tengtenga and his wife Josie, who were invited to Council by International Concerns.

James Boyles of the Anglican Church of Canada then spoke to Council, bringing greeting from new primate Andrew Hutchinson. Jim Boyles thanked the Executive Council for the gift of \$250,000, approved at the last meeting in Burlington. He explained that the money translated into \$330,000 Canadian dollars. \$99,000 will go to indigenous healing fund (mostly small grants helping a wide range of ministries). The balance will be distributed proportionately among the 11 dioceses that incurred legal costs due to residential schools.

The Presiding Bishop then called on the Secretary, who took the roll call.

The Most Reverend Frank T. Griswold III, Presiding Bishop  
The Very Reverend George L. W. Werner, Vice Chair

Bonnie Anderson	Josephine Hicks	Stacy Sauls
Cynthia Black	Julio Holguin	Becky Snow
R.P.M. Bowden	Ken Kesselus	Kwasi Thornell
Carmen Brooks	Timothy Kimbrough	John Vanderstar
Kim Byham	Stephen Lane	Tim E. Vann – arrived late
Ann Coburn	Sandra McPhee	Lillian Yeager – excused
Louie Crew	Ted Mollegen	Ted Yumoto
Theodore Daniels	Frank Oberly – arrived late	
Sharon Denton	Russell Palmore – arrived late	<u>DMFS Officers</u>
Dorothy Fuller	Diane Pollard	Pat Mordecai
Del Glover	Titus Presler	N. Kurt Barnes
Edward Godden	Brian Prior	Rosemari Sullivan
Thomas Gossen	Wilfrido Ramos-Orench – arrived late	
Anthony Guillen	Terry Roberts	<u>Canadian Partner</u>
Sarah Harte – arrived late	Edward Rodman	James Boyles
	Catherine Roskam	

The Presiding Bishop then called for acceptance of the minutes from Burlington, Vermont. There was a request for a change on page 4 to change the phrase to “they are not all of one mind on issues before the church but are unanimous in wanting to be part of the Episcopal Church.” This change in wording was accepted. Minutes were approved as amended.

There was a request made that any person abstaining from a vote be named in the minutes. The secretary asked that anyone that wants their abstention noted in the minutes should give the information to Marian to be sure that it gets included. There was also a request that any changes made in resolutions be shown in the minutes, the way it is done at General Convention. The secretary will look into the feasibility of doing this.

The agenda was approved.

The Presiding Bishop then called on the committee chairs to give their reports.

Cynthia Black reported for CIM. Congregations in Ministry plans to work on A045, Boy Scouts, Young Adults and Youth Funding among other things.

Catherine Roskam reported for INC. International Concerns will hold a joint session with National Concerns about depositions in Israel. They will also be focusing on Africa this meeting, and have invited Bishop James Tengatenga and his wife Josie of the Diocese of Southern Malawi to speak to the committee. The committee will also hear from the Translation Task Force, Covenant Task Force, USPG, Haiti, APJM, ERD and UTO.

Kwasi Thornell reported for NAC. National Concerns plans to discuss membership in the RCRC, SRI issues and the Jubilee resolution.

Josephine Hicks reported for A&F in Russ Palmore's absence. Administration & Finance will be dealing with some legacy items, including the Audit committee report, Mission Funding Task Force, and unfunded GC resolutions. Also on the agenda are the search for an interim controller, cost sharing of agencies, priorities for the next triennium's budget, and new funding requests. They will hear from Dennis Sullivan from the Church Pension Group and Bob Royce from the Church Building Fund.

Catherine Roskam, Brian Prior and Del Glover will be conducting a mid-term evaluation, and that will take place tomorrow (Tuesday) afternoon.

The rest of the morning was spent in private conversation.

12:00 Holy Eucharist and Lunch

**MONDAY AFTERNOON**

The meeting reconvened at 2:15 p.m. and private conversation continued until 2:45 p.m. The rest of the afternoon was spent in committee time.

**TUESDAY MORNING, 11/2/04**

The morning was spent in committee.

**TUESDAY AFTERNOON**

The meeting began at 2:15 p.m. with the mid-term evaluation, conducted by Cathy Roskam, Brian Prior and Del Glover. Remarks from the evaluation have been typed from the newsprint, and are Attachment A.

After a short break, the Presiding Bishop introduced Bishop James Tengatenga, who spoke to Council.

This was followed by a presentation by Joy Tway and Joanne Chapman of United Thank Offering.

The meeting was adjourned at 5:30 p.m.

## TUESDAY EVENING

We traveled to St. Michaels Parish Hall for dinner with the Diocese of Idaho, hosted by Bishop Harry Bainbridge. Bishop Bainbridge told us a little about the history of the diocese and the work they are doing, and introduced some of the key people in the diocese.

## WEDNESDAY MORNING, 11/3/04

The morning was spent in committee.

## WEDNESDAY AFTERNOON

The afternoon session was called to order by Bishop Griswold, who spoke briefly about the election results and the hope that the nation will not be polarized.

He announced the consent calendar:

A&F 043, A&F 046, A&F 047, A&F 048, A&F 049, A&F 053, A&F 057, INC 028, INC 029

Bishop Griswold then introduced Bishop Harry Bainbridge, Chair of Episcopal Relief & Development. Bishop Bainbridge spoke of the work of ERD and the support of DFMS as they carry on a common ministry. He thanked the Presiding Bishop, as honorary head of ERD, and Pat Mordecai and Kurt Barnes for their service on the board. He announced that generous Episcopalians have donated \$900,000 for hurricane relief. ERD continues to meet the needs of those suffering from natural disasters. Bishop Bainbridge informed Executive Council that the president of ERD, Sandra Swan, announced that she will be retiring in 2005.

Bishop Griswold then introduced Dennis Sullivan, President of the Church Pension Group. Mr. Sullivan met with the International Concerns Committee to discuss minimums for overseas clergy. The Church Pension Group is convening a working group to review the minimums and insure that regular cost of living adjustments are made. Mr. Sullivan explained that this is a complicated issued, not a quick fix. Since the beginning of his work with the Pension Group in June, Mr. Sullivan noted that he is in the midst of the process of meeting with trustees as well as expanding the circle of consultation regarding Pension Group work. Mr. Sullivan's first board meeting with CPG was in September and he is looking forward to their next meeting in November. In Mr. Sullivan's comments he noted that The Church Pension Fund is in good shape, and invited anyone to be in touch so we can continue to build good working relationships.

Next, Kurt Barnes was introduced to discuss the budget. Kurt presented Steve Didimamoff, Assistant Controller, who has taken over many of Tom Hershkowitz's responsibilities. Questions for Kurt included whether it is possible to find out if contributions of a parish has gone to the national church. Kurt explained that if a parish sends its' contribution directly to the national church it can be tracked, but not if they send it through their diocese. Diocesan reports are due at the end of September and at this time, 56 of the 105 dioceses have been received. A list of those that have sent in their reports will be posted. Diocesan commitment letters were sent out last week. Earl Cavanaugh and Barnum McCarty will contact those responding slowly.

At this time, the meeting was adjourned to prepare for the tree planting event. This was selected as a community building activity since Boise is the City of Trees, and Executive Council wanted to make a positive statement regarding the environment particularly in consideration of the amount of paper used in the course of our work.

**THURSDAY MORNING, 11/4/04**

The consent calendar was announced. A&F 049 was removed from the consent calendar. Committee reports began.

**ADMINISTRATION & FINANCE**

Russ Palmore, on behalf of A&F, presented the following resolutions:

A&F 030a – This is the resolution about the credit card policy that was sent back to committee at the Burlington meeting. A&F is still recommending that it be adopted. There was some discussion around this issue. The question of who would pay the interest if the payment is late was raised. The answer given was that if the expense report is turned in in a timely manner, there would be a very short turn around period, making this a moot point.

**A&F 030a – *Adopted***

To: Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 4, 2004  
Re: Credit Card Policy

*Resolved*, That on the recommendation of the Audit Committee, that the corporate credit card policy currently in place be terminated and that all cards issued in the future will be on an individual basis.

*Explanation*

The system in use is considered out of the realm of best practices. The Audit Committee is clear that in the current accounting/auditing environment, each cardholder should be responsible for his or her own corporate card. The Treasurer's Office has discussed the change with staff and will continue to work with staff in its implementation.

**A&F 042 – *Adopted***

To: Executive Council  
From: Standing Committee on Administration and Finance  
Date: October 18, 2004  
Re: Appointment of Mission Funding Task Force

*Resolved*, That the Executive Council requests that the Presiding Bishop and the President of the House of Deputies appoint the Mission Funding Task force as called for by Resolution B004 of the 74<sup>th</sup> General Convention of the Episcopal Church.

*Explanation*

Resolution B004 was endorsed by a significant number of bishops and the Synod of the Fourth Province. It passed overwhelmingly at General Convention in both houses, possibly unanimously. The General Convention Budget, as adopted, listed it as already in the budget so no new funds were allocated. Accordingly, the task force should be appointed forthwith so that it might file a report to the 75<sup>th</sup> General Convention. *Note: This Task Force shall be called the "Budgetary Funding Task Force".*

**A&F 044 – *Adopted***

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 5, 2004  
Re: DFMS Lay Pension Plan Transfer Charges

*Resolved*, That the Treasurer is directed to pay Principal Financial Group the amount of \$58,473.18 from the Executive Council Pension Reserve, account 1-0-000-000-3123-000000, to settle the final transfer of fixed income accounts to Diversified Investment Advisors.

*Explanation*

The penalty-free liquidation of guaranteed income accounts at Principal Financial Group requires a 12-month advance notice. While the DFMS informed Principal in early 2003 of our decision to seek bids for a possible new plan vendor, we were not in a position to provide official notice until Diversified was appointed by Executive Council in February 2004. Our request that Principal waive or reduce its customary surrender charge was not accepted.

A&F 045 (Unfunded GC resolutions) was withdrawn.

**A&F 049** (Removed from the consent calendar) – *Adopted*

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 1, 2004  
Re: Members of the Investment Committee

*Resolved*, That the Executive Council appoint to the Investment Committee Mr. Joel W. Motley and Mr. Fred Douglas Scott III for a first term expiring 2007.

*Resolved*, That the Executive Council appoint to the Investment Committee Mr. James S. Clarke for a second term expiring 2007.

**A&F 050** – *Adopted* with two nay votes and zero abstentions.

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 4, 2004  
Re: Agency Cost Sharing

*Resolved*, That this Executive Council recognizes that the mission and ministry conducted by the agencies housed at the Episcopal Church Center complements and extends the mission and ministry of DFMS; and be it further

*Resolved*, That the agencies resident in the Episcopal Church Center as at January 1, 2005 be charged no costs related to the current renovation of the Episcopal Church Center or any other costs associated with being housed at the Episcopal Church Center, beyond the costs currently being charged to them for direct services used; and be it further

*Resolved*, That the value of these contributed services be identified in the annual budgets of the Domestic and Foreign Missionary Society and in all public discussions with the church at large when we speak about how their money is spent to support mission and ministry; and be it further

*Resolved*, That should space become available in the future and a new agency expresses interest in being housed at the Church Center, such agency shall pay rent, on fair terms to be negotiated, unless there are compelling reasons not to charge rent to that new agency.

*Explanation*

There is a rich history and longstanding relationship between each agency organization and DFMS. Most of the organizations have been housed at the Episcopal Church Center for over 30 years; many of them were established either by prior Presiding Bishops or by General Convention. Most of the agencies work closely with DFMS departments and staff members on a daily basis; many agency representatives participate in staff meetings and other DFMS meetings.

The mission and ministry conducted by the agencies complements and extends the mission and ministry of DFMS. On a practical basis

- Many of these organizations cannot afford to pay any significant monthly charges. Any “cost sharing” or “rent” would restrict their ability to perform their ministries
- Half of the agencies have stated that they will be forced to leave the Church Center if they are charged any significant amount for “cost sharing” or “rent”

- Departure of the agencies could produce negative public relations that the DFMS was “kicking the agencies out” in favor of fair-market rent paying tenants
- The potential income the DFMS would receive from charging agencies does not outweigh the negative consequences that could result from imposing charges on the agencies.

**A&F 051 – Adopted**

To: Administration & Finance Committee; National Concerns Committee  
 From: The Investment Committee; The Social Responsibility in Investments Committee  
 Re: Implementation of investment portfolio restrictions: proposed resolution  
 Date: October 7, 2004

*Resolved*, That the Executive Council, meeting in Boise, Idaho, November 2-5, 2004, desiring to promote flexibility in investment strategies that prudently maximize the earnings available to support the mission and ministry of The Episcopal Church while also maintaining its witness through shareholder activism, directs that any equity investment portfolio restrictions adopted by the General Convention or the Executive Council be applied according to the following principles:

- For long-term investments in individual companies, the portfolio restrictions shall apply.
- Notwithstanding restrictions imposed by General Convention or Executive Council on investments in various companies and industries, for select investments in Index Funds or securities based on broad indices for a limited period of time the portfolio restrictions need not apply.
- For investments in pooled vehicles in real estate investment trusts, venture capital funds, private-equity funds, and hedge funds, the portfolio restrictions will only apply if an investment vehicle or manager states an intention to target investments in any proscribed class of companies.
- For long-term holdings in traditional investments effected through commingled or pooled vehicles, the portfolio restrictions shall apply; and be it further

*Resolved*, That the Treasurer, in consultation with the Social Responsibility in Investments Committee, will maintain a list of companies subject to investment restrictions and will make that list available upon request to interested parties in the Episcopal Church; and be it further

*Resolved*, That the Investment Committee, in its consideration and appointment of index fund, real estate investment trust, venture capital fund, private-equity fund, or hedge fund managers, will seek to include managers whose products include socially-responsible investment portfolios; and be it further

*Resolved*, That the Investment Committee, in its consideration of investment managers, will work to enable the Episcopal Church to continue its shareholder activism witness.

*Resolved*, That the Investment Committee will report annually to the Executive Council, through the Administration and Finance and National Concerns Committees, information related to the implementation of these policies.

*Explanation*

The Episcopal Church has adopted as a matter of policy a number of screens on its investments, including screens regarding the manufacture of tobacco products (EC-6/90), companies operating in the Sudan (EC-10/01), and a limited number of companies with significant military contracts (EC-10/02). These screens can be reasonably honored in most traditional investment portfolios.

In the last ten years, however, many non-profit institutions have made prudent investments that are not traditional equity (common stock) or debt (government or corporate bonds) instruments; such investments include hedge funds, real estate investment trusts, and venture capital funds. Similarly, pooled index funds are frequently used in a transition from an underperforming manager to a replacement. Unlike direct investments, it is difficult to monitor and to determine conclusively the portfolio composition of non-traditional and/or pooled investment vehicles and socially screened alternatives do not generally exist in these asset classes. Moreover, The Episcopal Church’s investments in these asset classes will be relatively small, giving it no leverage to negotiate restrictions on the fund managers.

The Episcopal Church seeks to be faithful to its social screen policies while also being a good steward of its financial resources. Both the Investment Committee and the Social Responsibility in Investments

Committee understand that Executive Council and General Convention expect that these investment portfolio restrictions be prudently applied, especially to non-traditional asset classes like real estate investment trusts, venture capital funds, private-equity funds, and hedge funds. Further, the need to change managers for performance-related reasons means that the Episcopal Church may from time to time own index funds that include proscribed companies.

This Resolution is meant to clarify how present and future investment portfolio restrictions will be applied by the Investment Committee. The SRI Committee and the Investment Committee both recommend that the restrictions be applied in a manner that is consistent with the spirit of the underlying policy statements while not unduly limiting the Investment Committee’s ability to make prudent investment decisions for the church.

It is hoped that this statement will clarify for all parties involved how the church’s policies are to be implemented with regard to investment restrictions in ways that are consistent with the need to earn a good financial return.

Implementation of this policy could mean that the Episcopal Church might find itself incidentally profiting from activities like the manufacture of tobacco products. (The language of the tobacco resolution indicates that its original intention was not to exclude companies that might only participate indirectly in activities of the tobacco industry – for example, cigarette carton manufacturers or retail supermarkets, but instead only proscribed investments in direct manufacturers of tobacco products.) Annual reporting to the Executive Council will enable the Council to monitor the practical effects of this policy and to make modifications as appropriate.

**A&F 052 – Adopted**

To: Executive Council

From: The Standing Committee on Administration & Finance

Re: Theological Education Grants for Year 2005 from the Latin America and the Caribbean Theological Education Fund (Trust Fund 809)

*Resolved*, That the Executive Council affirm the recommendations of the Commission on Theological Education for Latin America and the Caribbean, and approve the following requests in the total amount of \$ 471,447.97 from the income of Trust Fund #809 for:

<b>DIOCESAN PROGRAMS</b>		
<b>DIOCESE</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
Colombia	Theological Ed. Center (CET)	\$15,000.00
Costa Rica	Theological Education	\$15,000.00
Curitiba	Theological Ed. Center	\$15,000.00
Dominican Republic	Theological Ed. Center	\$15,000.00
El Salvador	Theological Ed. Center	\$15,000.00
Guatemala	Theological Ed. Program	\$15,000.00
Haiti	Theological Seminar	\$13,500.00
Honduras	CEFA-EPM (Theo. Ed.)	\$15,000.00
Mexico	St. Andrew’s Seminar	\$15,000.00
Panama	Total Ministry (Theo. Ed.)	\$15,000.00
Puerto Rico	St. Peter’s and St. Paul’s Seminar	\$15,000.00
Southeastern Mexico	Theological Education Program	\$12,500.00
Venezuela	Theological Consultation	\$15,000.00
<b>Sub Total Diocesan Programs</b>		<b>\$191,000.00</b>

<b>PROVINCIAL/REGIONAL PROGRAMS</b>		
<b>PROVINCE/REGION</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
Caribbean	Pastoral Clinic	\$10,000.00
Caribbean	Ex-students of SEC	\$20,000.00
IARCA	CAETS –Center for Higher Theological Education of CA	\$25,000.00
Mexico	Clinical Council	\$10,000.00
<b>Sub Total</b>		<b>\$65,000.00</b>
<b>INDIVIDUAL SCHOLARSHIPS</b>		
<b>DIOCESE</b>	<b>APPLICANT</b>	<b>AMOUNT</b>
Costa Rica	Rt. Rev. Hector Monterroso	\$4,500.00
Costa Rica	Rev. Rodolfo Allen	\$4,500.00
Southeastern Mexico	Rev. D. Osnaya	\$5,000.00
<b>Sub Total</b>		<b>\$14,000.00</b>
<b>Sub-Total Funds Assigned</b>		<b>\$270,000.00</b>
CETALC (Theological Education Commission)		\$101,447.47
Theological Congress		<b>\$100,000.00</b>
<b>TOTAL</b>		<b>\$471,447.97</b>

*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). The Commission carefully reviews and respectfully submits their recommendations to the Executive Council for affirmation once each year. The above-recommended grants will call on **\$471,447.97** of the amount presently available in the income account.

**A&F 054 – Adopted**

To: The Executive Council

From: The Standing Committee on Administration & Finance

Date: November 1, 2004

Re: Additional funds for the Joint Nominating Committee for the Election of the Presiding Bishop

*Resolved*, That the A&F committee recommends the approval of an additional \$35,000 to be added to the budget line of the Joint Nominating Committee for the Election of a Presiding Bishop. This amount represents additional costs for a one-day meeting anticipated in 2005.

A&F 055 – the committee heard a report from Janine Tinsley-Roe and Frank Oberly regarding Leadership Development to help assist Native Americans. Resources are needed to attend national groups, and broaden membership, Improved communication techniques would create support for Native Americans in trouble with substance abuse, alcohol, etc.

**A&F 055 – Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 3, 2004  
Re: Funding for Indigenous Ministries

*Resolved*, That a total of \$450,000, \$225,000 in the 2005 budget and \$225,000 in 2006 budget, will be allocated for ECIM's work toward remembrance, recognition, and reconciliation (C008, passed by the 74<sup>th</sup> General Convention), to be funded from net short term cash reserves.

*Explanation*

This recommendation is consistent with the mandate of NAC-009 passed on February 11, 2004.

There was some discussion on A&F 056. In C4, what does “timely manner” mean? Pat Mordecai answered it would be Spring, 2005, no later than June.

**A&F 056 – Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 3, 2004  
Re: Priorities for 2007-2009 budget development

*Resolved*, That in developing the 2007-2009 Budget for the Episcopal Church, the report of the subcommittee on budget priorities be adopted and implemented as follows:

PRIORITIES FOR DEVELOPING THE 2007-2009 BUDGET SHOULD BE DETERMINED IN THE FOLLOWING MANNER

I BEGIN WITH EXISTING PRIORITIES.

We believe that it is best for us to begin with the same priorities that are being used in the current triennium because we have just barely begun to make use of them and because using the priorities effectively will require more than a single triennium. [The priorities are listed in Appendix A.]

II. TEST THE EFFECTIVENESS OF THESE PRIORITIES BY

- A. examining the efficacy of the value of diversity being listing in the preamble rather than the numbered list. (At the 2003 convention, we voted to remove “diversity” from the list originally developed by the Executive Council and put it in the preamble as a sort of “lens” through which to filter the other priorities, or an “overarching” or “underpinning” perspective that raises the level of this value in the overall context.)
- B. remaining alert to any “emerging priorities” that might demand our attention.
- C. carrying out this test through
  - 1) interfacing with the A145 General Convention Task Force and the Structure Commission, which will be gathering information to inform recommendations to be made to the 75th GC regarding the function and structure of GC. This process will include a posing of our questions regarding the effectiveness of priorities/diversity
  - 2) surveying commissions, committees, agencies, and boards, as well as deputies and bishops with a set of questions developed by Kirk Hadaway.
  - 3) surveying appropriate personnel at the Church center with a set of questions developed by Kirk Hadaway.

- 4) doing this work in a timely manner that will coincide with the schedule for developing the budget to be determined by the Church Center staff and Committee on Administration and Finance

III. A history of the as-yet new system of producing a priority-based budget is included as Appendix D.

**APPENDIX A**  
2004-2006 BUDGET PRIORITIES

We offer these mission priorities as an expression of our commitment to Jesus Christ.

We are committed to the importance of our ministry of reconciliation and communion at every level of our communion.

We embrace diversity and seek to promote inclusion and power sharing which underlie and inform all priorities, decisions, and all that we do. In faithfulness to these commitments, we continue to honor our covenants and partnerships with overseas dioceses. We affirm the work of the Executive Council in identifying the following priorities for the mission of the Church for the next triennium.

1. **YOUNG ADULTS AND YOUTH:** Reaching out to young adults and youth through intentional inclusion and full incorporation in the thinking, work, worship and structure of the Church.
2. **RECONCILIATION AND EVANGELISM:** Reconciling and engaging those who do not know Christ by participating in God's mission of reconciling all things to Christ and proclaiming the Gospel to those who are not yet members of the Church.
3. **CONGREGATIONAL TRANSFORMATION:** Revitalizing and transforming congregations through commitment to leadership development, spiritual growth, dynamic and inclusive worship, greater diversity, and mission.
4. **JUSTICE AND PEACE:** Promoting justice and peace for all of God's creation and reaching out to the dispossessed, imprisoned and otherwise voiceless needy.
5. **PARTNERSHIPS:** Reaffirming the importance of our partnerships with provinces of the Anglican Communion and beyond and our relationships with ecumenical and interfaith partners.

This concluded A&F's report.

## **INTERNATIONAL CONCERNS**

Next, Catherine Roskam reported for INC.

Some discussion followed the introduction of INC 032, due to funding implications. Pat Mauney explained that the Church Pension Group has the resources to deal with funding. Council members expressed the fact that they were impressed with this positive attempt to recognize this issue, and that it is a justice issue, not a financial one.

### ***INC 032 – Adopted***

To: The Executive Council

From: The Standing Committee on International Concerns

Date: November 4, 2004

Re: Pension for Retired Clergy in Latin America and Caribbean

*Resolved*, That the Executive Council, meeting in Boise, Idaho, in November 2004, expresses anew its concern regarding the low level of pensions received by retired clergy in the Latin American and Caribbean jurisdictions of the Episcopal Church; and be it further

*Resolved*, That the Council expresses its appreciation for the meeting of Church Pension Fund President Dennis Sullivan and Vice President Linda Curtiss with the International Concerns Committee at this meeting of Council and for the commitment they expressed for resolving this longstanding concern; and be it further

*Resolved*, That the Council authorizes the formation of a working group of Council members to meet with representatives of the Church Pension Fund to explore issues of income adequacy, pension adequacy, and funding and report through the International Concerns Committee to the June 2005 meeting of Council; and be it further

*Resolved*, That the working group will include Council members from Latin America and the Caribbean and members of the International Concerns Committee.

(The working group consists of Julio Holguin, Theodore Daniels and Jim Lemler. They are open to the suggestion of additional members.)

The next resolution introduced was INC 033, and a discussion followed. The issue of translation is ever-increasing. The Task Force has determined that the best way to implement C029 is to hire a coordinator. This person is expected to be an active translator. The question was raised regarding the \$85,000, which is expected to cover the salary and benefits of the coordinator. There was concern that this does not leave any funding for other needs, such as a meetings budget, or verbal translator at meetings. A Task Force representative replied that this is an increasing need and we need to approach it in a more efficient way regardless of the cost.

### ***INC 033 – Adopted***

To: The Executive Council

From: The Standing Committee on International Concerns

Date: November 4, 2004

Re: Translation Services Coordinator

*Resolved*, That the Executive Council meeting in Boise, Idaho, in November 2004, establishes the position of Translation Services Coordinator at the Episcopal Church Center in response to Resolution C029 of the General Convention and directs the Department of Human Resources to post the position as soon as possible.

The International Concerns committee has decided to devote each meeting to one place. At this meeting, one hour of committee was devoted to Africa, with Bishop Tenganega and Benjamin Musoke-Lubega speaking to the committee. At the next meeting, time will be spent on Latin America.

As a matter of personal privilege, Cathy read **INC 031**. This motion was carried with acclaim.

To: The Executive Council  
From: The Standing Committee on International Concerns  
Date: November 4, 2004  
Re: Honoring the Reverend Canon J. Patrick Mauney

*Resolved*, That the Executive Council of the Episcopal Church, meeting in Boise, Idaho, in November, 2004, expresses its appreciation to the Reverend Canon J. Patrick Mauney for twenty-seven years of service devoted to the Episcopal Church's world mission and its relationships with partner churches throughout the Anglican Communion and in the ecumenical community; and be it further

*Resolved*, That the council salutes Pat and his wife Mardi for the five years they spent in the Diocese of Sao Paulo in Brazil as missionaries of the Domestic and Foreign Missionary Society and for the ways in which they have continued to nurture relationships there over the years, most recently through the companionship between the Diocese of Massachusetts and La Ingreja Episcopal Anglicana do Brasil; and be it further

*Resolved*, That the Council salutes Pat for his service as Coordinator of Overseas Ministries in the World Mission Department, during which he brought vitality and breadth to the deployment of the church's missionaries, and for his service as Partnership Officer for Asia and the Pacific, during which he developed vital relationships in those parts of the world; and be it further

*Resolved*, That the council honors Pat's service as Presiding Bishop's Deputy for Anglican Relations, during which he offered crucial counsel in the development of the church's relationships with an ever-expanding circle of churches around the world; and be it further

*Resolved*, That the council now celebrates Pat's service as Executive for the Partnerships and Director of the Anglican and Global Relations Cluster, during which he has sustained the church's mission beyond the USA, guided autonomy and re-incorporation processes in the spirit of covenant, nurtured fruitful relationships with Church Center offices and agencies, supported innovative collaboration among member organizations of the Episcopal Partnership for Global Mission and dioceses of the Global Episcopal Mission Network, offered ecumenical leadership in Church World Service, developed partnerships with mission societies throughout the Anglican Communion, and deepened relationships with countless church leaders in Africa, Asia, Europe, Latin America, and Oceania; and be it further

*Resolved*, That this council expresses deep gratitude to Pat for the wise counsel in world mission and Anglican relations that he has offered to three Presiding Bishops, to successive Standing Commissions on World Mission, to successive Executive Councils and International Concerns Committees over the years –and to us; and be it further

*Resolved*, That this council, aware that there may be no retirement for such global Christians, offers to Pat and Mardi our prayers and friendship in their continuing ministries in the mission of God, which has no borders in time or space.

There was applause and a short speech by Pat Mauney. A collection will be taken and a donation will be made in Pat and Mardi's name. (A total of \$2,079 was collected.)

## NATIONAL CONCERNS

Kwasi Thornell reported for NAC. During the anti-racism training in Burlington, each committee committed to spending at least one hour on anti-racism at each meeting. As a follow-up, NAC together with CIM, presented CIM 020. There was a discussion about the time constraints and the possible necessity of adding a day to one meeting per triennium. The feeling was that the training should be able to fit into the current schedule.

### **CIM 020 – Adopted**

To: The Executive Council  
From: The Standing Committee on Congregations in Ministry and National Concerns  
Date: November 3, 2004  
Re: Anti-racism Training for Executive Council

*Resolved*, That the Executive Council undertake the standard eight hour anti-racism training required of the whole church before the end 2005.

### *Explanation*

Congregations in Ministry and National Concerns believe this training is important for the work of Executive Council and would model the behavior we are asking of parishes and dioceses.

### **NAC 016 – Adopted**

To: The Executive Council  
From: Rose Brunell  
Date: September 23, 2004  
Re: Jubilee Resolutions

*Resolved*, That the Jubilee Programs listed below will be reviewed by Executive Council on November 1-4, 2004.

## NEW

1. Gila Valley Ecumenical Health Initiative  
210 W. Main St., Safford, AZ 85546  
The Rev. Eugenia M. Durham  
**Diocese of Arizona**

2. Naco Wellness Initiative  
966 Coy Street, Bisbee, AZ 85603  
The Rev. Thomas J. Buechele  
**Diocese of Arizona**

3. Church of Nativity and St. Stephen  
159 South Second St., Newport, PA 17074  
Susan Connell  
**Diocese of Central Pennsylvania**

4. B.A.S.K. Center of St. George's  
Episcopal Church  
1729 S. Beckley Ave., Dallas, TX 75224  
Barbara S. Cambridge  
**Diocese of Dallas**

5. St. Andrew's/Cedar Valley Friends of the  
Family  
St. Andrew's Episcopal Church  
P.O. Box 82, Waverly, IA 50677  
The Rev. Maureen Doherty  
**Diocese of Iowa**

6. Kentucky Refugee Ministries  
201 E. Maxwell St., Lexington, KY 40508  
Barbara Kleine  
**Diocese of Lexington**

7. Epicenter on the Parkway  
2000 S. Maryland Pkwy, Las Vegas, Nevada 89104  
The Rev. Bonnie Polley  
**Diocese of Nevada**

8. St. Stephen's Neighborhood Youth  
Outreach Program  
St. Stephen's Episcopal Church  
600 Pitt Str., Wilkinsburg, PA 15221  
The Rev. Diane E. Shepard  
Anthony L. Jackson  
**Diocese of Pittsburgh**

9. St. Giles Church Emergency Food Pantry  
8271 52<sup>nd</sup> St. N., Pinellas Park, FL 33781  
The Rev. John L. Hartnett  
**Diocese of Southwest Florida**

10. St. Michael Episcopal Church  
4000 Lee's Summit Rd., Independence, MO 64055  
The Rev. Larry Allen  
**Diocese of West Missouri**

**AFFILIATE**

11. The Mission for Filipino Migrant Workers  
St. John's Cathedral  
4-8 Garden Rd., Central, Hong Kong  
Hong Kong, SAR  
Cynthia Ca Abdon-Tellez  
**Diocese of Hong Kong**

**REAFFIRMATION**

12. The Episcopal Church of Our Savior  
Chinese Language School  
1011 Harrison St., Oakland, CA 94607  
*The Rev. Gordon Lau*  
**Diocese of California**

13. St. Francis Center  
2323 Curtis St., Denver, CO 80205  
*Thomas Luehrs*  
**Diocese of Colorado**

14. Covenant Soup Kitchen/Isaiah 58 Ministries  
St. Paul's Episcopal Church  
220 Valley St., Willimantic, CT 06226-2332  
*The Rev. Paul Doyle*  
**Diocese of Connecticut**

15. St. Luke's Jubilee Center  
111 Whalley Ave., New Haven, CT 06511  
*The Rev. Dr. Victor Rogers*  
**Diocese of Connecticut**

16. Saint Martin's Jubilee Center  
290 Cornwall St., Hartford, CT 06112  
The Rev. Canon Annika Warren  
**Diocese of Connecticut**

17. St. Paul's and St. Luke's Jubilee Center  
594 Kossuth Street, Bridgeport, CT 06608  
The Rev. Jose Diaz-Martinez  
**Diocese of Connecticut**

18. AIDS Interfaith Network, Inc.  
501 N. Stemmons, Suite 200, Dallas, TX 75207  
Steven Pace  
**Diocese of Dallas**

19. St. Phillip the Evangelist Jubilee Center  
St. Phillip the Evangelist Episcopal Church  
2800 East 28<sup>th</sup> St., Los Angeles, CA 90011  
The Rev. Floyd Naters  
"Butch" Gamara

**Diocese of Los Angeles**

20. All Saints' Episcopal Indian Mission  
3044 Longfellow Ave., Minneapolis, MN 55407  
Donald Whipple Fox

**Diocese of Minnesota**

21. St. Paul Neighborhood Partnership  
1710 E. Superior St., Duluth, MN 55812  
The Rev. Susan Deetz  
Terry Roberts

**Diocese of Minnesota**

22. The Institute for New Americans  
430 Oak Grove St., Ste 130, Minneapolis, MN 55403  
*Joel Gibson*

**Diocese of Minnesota**

23. Christ Church Community Center  
331 Hamilton & Whittaker Ave.  
Trenton, NJ 08611  
*The Rev. Francisco Pozo*

**Diocese of New Jersey**

24. St. Margaret's House  
117 W. Lafayette Blvd., South Bend, Indiana 46601  
*Kathryn Schneider*

**Diocese of Northern Indiana**

25. Keweenaw Family Resource Center  
205 E. Montezuma Ave., Houghton, MI 49931  
*Margaret Sottile*

**Diocese of Northern Michigan**

26. Casa San Miguel Orphange  
Episcopal Social Services  
Calle Estrella #30, Ponce, Puerto Rico 00731  
Jacqueline Rivera

**Diocese of Puerto Rico**

27. Centro San Justo Day Care Center  
Episcopal Social Services of Puerto Rico  
Apartado 775  
San Justo Station, Puerto Rico 00978-0775  
Ana Benitez

**Diocese of Puerto Rico**

28. Centro San Miguel Archangel Day Care  
Episcopal Social Services of the  
Diocese of Puerto Rico  
Apartado 6186, Atocha Station  
Ponce, Puerto Rico 00733  
Jacqueline Rivera

**Diocese of Puerto Rico**

29. Centro Santa Hilda Day Care  
Episcopal Social Services of the  
Diocese of Puerto Rico  
Apartado Postal 775, San Just Station  
San Juan, Puerto Rico 00978-0075  
Efrain Ayala Medina

*Shirley Carrion*

**Diocese of Puerto Rico**

30. Centro Santa Maria Virgin Day Care Center  
Episcopal Social Services of the  
Diocese of Puerto Rico  
Calle Central #15, Ponce, Puerto Rico 00731  
*Elia Figueroa*

**Diocese of Puerto Rico**

31. Centro Santo Tomas Day Care Center  
Episcopal Social Services of the Diocese of Puerto  
Rico  
P.O. Box 6211, Cagues, Puerto Rico 00726

*Wanda Martinez*

**Diocese of Puerto Rico**

32. Centro Todos los Santos Day Care Center  
Episcopal Social Services of the  
Diocese of Puerto Rico, Apartado 204  
Vieques, Puerto Rico 00765-0775

*Adrienne Adams*

**Diocese of Puerto Rico**

33. St. David's Jubilee Center  
5050 Milton St., San Diego, CA 92110  
Debbie Park

**Diocese of San Diego**

34. Baskerville Ministries  
Holy Cross Faith Memorial Episcopal Church  
P.O. Box 990, 85 Baskerville, Dr.  
Pawleys Island, S.C. 29585  
The Rev. Tommy Tipton

**Diocese of South Carolina**

35. St. Paul's Outreach Health Ministry  
1170 Watson Street  
Orangeburg, S.C. 29115  
Mrs. Deborah White  
The Rev. Julian Clarke

**Diocese of South Carolina**

36. Soup Kitchen/Clothing Bank for  
Poor & Homeless  
P.O. Drawer 9, Orangeburg, S.C. 29116  
Mrs. Linda Blume

**Diocese of South Carolina**

37. Christ Episcopal Church  
The Christ Dayton Center  
20 West First St., Dayton, OH 45402  
The Rev. John S. Paddock

*Bill Hedley*

**Diocese of Southern Ohio**

38. Episcopal Community Services Foundation  
412 Sycamore St., Cincinnati, OH 45202  
Ariel Miller, Executive Director

**Diocese of Southern Ohio**

39. Grace Episcopal Church  
1400 E. Brambleton Ave., Norfolk, VA 23504  
George W.C. Brown, Jr.

**Diocese of Southern Virginia**

40. Jubilee Ministry of Prosser, Inc.  
1429 Stacy, P.O. Box 66, Prosser, WA 99350  
Ms. Pat Merrill

**Diocese of Spokane**

41. Partners in Transition/St. Lukes Thrift Shop  
St. Luke's Episcopal Church  
247 W. Lovell, Kalamazoo, MI 49007  
Ann Flipse

**Diocese of Western Michigan**

42. Parenting/Life Skills Center  
302 S. National  
Springfield, MO 65802  
Sandra Zarins, Ph.D.

**Diocese of West Missouri**

43. The Towel Ministry  
Episcopal Church of the Redeemer  
502 West Sumter St., Shelby, NC 28150  
Linda Nye

**Diocese of Western North Carolina**

NAC has asked the Standing Commission on National Concerns to gather materials on marriage, and they have appointed Dr. Barbara Cheney to collect a bibliography. The SCNC will join NAC in adopting a resolution on marriage.

Kwasi concluded his report by asking Council to take the good news of ERD to their dioceses.

The CONSENT CALENDAR was adopted:

**A&F 043 - Adopted**

To: The Executive Council

From: The Standing Committee on Administration & Finance

Date: November 5, 2004

Re: Administrative Appointments Related to the (403b) Lay Pension Plan for employees of the DFMS

*Resolved*, That Investors Bank and Trust Company of Boston, Massachusetts, is appointed as Trustee of the Defined Contribution Retirement Plan for the Lay Employees of the Domestic and Foreign Missionary Society effective June 30, 2004; and be it further.

*Resolved*, That Diversified Investment Advisors is appointed as recordkeeper of the Defined Contribution Retirement Plan for the Lay Employees of the Domestic and Foreign Missionary Society effective June 30, 2004; and be it further

*Resolved*, That any one of the following individuals – the Director of Human Resources Management; the Chief Operating Officer; and the Treasurer – is authorized to execute any documents necessary to complete a 403(b) withdrawal, loan, transfer, election change or distribution request from a client/participant; and be it further

*Resolved*, That each of the following officers - the Chief Operating Officer and/or the Treasurer - is authorized on behalf of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the USA and the Defined Contribution Retirement Plan for the Lay Employees of the Domestic and Foreign Missionary Society to execute a Trust Agreement and other documents and to perform such acts deemed in the best interest of the The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the USA and the Defined Contribution Retirement Plan for the Lay Employees of the Domestic and Foreign Missionary Society to implement the foregoing resolutions; evidenced by the execution of any document as he or she deems appropriate.

*Explanation*

Investors Bank and Trust has requested specific language in order to implement the 403b plan managed by Diversified Investment Advisors. Investors Bank and Trust counsel do not consider adequate the prior resolution of Executive Council that authorized the DFMS Treasurer and other officers to take all actions necessary to effect the transition from Principal to Diversified.

**A&F 046 - Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: October 20, 2004  
Re: Clergy Housing Allowance

*Resolved*, That in accordance with applicable provisions of the Internal Revenue Code (Section 107) and I.R.S. Regulations (S1.107-1), the Domestic & Foreign Missionary Society (the Society) shall designate in advance the portion (if any) of the compensation of any employee who is a member of the clergy as a "home or rental" allowance. The Society may take into account an employee's particular circumstances in determining that employee's housing allowance, and may solicit information from the employee in attempting to do so; and be it further

*Resolved*, That except for individuals where a housing allowance has been determined under Paragraph One above, the Society will utilize as a general rule a housing allowance equal to 40% of an amount equal to the total compensation including that portion ultimately designated as housing allowance.

This authorization shall be effective immediately and shall continue henceforth until rescinded.

*Explanation*

This resolution replaces resolutions which have been voted in the past by Executive Council. The limitations set forth are in accord with current regulations. Note also that I.R.S. requirements are that housing allowances be designated "in advance" means that to the greatest extent possible, employees' proposals of allowance amounts shall be made before the beginning of the calendar year to which they shall apply. The housing allowance amount will be included in Box 14 (information only) on annual W-2 forms.

**A&F 047 - Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: October 20, 2004  
Re: Parsonage allowance

*Resolved*, That whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income "the rental value of a home furnished to him as part of his compensation," or a Church-designated allowance paid to him as part of his compensation to the extent used by him for actual expenses incurred in maintaining a Church-owned parsonage; and

*Whereas*, The Most Rev. Frank T. Griswold, III will be compensated by DFMS exclusively for services as a minister of the gospel, and

*Whereas*, DFMS will provide The Most Rev. Frank T. Griswold, III with rent-free use of a Church-owned apartment as compensation for services that he renders the Church in the exercise of his ministry, and

*Whereas*, as additional compensation to The Most Rev. Frank T. Griswold, III for services that he renders the Church in the exercise of his ministry, DFMS also desires to pay him for expenses that he incurs in maintaining the apartment; therefore be it

*Resolved*, That for the calendar year up to \$55,000 is hereby designated as a parsonage allowance, with the intent that it be treated as such for purposes of Section 107 of the Internal Revenue Code; and be it further

*Resolved*, That such designation shall apply to calendar year 2005 and to all future years unless otherwise provided by this Council; and be it further

*Resolved*, That as additional compensation to The Most Rev. Frank T. Griswold, III for calendar year 2005 and for all future years unless otherwise provided by the Council, he shall be permitted to live in the Church-owned apartment located at 815 Second Avenue, and that no rent or other fee shall be payable by him for such occupancy and use.

*Explanation*

This resolution replaces resolutions, which have been voted in the past by the Executive Council. The limitations set forth are in accord with current regulations; the Presiding Bishop's housing allowance is being treated separately from that for other clergy employees because he is provided with an apartment at 815 Second Avenue.

**A&F 048 - Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 1, 2004  
Re: Trust Fund #1003

*Resolved*, That Trust Fund #1003 is established to hold and invest funds from the Society of St. Paul, Naples, Florida.

*Explanation*

Trust Fund # 1003 Society of St. Paul, Naples, Florida (2004): This fund was established in June 2004 with \$154,000 as a custodial-type investment account by the Society of St. Paul. Principal and/or income may be withdrawn upon request. Because this is a custodial trust fund, the DFMS is not trustee but only provides the owner (Society of St. Paul) with access to investment management through the DFMS endowment. The owner may, at its sole discretion, add to or withdraw principal funds and/or withdraw income.

**A&F 053 - Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 1, 2004  
Re: Approval of Independent Auditors

*Resolved*, That on the recommendation of both the Standing Committee on Administration and Finance and The Audit Committee, the Executive Council approves the engagement of the audit firm, Grant Thornton, to perform the independent audits for the Domestic & Foreign Missionary Society for the financial year ended December 31, 2004.

*Explanation*

Grant Thornton's work continues to be professional and collaborative and the Audit Committee has recommended engaging them to perform the 2004 fiscal year audit

**A&F 057 - Adopted**

To: The Executive Council  
From: The Standing Committee on Administration & Finance  
Date: November 3, 2004  
Re: 815 Renovation Task Force

*Resolved*, That a task force be appointed from the Administration & Finance Committee to assist the management staff in the ongoing review of bids and bid selection related to the renovation of 815 Second Avenue.

*Explanation*

This measure is consistent with sound management and construction practices.

**INC 028 - Adopted**

To: The Executive Council  
From: The Standing Committee on International Concerns  
Date: September 23, 2004  
Re: Returned Mission Partners

*Resolved*, That the Executive that the Executive Council expresses its appreciation for the following mission companions who faithfully completed their term of service.

**Ms. Kristen Arps** - Diocese of Washington - served as Program/Communication Coordinator with the Diocese of Northern Zambia and as Teacher/Trainer at the Mindolo Ecumenical Foundation in the Church of the Province of Central Africa. Her mission service as a Young Adult Service Corps volunteer started on June 26, 2003 and ended on June 25, 2004. Addr: 238 D St., SW - Ephrata, WA 98823.

**Mr. Matthew Buterbaugh** - Diocese of Kansas - served as Bishop's Chaplain and Youth Outreach Worker in the Diocese of Venezuela. His mission service as a Young Adult Service Corps volunteer started on August 21, 2003 and ended on August 20, 2004. Addr: 720 E. 10<sup>th</sup> Ave. - Winfield, KS 67156-3707.

**Ms. Lillian Hallett Davis** - Diocese of Alabama - served as a Teacher at St. John's Episcopal School in the Episcopal Church in Micronesia on the island of Guam. Her mission service as a Young Adult Service Corps volunteer started on July 1, 2003 and ended on June 30, 2004. Addr: 12 Norman Dr., Birmingham, Alabama, 35213.

**Mr. Bruce and Mrs. Helen Dolph** - Diocese of Los Angeles - served respectively as Accountant and Project Manager in the Diocese of Eldoret, in the Anglican Church of Kenya. These appointments started on June 1, 2003 and ended on May 31, 2004. Addr: 1159 Lynngrove Dr. - Manhattan Beach, CA 90266.

**Ms. Rachel Colson** - Diocese of Western Louisiana - served as an HIV/AIDS Counselor in the Diocese of Maseno West in the Anglican Church of Kenya. Her mission service as a Young Adult Service Corps volunteer started on August 24, 2003 and ended on August 23, 2004. Addr: 10181 Thornwood Dr. - Shreveport, LA 71106.

**Mr. Phillip Fackler** - Diocese of Springfield - served as Teacher/Youth Worker in the Diocese of Southern Malawi in the Church of the Province of Central Africa. His mission service as a Young Adult Service Corps volunteer started on August 24, 2003 and ended on August 23, 2004. Addr: 3527 Eliot Lane - Naperville, IL 60564.

**Ms. Jane Fladd** - Diocese of Los Angeles - started in June, 1994, as ESL Teacher with the Amity Program in China until July, 1997. She then served as English Teacher at St. John's Episcopal School in the Diocese of Honduras until July, 1999. Finally, she continued her teaching ministry at Jesus Nazareno/CEAM School in the Diocese of the Dominican Republic until June, 2004. Addr: 12630 Newport Ave. - Tustin, CA 92780.

**Mr. Heewoo Han** - Diocese of Virginia - served as an ESL Teacher at Espiritú Santo Episcopal School in the Diocese of Honduras. His mission service as a Young Adult Service Corps volunteer started on August 10, 2002 and extended through July 15, 2004. Addr: 1 Saddle Dr. - West Haven, CT 06516.

**Ms. Sarah Huber** - Diocese of Western Massachusetts - served as Teacher and Peer Counselor in the Diocese of Maseno North in the Anglican Church of Kenya. Her mission service as a Young Adult Service Corps volunteer started on March 15, 2004 and ended on September 30, 2004. Addr: 40 Fisher St. - Westborough MA 01581.

**The Rev. Dr. Ross and Mrs. Gwin Jones** - Diocese of Oklahoma - served as Dean of St. George's College and Minister of Hospitality, respectively in the Diocese of Jerusalem in the Episcopal Church of Jerusalem and the Middle East. These appointments started on July 9, 2000 and ended on July 2, 2004. Addr: 385 Racquet Club Rd., Asheville, NC. 28803.

**Mr. Jason Mehl** - Diocese of Chicago - served as Instructor of Writing and Study Skills at Uganda Christian University in the Diocese of Mukono in the Church of the Province of Uganda. His mission service as a Young Adult Service Corps volunteer started on August 20, 2003 and ended on August 19, 2004. Addr: 667 Mitscher Dr. - Brunswick, GA 31525.

**The Rev. Dr. Stephen Noll** - Diocese of Pittsburgh - served as Vice Chancellor of Uganda Christian University in the Diocese of Mukono in the Church of the Province of Uganda. His appointment started on August 1, 2000 and ended on December 31, 2003. Addr: c/o Uganda Christian University - PO Box 4 - Mukono, Uganda - East Africa.

**Ms. Courtney Reid** - Diocese of Texas - served as House Mother for the Hearing Impaired in the Diocese of Egypt in the Episcopal Church in Jerusalem and the Middle East. Her mission service as a Young Adult Service Corps volunteer started on August 24, 2003 and ended on August 23, 2004. Addr: 1305 Carlotta Ln. - Austin, TX 78733.

**The Rev. Robert and Mrs. Maria Thacker** - Diocese of Southwestern Virginia - served as Rector of St. Alban's Parish and Volunteer for Mission, respectively in the Diocese of Tokyo, Nippon Sei Ko Kai. Their appointment started on November 1, 1999 and ended on September 30, 2004. Addr: 737 Churchill Dr., Charleston, WV 25314.

**Mr. Philip Whitfield** - Diocese of Chicago - served as Provincial Communications and Development Officer for the Dioceses of Cyprus and the Gulf, Egypt and Iran, in the Episcopal Church in Jerusalem and the Middle East. This appointment started on August 24, 2003 and ended June 30, 2004. Addr: 113 Templeton - Lake Bluff, IL 60044.

**INC 029 - Adopted**

To: The Executive Council  
From: The Standing Committee on International Concerns  
Date: September 22, 2004  
Re: New Companion Diocese Relationship

*Resolved,* That the Executive Council meeting in Boise, Idaho, from November 1 – 4, 2004 vote to recognize a new Companion Diocese Relationship between the Diocese of Central Pennsylvania and the Diocese of Sao Paulo in the Episcopal Anglican Church of Brazil for a period ending on October 15, 2010, unless extended or terminated by mutual consent.

END OF CONSENT CALENDAR

## **CONGREGATIONS IN MINISTRY**

Cynthia Black reported for CIM. She welcomed Bob Williams and Jim Lemler, and introduced the following resolutions:

### ***CIM 014 – Adopted***

To: The Executive Council

From: The Standing Committee on Congregations in Ministry (Approved by A&F, 11/2/04)

Date: November 4, 2004

Re: A Comprehensive Plan to Seek New Mission Funds

*Resolved*, That the Executive Council, meeting in Boise, Idaho, recognizes the efforts of the Task Force formed in response to CIM 009 adopted June 14, 2004, as incomplete with the requested “comprehensive plan” not ready for presentation; and be it further

*Resolved*, That the Task Force be enabled to complete its work with the intent of presenting their report at the February, 2005, meeting of the Executive Council; and be it further

*Resolved*, That the Management Team of DFMS be directed to engage the services of a consultant for the purposes of assisting the Task Force in finalizing its comprehensive plan, identifying potential significant donors of major gifts, and working with the Presiding Bishop and staff for the purpose of nurturing potential major gifts at the earliest possible time; and be it further

*Resolved*, That the 2005 budget for this effort be \$60,000.

### *Explanation*

At the 74<sup>th</sup> General Convention in Minneapolis, the Standing Commission on Domestic Mission and Evangelism with the support of the 20/20 Group stated in their report:

The Episcopal Church is rich in undeveloped economic resources. At both local and national levels the church needs advice on how we might creatively use our assets to underwrite and enable the vision. A new development arm must be established to seek major gifts, planned gifts, challenge funds and other funding devices to leverage the massive intergenerational transfer of capital funds that is now occurring in the United States.

The Standing Commission on Stewardship and Development proposed resolution A140 which was passed by both houses:

*Resolved*, That in recognition of the 20/20 initiatives, creating a need to raise large sums of money for mission, and the very real potential for major gifts that parish and diocesan funding efforts do not attract; the 74th General Convention urge the Presiding Bishop and Executive Council to establish a Mission Funding Office for The Episcopal Church, grounded in the stewardship theology of this church; and be it further

*Resolved*, That this office initiate a discernment process for a church-wide mission funding effort focused on, but not limited to, the 20/20 initiatives and on fostering cooperative seeking of new funds at all levels of the church.

Resolution A140 was not funded by Program, Budget & Finance, but they recommended it to the Executive Council as a priority for funding.

At its June, 2004, meeting in Burlington, VT, Executive Council directed (by way of CIM 009) the formation of a Task Force for the development of “A Comprehensive Plan to Seek New Mission Funds.” The Task Force has been appointed, has met via telephone conference and in person (October 5-7, 2004, at the ECC). While the work of the Task Force is not yet complete, we believe that it is important to begin identifying and visiting potential donors immediately by utilizing the services of a consultant and by taking advantage of the gift of the ministry of the Most Rev. Frank Griswold as our Presiding Bishop during the remainder of his term.

The compelling reasons for moving forward at this time are that the Episcopal Church presently has an avid and growing sense of mission at this time, and that there is no current program for nurturing and encouraging major gifts for mission at the national church level. There exist within our faith community persons of financial abundance, demonstrated leadership and a passion for transformation of the world.

We want to invite them into this ministry.

**CIM 015 -Adopted**

To: The Executive Council  
From: The Standing Committee on Congregations in Ministry  
Date: November 2, 2004  
Re: Constable Fund Application: Strengthening Theological Education, Lifelong learning, and Christian formation in the Episcopal Church

*Resolved*, That the Executive Council, meeting in Boise, Idaho, approve the proposal for strengthening Theological Education, Lifelong learning and Christian formation in the Episcopal Church.

*Explanation*

See Constable Fund proposal by Bud Holland with Thom Chu. (This proposal was distributed to Executive Council and is on file in the General Convention office.)

**CIM 016 - Adopted**

To: The Executive Council  
From: The Standing Committee on Congregations in Ministry  
Date: November 2, 2004  
Re: Constable Fund Application: Episcopal Church and Congressional Middle East Study Delegation

*Resolved*, That the Executive Council, meeting in Boise, Idaho, approve the proposal for a Middle East Study Delegation and related educational materials for the Episcopal Church.

*Explanation*

See Constable Fund proposal by Brian Grieves and Maureen Shea. (This proposal was distributed to Executive Council and is on file in the General Convention Office.)

**CIM 017 – Adopted**

To: The Executive Council  
From: The Standing Committee on Congregations in Ministry  
Date: November 2, 2004  
Re: Constable Fund Application: Mission Education for Global Companionship, Reconciliation and Transformation

*Resolved*, That the Executive Council, meeting in Boise, Idaho, approve the proposal for Mission Education for Global Companionship, Reconciliation and Transformation.

*Explanation*

See Constable Fund proposal by Patrick Mauney. (This proposal was distributed to Executive Council and is on file in the General Convention Office.)

**CIM 018 – Adopted**

To: The Executive Council  
From: The Standing Committee on Congregations in Ministry  
Date: November 2, 2004  
Re: Constable Fund Application: EMM Diocesan Diaries: Visualizing Faith Formation with Refugees

*Resolved*, That the Executive Council, meeting in Boise, Idaho, approve the proposal for EMM Diocesan Diaries: Visualizing Faith Formation with Refugees.

*Explanation*

See Constable Fund proposal by Richard Parkins. (This proposal was distributed to Executive Council and is on file in the General Convention Office.)

There was some discussion around CIM 019 because of funding implications. The hope is that this task force can operate with a minimal budget by utilizing conference calls, internet, etc. Dean Werner said that he could contribute a small amount from his Council of Advise budget.

**CIM 019 - Adopted**

To: The Executive Council

From: The Standing Committee on Congregations in Ministry

Date: November 3, 2004

Re: Task Force to Study Employment Policies and Practices in the Episcopal Church

*Resolved*, That the Executive Council request the Presiding Bishop and President of the House of Deputies appoint two Executive Council members to serve on a task force with representatives of the Office of Ministry Development, the Church Pension Group, and Colloquium of Episcopal Professional and Vocational Associations (CEPVA) to study employment policies and practices in the Episcopal Church and to report to the Fall 2005 meeting of the Executive Council.

*Explanation*

This resolution takes the next step as proposed in A006 adopted by the General Convention:

*Resolved*, That the 74<sup>th</sup> General Convention authorize the Executive Council to appoint a Task Group in consultation with the Church Pension Fund to study employment policies and practices in the dioceses and the parishes of the church and consider policy recommendations to the 75<sup>th</sup> General Convention that address issues of equity and justice for church employees working in circumstances of both affluence and poverty; and be it further

*Resolved*, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$10,000 for implementation of this resolution.

Funding was not provided in the budget, but we believe the participants in the task force can find the resources necessary to do the work.

Cynthia then invited Bob Williams to discuss the National Ad Campaign. He reports that the campaign will be released in August/September, 2005, and there is a plan to provide churches with a Lenten package. There is an excellent working spirit between the staff and the Communications Department.

Break for Holy Eucharist and Lunch

**THURSDAY AFTERNOON**

The meeting reconvened at 2:30 p.m. Cynthia introduced Thom Chu, who showed a 20 minute video called "Pulse", which was send out in May to every ordained leader in the church. Copies are available and may be obtained by contacting Thom.

This concluded CIM's report.

Next, Steve Lane presented a draft of the letter from Executive Council. The letter was well received, with a few suggestions. The committee will take the suggestions under advisement and complete the final version. (*See Attachment B*)

Real Time Evaluation followed (*See Attachment C*)

Bishop Griswold then made his closing remarks, with a personal note of thanks to Patrick Mauney. He reminded Council of how important they are as communicators of the Church. We will plan time to discuss the Windsor Report at the February meeting.

The next meeting will be in Austin, Texas, and Titus Presler extended an invitation to tour ETSS and the Archives.

The meeting was adjourned at 4:35 p.m.

## **ATTACHMENT A**

### **MID-TERM EVALUATION**

The mid-term evaluation was facilitated by Catherine Roskam, Brian Prior and Del Glover. Discussions were held in small table groups, and each group put their findings on newsprint and presented to the whole group. The newsprint has been transcribed and is available in its entirety in the General Convention Office.

Here are some recurring comments, both positive and negative:

- Shared worship, bible study and prayer foster a sense of community.
- Cross-cultural awareness is increasing, but there is still room for improvement, especially with the translation issue.
- Budget “rules”; A&F holds the most power.
- Real time evaluation at the end of the meeting is a good way to maintain course correction.

## Attachment B

From Executive Council  
November 4, 2004

Dear Sisters and Brothers in the Episcopal Church:

Meeting in Boise, Idaho, during the first week of November, we on Executive Council have been moved to give thanks for all the saints of God around the world. We have deliberated on many matters, including the needs of Africa and Haiti, a funding plan for the church's mission, the work of Episcopal Relief and Development and the United Thank Offering, support for indigenous ministries, recruitment of young people for ordination, and translation of church documents into Spanish and other languages. We were inspired by the ministries of the Diocese of Idaho. And we have reflected on how the USA's general election may call us to engage with public policy as a church.

As the Episcopal Church begins to receive the Windsor Report of the Lambeth Commission on Communion, we invite all congregations, dioceses and provinces of the church to take time to read and discuss the report. The church needs to explore the Commission's vision of how we are called to a deeper communion with one another as a reflection of the inner communion of the triune God. The church also needs to reflect on the Commission's recommendations about how the Anglican Communion might function amid differing views.

Our church's reception of the report will be enhanced as you share your reflections with bishops and members of this Council. The House of Bishops will meet in January, and the Council will meet in February. It is especially important that all orders of ministry, including lay people, contribute to the church's reflection. The Presiding Bishop would like to be informed by these deliberations as he meets with the Primates in February. We affirm his intention to appoint a group to respond to the Windsor Report's invitation that the Episcopal Church explain the rationale for consecrating a bishop living in a same-gender relationship.

The consultations of the coming months are just the beginning of our church's reception of the Windsor Report, for the principal response should be made by the 2006 General Convention. We believe our role as Executive Council is to help prepare deputies, bishops and the church at large for the discussions that will take place at Convention. As we considered the report, we were assisted by Bishop Mark Dyer, the Episcopal Church's representative on the Commission, and Bishop James Tengatenga of Southern Malawi, who shared perspectives as an African church leader.

The Council supports wholeheartedly the wise and articulate leadership that is being offered during this difficult time by Presiding Bishop Frank Griswold and Dean George Werner, President of the House of Deputies. We offer our prayerful affirmation to gay and lesbian Anglicans, both here and abroad, who continue to minister faithfully in a time of vulnerability in the life of the Anglican Communion. We believe that receiving the Windsor Report with humility and patience will draw us with renewed zeal and wider vision into God's mission of restoring all people to unity with God and each other in Christ.

In Christ's love,

The Executive Council

El Consejo Ejecutivo  
4 de noviembre de 2004

Estimados Hermanos y Hermanas de la Iglesia Episcopal:

Reunidos en Boise, Idaho la primera semana de noviembre, los miembros del Consejo Ejecutivo nos hemos sentido conmovidos a dar gracias por todos los santos de Dios en el mundo entero. Hemos deliberado sobre muchos temas, incluyendo las necesidades de Africa y Haití, un plan de financiación para la misión de la Iglesia, la labor de Episcopal Relief and Development (Ayuda y Desarrollo Episcopal) y United Thank Offering (Ofrenda Unida de Gracias), apoyo para ministerios indígenas, el reclutamiento de jóvenes para la ordenación y la traducción de documentos de la iglesia al español y otros idiomas. Los ministerios de la Diócesis de Idaho nos inspiraron. Y hemos reflexionado sobre la manera en la cual las elecciones generales en Estados Unidos puedan llamarnos a entablar la política pública como iglesia.

A medida que la Iglesia Episcopal empieza a recibir el Informe Windsor de la Comisión Lambeth sobre la Comunión, invitamos a todas las congregaciones, diócesis y provincias de la iglesia a tomar tiempo para leer y discutir el informe. La iglesia tiene necesidad de explorar la visión de la Comisión respecto a cómo somos llamados a una comunión más profunda el uno con el otro como reflejo de la comunión interior del Dios triuno. La iglesia también necesita reflexionar sobre las recomendaciones de la Comisión en cuanto a cómo la Comunión Anglicana podría funcionar entre puntos de vista divergentes.

La recepción del informe de parte de nuestra iglesia se verá realizada a medida que compartan sus reflexiones con obispos y miembros de este Consejo. La Cámara de Obispos se reunirá en enero y el Consejo lo hará en febrero. Es sumamente importante que todas las órdenes de ministerio, incluyendo a los laicos, contribuyan a la reflexión de la iglesia. El Obispo Presidente querrá ser informado por estas deliberaciones al reunirse con los Primados en febrero. Apoyamos su intención de nombrar a un grupo de la Iglesia Episcopal para responder a la invitación del Informe Windsor de explicar los fundamentos por los cuales consagraron a un obispo que vive en una relación de pareja del mismo sexo.

Las consultas de los meses venideros son sólo el comienzo de la recepción del Informe Windsor de parte de nuestra iglesia, porque la respuesta principal debería darse por la Convención General de 2006. Estimamos que nuestro papel como Consejo Ejecutivo es de preparar a diputados, obispos y la iglesia en general para las discusiones que tendrán lugar en la Convención. Al considerar el informe, nos asistieron el Obispo Mark Dyer, representante de la Iglesia Episcopal en la Comisión, y el Obispo James Tengatenga de Malawi del Sur, quien compartió sus perspectivas como líder de la iglesia africana.

El Consejo apoya plenamente el sabio y claro liderazgo que ofrecen en este momento difícil el Obispo Presidente Frank Griswold and el Decano George Werner, presidente de la Cámara de Diputados. Ofrecemos nuestro apoyo en oración a los anglicanos gay y lesbianas, aquí y en el extranjero, quienes siguen fielmente en sus ministerios en un tiempo de vulnerabilidad en la vida de la Comunión Anglicana. Creemos que al recibir el Informe Windsor con humildad y paciencia, nos acercaremos con renovado celo y visión ampliada a la misión de Dios de restaurar a todos a la unidad con Dios y entre nosotros en Cristo. En el amor de Cristo,

El Consejo Ejecutivo  
(Traducido por Victoria Furio)

## ATTACHMENT C

### Real-time Evaluation

TABLE 1

**Positives:**

- diocese of ID presentation and hospitality - gracious and informative
- “wi-fied” hotel appreciated
- seemed to use less paper
- bound copy of the Windsor Report
- tree planting exercise
- food and accommodations
- Boise is an exceptionally friendly place to be
- appreciated proximity to Cathedral, restaurants, and shopping

**Negatives:**

- miss secretariat staff during prayer time
- secretariat located far away from other rooms, layout of meeting rooms distant one from another

TABLE 2

**Positives:**

- natural light
- sound system
- translation services
- attention paid to Province IX & Hispanic ministries

**Negatives:**

- hard to navigate hotel
- mid-term evaluations felt incomplete

TABLE 3

**Positives:**

- simply wonderful
- more harmonious meeting than some
- growing trust among Council members
- hard work in committees led to less discussion in plenary

**Negatives:**

- committee time too compressed
- dismay over election a distraction
- diocesan visit: sense that kitchen staff were the most committed to the time - election
- council meeting during election
- A&F meeting during prayer time
- A&F dining together on free night

TABLE 4

**Positives:**

- not as many resolutions
- spirit of cooperation with communications officer
- within the Episcopal Church on Windsor Report
- creative use of time for extra meetings: get room service delivered to meeting room at 7:00am so as not to miss prayer time

**Negatives:**

- spent morning on Windsor Report but missed having time for plenary on topic
- no windows in committee meeting spaces

- no time or planning on strategic issues
- wish for pro-active strategy to respond to concerns

TABLE 5

**Positives:**

- new director of mission and communication feel affirmed
- moving of items to consent calendar streamlining process

TABLE 6

**Positives:**

- committees reaching out to one another
- Windsor Report discussion helpful
- mid-term evaluation, esp. committee of the whole discussion

**Negatives:**

- wish that ECC staff had “wi-fi” capability

TABLE 7

**Positives:**

- reports of ERD and UTO
- bishops Dyer and Tengatenga
- informational presentations

**Negatives:**

- A&F reports not enough background provided for funding presentations
- wish to hear staff reports during plenary

TABLE 8

**Positives:**

- good gym
- more efficient to have more projector screens and less paper
- more awareness of Episcopal Church as an international church
- Marian and other GC staff stepping up with Rosemari’s departure

**Negatives:**

- restaurant in the hotel slow
- lack of written materials in Spanish
- want more reporting on 20/20 progress and mission
- tree planting exercise: consult with diocese first

TABLE 9

**Positives:**

- liked having resolutions on projection screen
- information to take home
- good to be among friends & colleagues during election

**Negatives:**

- hard to be away from home
- wish for more time for dialogue with Bp. Tengatenga